

HealthEquity®

Investor presentation

February 2021

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Safe harbor

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This presentation includes certain non-GAAP financial measures as defined by SEC rules. As required by Regulation G, we have provided a reconciliation of those measures to the most directly comparable GAAP measures, which is available in our public filings.

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An industry leader

12.8M

 Total Accounts

100k

 Employer Clients

5.8M

 HSA members

174

 Network partners

\$14.3B

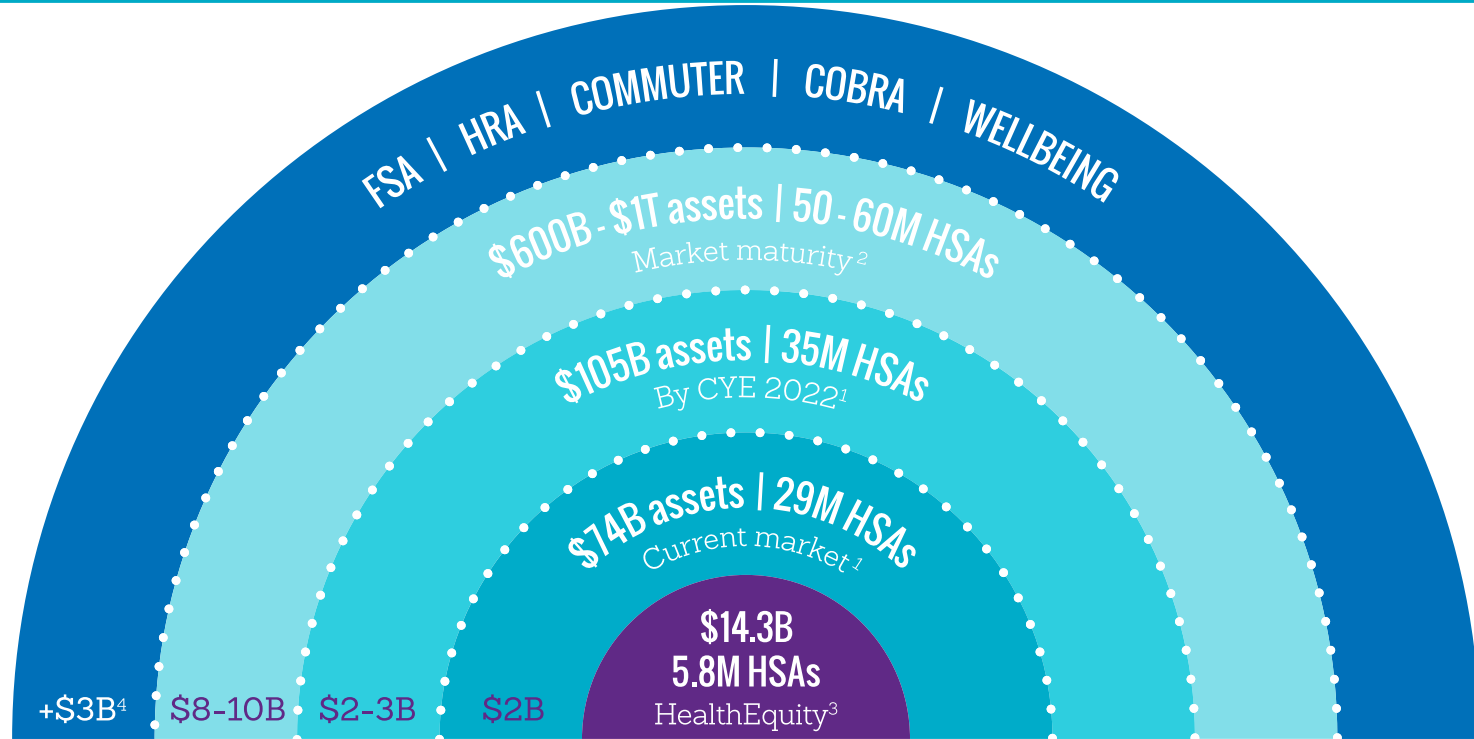
 HSA assets

15k

 Integrations



Expanding market



MARKET WIDE REVENUE

¹ Devenir HSA Research Report as of June 30, 2020

² Management estimate as of February 2021

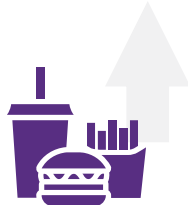
³ HealthEquity information as of January 31, 2021

⁴ Proprietary research June 2019

Multiple avenues for growth



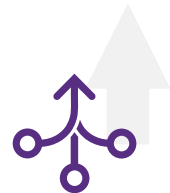
**New partners
& clients**



Cross-sell



**Uptake &
balance growth**

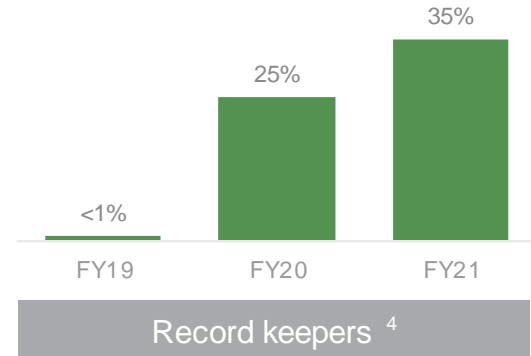
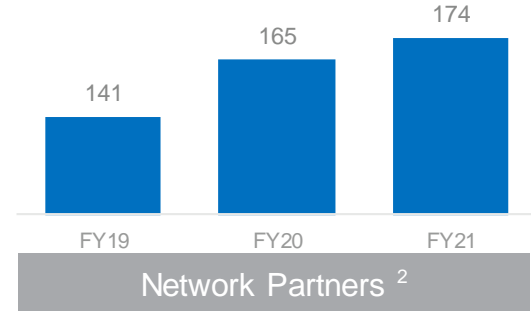
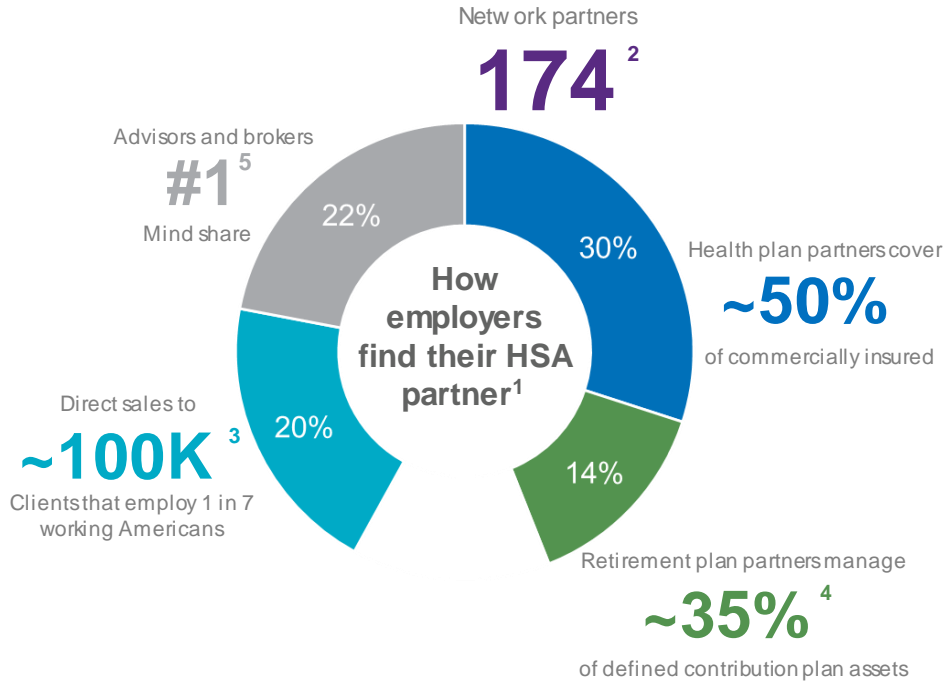


M&A initiatives



Rate recovery, return to work and regulatory tailwinds

Win new network partners and clients



¹ Aite Group survey of U.S. private sector employers, February 2019

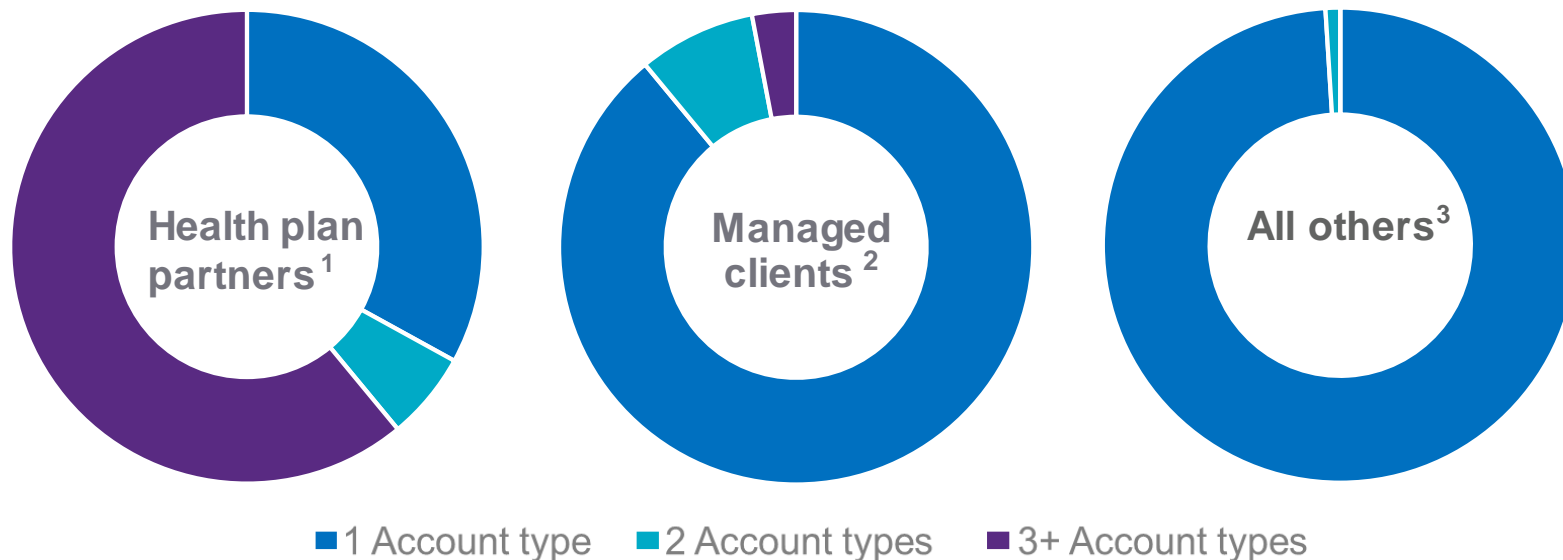
² HealthEquity network partners as of January 2021

³ Employers clients served estimated as of January 2021

⁴ Current HealthEquity defined contribution record keeper partners' total 401K assets as reported by them as a percentage of the approximately \$7 trillion DC market - DOL Employee Benefits Security Administration, Private Pension Plan Bulletin: Abstract of 2017 Form 5500 Annual Reports, September 2019

⁵ Proprietary research February 2019 - of the 175 brokers and advisors surveyed, WageWorks and HealthEquity combined to be the most recognized benefit providers

Lean into cross-sell



HealthEquity data as of January 2021

1 – Largest 50 HealthEquity health plan partners

2 – Largest 5K HealthEquity managed employer clients

3 – All other HealthEquity partners and clients estimated

Increase uptake



Engagement platform



Virtual open enrollment



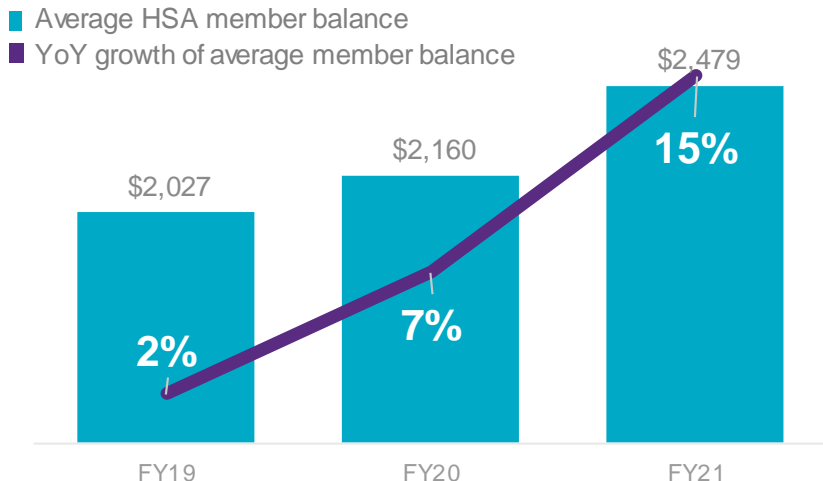
Live specialists



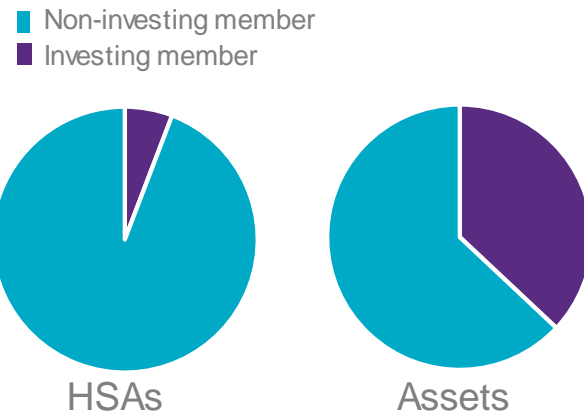
Just 24% of those with commercial insurance have HSA-qualified plans ¹

Grow balances

HSA average balance growth



HSA investors FY2021



HealthEquity
HSAs:

31%
Open 2 years or less

3.6 Years
Average age

5.8%
HSAs with Investments

M&A initiatives

Custodial consolidation ¹

HSA Provider	Market Share
Company 1	17%
HealthEquity	16%
Company 3	12%
Company 4	11%
Company 5	5%
Company 6	4%
Company 7	4%
Company 8	4%
Company 9	2%
Company 10	2%
Top 10	77%
All Others	23%

Additional solutions



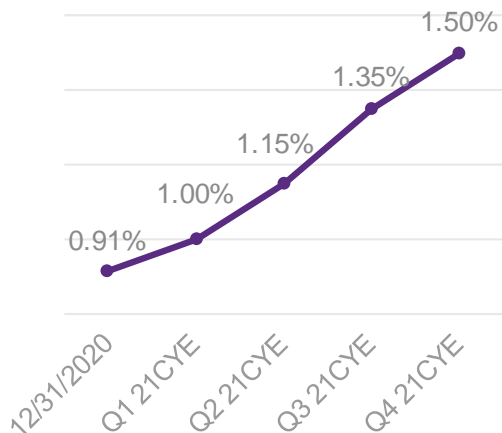
Capability tuck-ins

- ✓ Proven track record
- ✓ Disciplined approach
- ✓ Integration playbook
- ✓ Go-to-market focus

Headwinds becoming tailwinds



Rate recovery ¹



Return to work

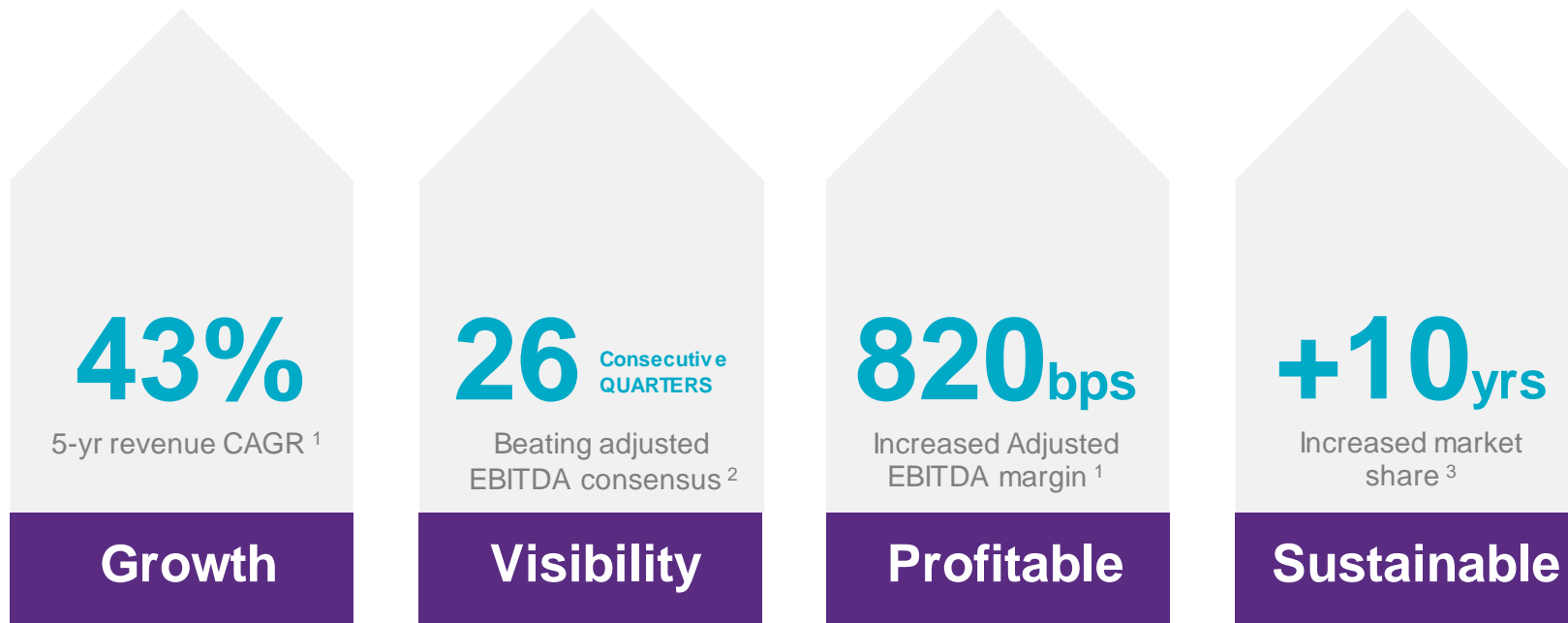
- Deferred client pipeline
- Employment rebound
- Commuter utilization
- Healthcare spend
- Childcare accounts



Regulatory

- COBRA subsidy
- HSA expansion
- Medicare opportunities
- Brokered deposits rule

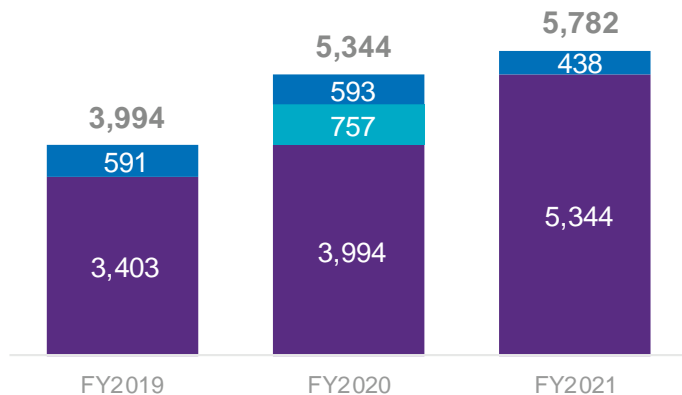
Foundation of promises kept



HSA key metrics

HSA (000s)

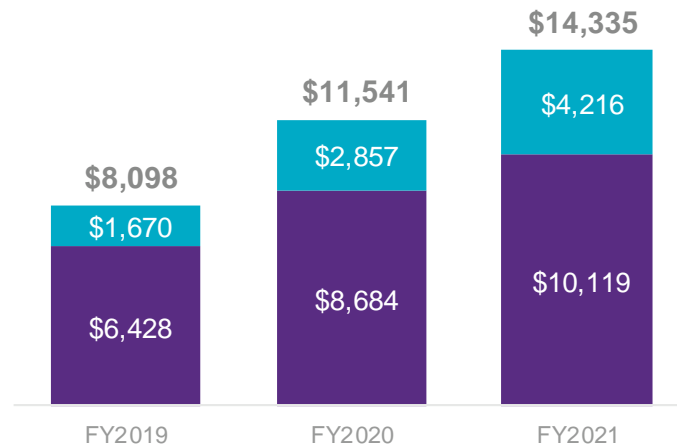
- Net new HSAs
- Acq HSAs
- Beg HSAs



- **687K** new organic HSAs
- **11%** organic growth YoY

HSA Assets (\$M)

- Invested assets
- Cash assets



- **\$2.8B** net increase YoY
- **26%** organic growth YoY

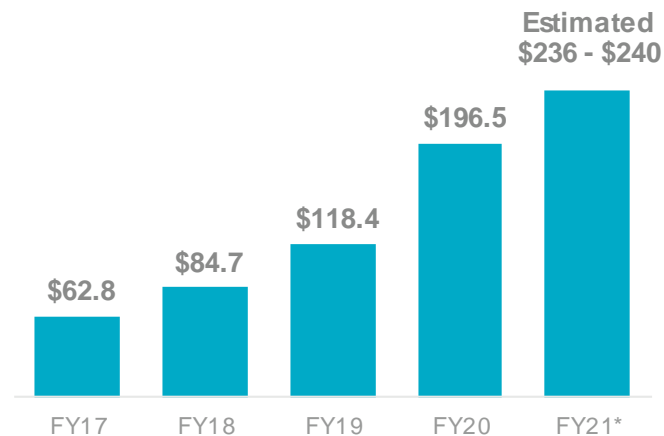
Financial results

Revenue (\$M)



- **37% - 38%** revenue growth YoY

Adjusted EBITDA⁽¹⁾ (\$M)



- **20% - 22%** Adjusted EBITDA growth YoY
- **32% - 33%** Adjusted EBITDA margin

Capitalization and leverage

(\$ in millions)	October 31, 2020 As adjusted ¹	October 31, 2020
Cash, cash equivalents & marketable securities	\$699	\$299
Long-term debt, net of debt issuance costs (\$350M available LOC)	\$1,001	\$1,001
Total stockholders' equity	\$1,755	\$1,355
Credit agreement net leverage ratio ²	2.89	2.89
Total net leverage ratio ³	1.20	2.71

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Appendix

Adjusted EBITDA reconciliation

For fiscal years ending January 31,

(in millions)	2017	2018	2019	2020	Estimated 2021
Net income	\$26	\$47	\$74	\$40	\$5-8
Interest income	(1)	(1)	(2)	(6)	(1)
Interest expense	0	0	0	25	34
Income tax provision	14	5	2	3	3-4
Depreciation and amortization	9	11	12	21	39
Amortization of acquired intangible assets	4	5	6	35	76
Stock-based compensation expense	8	14	21	30	43
Merger integration & Acquisition expenses	0	0	2	73	40
(Gain) loss on marketable equity securities	0	0	0	(28)	0
Other	1	3	3	4	(3)
Adjusted EBITDA	\$63	\$85	\$118	\$196	\$236-240