

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

**CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): October 30, 2025

WEAVE COMMUNICATIONS, INC.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of incorporation or organization)

001-40998
(Commission
File Number)

26-3302902
(I.R.S. Employer
Identification No.)

1331 W Powell Way
Lehi, Utah
(Address of principal executive offices)

84043
(Zip Code)

Registrant's telephone number, including area code: (385) 331-4164

Not Applicable
(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13d-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.00001 par value	WEAV	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☒

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 2.02 Results of Operations and Financial Condition.

On October 30, 2025, Weave Communications, Inc. (the “Company”) issued a press release announcing its financial results for the third quarter ended September 30, 2025. A copy of the press release is furnished as Exhibit 99.1 to this Current Report on Form 8-K.

The foregoing information contained under Item 2.02 of this Current Report on Form 8-K (including the Exhibit 99.1 hereto) is being furnished and shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended (the “Securities Act”), regardless of any general incorporation language in such filings, except as shall be expressly set forth by specific reference in such filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

<u>Exhibit No.</u>	<u>Description</u>
99.1	Press Release Announcing Financial Results Dated October 30, 2025
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

WEAVE COMMUNICATIONS, INC.

Date: October 30, 2025

By: /s/ Brett White

Name: Brett White

Title: Chief Executive Officer

Weave Announces Third Quarter 2025 Financial Results

- Third quarter total revenue of \$61.3 million, up 17.1% year over year
- GAAP gross margin of 72.3%, up 30 basis points year over year
- Non-GAAP gross margin of 73.0%, up 50 basis points year over year
- Net cash provided by operating activities was \$6.1 million, up \$1.6 million year over year
- Free cash flow was \$5.0 million, up \$1.5 million year over year

LEHI, Utah—October 30, 2025 – Weave Communications, Inc. (“Weave”) (NYSE: WEAV), a leading vertical SaaS platform that delivers AI-powered patient engagement and payment solutions for small and medium-sized healthcare practices, today announced its financial results for the third quarter September 30, 2025.

“We delivered another strong quarter, marked by accelerating revenue growth, non-GAAP profitability, and free cash flow as well as significant advancements across our product roadmap,” said Brett White, CEO of Weave. “The SMB healthcare market is evolving rapidly, with technology playing a greater role in how practices attract, engage, and retain patients. Weave is uniquely positioned to lead in this next phase of transformation. Our scale, brand, and deep expertise in SMB healthcare give us an advantage.”

Third Quarter 2025 Financial Highlights

- Total revenue was \$61.3 million, representing a 17.1% year-over-year increase compared to \$52.4 million in the third quarter of 2024.
- GAAP gross margin was 72.3%, compared to 72.0% in the third quarter of 2024.
- Non-GAAP gross margin was 73.0%, compared to 72.5% in the third quarter of 2024.
- GAAP loss from operations was \$8.9 million, compared to \$6.6 million in the third quarter of 2024.
- Non-GAAP income from operations was \$1.7 million, compared to \$1.4 million in the third quarter of 2024.
- GAAP net loss was \$8.7 million, or \$0.11 per share, compared to \$5.9 million, or \$0.08 per share, in the third quarter of 2024.
- Non-GAAP net income was \$2.0 million, or \$0.03 per share, compared to \$2.1 million, or \$0.03 per share, in the third quarter of 2024.
- Adjusted EBITDA was \$2.7 million, compared to \$2.2 million in the third quarter of 2024.
- Gross revenue retention was 90%, compared to 92% in the third quarter of 2024.
- Net revenue retention was 94%, compared to 98% in the third quarter of 2024.
- Net cash provided by operating activities was \$6.1 million, compared to \$4.5 million for the third quarter of 2024.
- Free cash flow was \$5.0 million, compared to \$3.5 million for the third quarter of 2024.

ent Business Highlights

- Launched new payments features including surcharging and bulk payments, addressing key customer needs. Surcharging helps healthcare practices manage rising costs by offering flexibility to pass credit card fees to payers, while bulk payments saves time for larger, multi-location practices by enabling multiple payment requests at once.
- Again earned the top rating in the G2 Fall Report for Patient Relationship Management, reflecting strong customer satisfaction and trust. Also certified as a Great Place to Work in the U.S. and India for the seventh consecutive year in the U.S. and second in India.

Full Year 2025 Outlook

The company expects to achieve the following financial results for the full year ending December 31, 2025:

	Fourth Quarter	Full Year
	(in millions)	
Total revenue	\$62.4 - \$63.4	\$238.0 - \$239.0
Non-GAAP income from operations	\$1.5 - \$2.5	\$3.3 - \$4.3
Weighted average share count	78.2	76.3

The guidance provided above constitutes forward-looking statements and actual results may differ materially. Refer to the “Forward-Looking Statements” safe harbor section below for information on the factors that could cause our actual results to differ materially from these forward-looking statements.

Non-GAAP income (loss) from operations excludes estimates for, among other things, stock-based compensation expense, acquisition transaction costs (as described further below), and amortization of acquisition-related intangible assets. A reconciliation of this non-GAAP financial guidance measure to a corresponding GAAP financial guidance measure is not available on a forward-looking basis because we do not provide guidance on GAAP income (loss) from operations and are not able to present the various reconciling cash and non-cash items between GAAP loss from operations and non-GAAP income (loss) from operations without unreasonable effort. In particular, stock-based compensation expense is impacted by our future hiring and retention needs, as well as the future fair market value of our common stock, all of which are difficult to predict and are subject to change. The actual amount of these expenses during 2025 will have a significant impact on our future GAAP financial results.

Webcast

The company will host a conference call and webcast for analysts and investors on Thursday, October 30, 2025, beginning at 4:30 p.m. EST.

The live audio webcast and a webcast replay of the conference call can be accessed from the investor relations page of Weave’s website at investors.getweave.com.

About Weave

Weave is a leading vertical SaaS platform that delivers AI-powered patient engagement and payment solutions for small and medium-sized healthcare practices. From the first phone call to the final invoice and every touchpoint in between, Weave connects the entire patient journey. Weave's software solutions transform how healthcare practices attract, communicate with, and engage patients and clients to grow their business. Weave seamlessly integrates billing and payment requests into communication workflows, streamlining payment timelines, reducing accounts receivable, and supporting practice profitability. In the past year, Weave has been named an Inc. Power Partner, a G2 leader in Patient Relationship Management software, and a Top 50 Product for Small Business. To learn more, visit getweave.com/newsroom.

Non-GAAP Financial Measures

In this press release, Weave has provided financial information that has not been prepared in accordance with generally accepted accounting principles in the United States ("GAAP"). We disclose the following historical non-GAAP financial measures in this press release: non-GAAP net income, non-GAAP net income margin, non-GAAP net income per share, non-GAAP gross profit, non-GAAP gross margin, non-GAAP operating expenses, non-GAAP income (loss) from operations, non-GAAP income (loss) from operations margin, Adjusted EBITDA and free cash flow. We use these non-GAAP financial measures internally to analyze our financial results and evaluate our ongoing operational performance. We believe that these non-GAAP financial measures provide an additional tool for investors to use in understanding and evaluating ongoing operating results and trends in the same manner as our management and board of directors. Our use of these non-GAAP financial measures has limitations as an analytical tool, and you should not consider them in isolation or as a substitute for analysis of our financial results as reported under GAAP. Because of these and other limitations, you should consider these non-GAAP financial measures along with other GAAP-based financial performance measures, including various cash flow metrics, operating loss, net loss, and our GAAP financial results. We have provided a reconciliation of these non-GAAP financial measures to their most directly comparable GAAP measures in the tables included in this press release, and investors are encouraged to review the reconciliation.

Non-GAAP net income, non-GAAP net income margin and non-GAAP net income per share

We define non-GAAP net income as GAAP net loss adjusted to exclude stock-based compensation expense, acquisition transaction costs, and amortization of acquisition-related intangible assets, and non-GAAP net income margin as non-GAAP net income as a percentage of revenue. Acquisition transaction costs include legal and any accounting professional services costs incurred as a result of our acquisition during the applicable period. Although we exclude the amortization of acquisition-related intangibles from the non-GAAP measure, management believes it is important for investors to understand that such intangible assets were recorded as part of purchase accounting and contribute to revenue generation. Non-GAAP net income per share is calculated as non-GAAP net income divided by the diluted weighted average shares outstanding.

Non-GAAP gross profit and non-GAAP gross margin

We define non-GAAP gross profit as GAAP gross profit adjusted to exclude stock-based compensation expense and amortization of acquisition-related intangible assets. Although we exclude the amortization of acquisition-related intangible assets from the non-GAAP measure, management believes it is important for investors to understand that such intangible assets were recorded as part of purchase accounting and contribute to revenue generation. Non-GAAP gross margin is defined as non-GAAP gross profit as a percentage of revenue.

Non-GAAP operating expenses

We define non-GAAP operating expenses, in the aggregate or its individual components (i.e., sales and marketing, research and development or general and administrative), as the applicable GAAP operating expenses adjusted to exclude the applicable stock-based compensation expense, acquisition transaction costs, if any, and amortization of acquisition-related intangible assets. Although we exclude the amortization of acquisition-related intangible assets from the non-GAAP measure, management believes it is important for investors to understand that such intangible assets were recorded as part of purchase accounting and contribute to revenue generation.

Non-GAAP income (loss) from operations and non-GAAP income (loss) from operations margin

We define non-GAAP income (loss) from operations as GAAP loss from operations less stock-based compensation expense, acquisition transaction costs, if any, and amortization of acquisition-related intangible assets. Although we exclude the amortization of acquisition-related intangible assets from the non-GAAP measure, management believes it is important for investors to understand that such intangible assets were recorded as part of purchase accounting and contribute to revenue generation. Non-GAAP income (loss) from operations margin is defined as non-GAAP income (loss) from operations as a percentage of revenue.

Adjusted EBITDA

We define EBITDA as earnings before interest expense, interest income, other income/expense, income tax benefit (expense), depreciation, and amortization. Our depreciation adjustment includes depreciation on operating fixed assets and we do not adjust for amortization of finance lease right-of-use assets on phone hardware provided to our customers. Our amortization adjustment includes the amortization of capitalized costs from both internal-use software development and cloud computing arrangements. We further adjust EBITDA to exclude stock-based compensation expense, a non-cash item, acquisition transaction costs, which we believe are not reflective of ongoing results of operations in the period incurred and not directly related to the operation of our business, and amortization of acquisition-related intangible assets. Although we exclude the amortization of acquisition-related intangible assets from the non-GAAP measure, management believes it is important for investors to understand that such intangible assets were recorded as part of purchase accounting and contribute to revenue generation. We believe that Adjusted EBITDA provides management and investors consistency and comparability with our past financial performance and facilitates period-to-period comparisons of operations. Additionally, management uses Adjusted EBITDA to measure our financial and operational performance and prepare our budgets.

Free cash flow

We define free cash flow as net cash provided by operating activities, less purchases of property and equipment and capitalized internal-use software costs. We believe that free cash flow is a useful indicator of liquidity that provides useful information to management and investors, even if negative, as it provides information about the amount of cash consumed by our combined operating and investing activities. For example, as free cash flow has in the past been negative, we have needed to access cash reserves or other sources of capital for these investments.

Limitations and Reconciliation of Non-GAAP Financial Measures

The foregoing non-GAAP financial measures have limitations as analytical tools and should not be considered in isolation or as substitutes for financial information presented under U.S. GAAP. There are a number of limitations related to the use of non-GAAP financial measures versus comparable financial measures determined under U.S. GAAP. For example, the non-GAAP financial information presented above may be determined or calculated differently by other companies and may not be directly comparable to that of other companies. In addition, free cash flow does not reflect our future contractual commitments and the total increase or decrease of our cash balance for a given period. Further, Adjusted EBITDA excludes some costs, namely, non-cash stock-based compensation expense, acquisition transaction costs, and amortization of acquisition-related intangible assets. Therefore, Adjusted EBITDA does not reflect the non-cash impact of stock-based compensation expense or working capital needs that will continue for the foreseeable future. All of these limitations could reduce the usefulness of these non-GAAP financial measures as analytical tools. Investors are encouraged to review the related U.S. GAAP financial measures and the reconciliations of these non-GAAP financial measures to their most directly comparable U.S. GAAP financial measures and to not rely on any single financial measure to evaluate our business.

Supplemental Financial Information

The supplemental financial information provided herein excludes the impact of Vidurama, Inc. (d.b.a. "TrueLark"), a business we acquired in May 2025.

Dollar-Based Net Revenue Retention ("NRR")

For retention rate calculations, we use adjusted monthly revenue ("AMR"), which is calculated for each location as the sum of (i) the subscription component of revenue for each month and (ii) the average of the trailing three-month recurring payments revenue. To calculate our NRR, we first identify the cohort of locations (the "Base Locations") that were active in a particular month (the "Base Month"). We then divide AMR for the Base Locations in the same month of the subsequent year by AMR in the Base Month to derive a monthly NRR. We derive our annual NRR as of any date by taking a weighted average of the monthly net retention rates over the trailing twelve months before such date.

Dollar-Based Gross Revenue Retention ("GRR")

To calculate our GRR, we first identify the Base Locations that were under subscription in the Base Month. We then calculate the effect of reductions in revenue from customer location terminations by measuring the amount of AMR in the Base Month for Base Locations still under subscription twelve months subsequent to the Base Month (the "Remaining AMR"). We then divide the Remaining AMR for the Base Locations by AMR in the Base Month for the Base Locations to derive a monthly gross retention rate. We calculate GRR as of any date by taking a weighted average of the monthly gross retention rates over the trailing twelve months prior to such date. GRR reflects the effect of customer locations that terminate their subscriptions, but does not reflect changes in revenue due to revenue expansion, revenue contraction, or the addition of new customer locations.

Forward-Looking Statements

This press release and the accompanying conference call contain forward-looking statements including, among others, current estimates of full year 2025 revenue and non-GAAP income (loss) from operations, and the quotations of our Chief Executive Officer.

These forward-looking statements involve risks and uncertainties. If any of these risks or uncertainties materialize, or if any of our assumptions prove incorrect, our actual results could differ materially from the results expressed or implied by these forward-looking statements. These risks and uncertainties include risks associated with: the ability of Weave to successfully integrate our acquisition of TrueLark and to achieve expected benefits from the acquisition; our ability to attract new customers, retain existing customers and increase our customers' use of our platform; our ability to manage our growth; the impact of unfavorable economic conditions and macroeconomic uncertainties on our company; our ability to maintain and enhance our brand and increase market awareness of our company, platform and products; customer adoption of our platform and products and enhancements thereto; customer acquisition costs and sales and marketing strategies; our ability to achieve profitability in any future period; competition; our ability to enhance our platform and products; interruptions in service; and the risks described in the filings we make from time to time with the Securities and Exchange Commission ("SEC"), including the risks described under the heading "Risk Factors" in our Quarterly Report on Form 10-Q for the quarter ended June 30, 2025, filed with the SEC on August 7, 2025, which should be read in conjunction with our financial results and forward-looking statements and is available on the SEC Filings section of the Investor Relations page of our website at investors.getweave.com.

All forward-looking statements in this press release are based on information available to us as of the date hereof, and we do not assume any obligation to update the forward-looking statements provided to reflect events that occur or circumstances that exist after the date on which they were made.

Channels for Disclosure of Information

Weave uses the investor relations page on our website, blog posts on our website, press releases, public conference calls, webcasts, our X (Twitter) feed (@getweave), our Facebook page, and our LinkedIn page as the means of complying with our disclosure obligations under Regulation FD. We encourage investors, the media, and others to follow the channels listed above, in addition to following Weave's press releases, SEC filings, and public conference calls and webcasts, and to review the information disclosed through such channels.

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WEAVE COMMUNICATIONS, INC
CONDENSED CONSOLIDATED BALANCE SHEETS
(unaudited, in thousands, except share and per share data)

	September 30, 2025	December 31, 2024
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 64,394	\$ 51,596
Short-term investments	15,897	47,534
Accounts receivable, net	4,283	3,743
Deferred contract costs, net	12,934	11,568
Prepaid expenses and other current assets	5,443	6,298
Total current assets	<u>102,951</u>	<u>120,739</u>
Non-current assets:		
Property and equipment, net	8,834	8,443
Operating lease right-of-use assets	34,557	37,516
Finance lease right-of-use assets	10,664	10,650
Deferred contract costs, net, less current portion	10,794	9,487
Intangible assets, net	7,482	—
Goodwill	29,465	—
Other non-current assets	1,716	2,091
TOTAL ASSETS	<u>\$ 206,463</u>	<u>\$ 188,926</u>
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current liabilities:		
Accounts payable	\$ 6,123	\$ 8,276
Accrued liabilities and other	27,241	17,638
Deferred revenue	38,499	39,987
Current portion of operating lease liabilities	4,349	4,119
Current portion of finance lease liabilities	6,697	6,600
Total current liabilities	<u>82,909</u>	<u>76,620</u>
Non-current liabilities:		
Other long-term liabilities	2,936	—
Operating lease liabilities, less current portion	35,657	38,961
Finance lease liabilities, less current portion	6,344	6,377
Total liabilities	<u>127,846</u>	<u>121,958</u>
Stockholders' equity:		
Preferred stock, \$0.00001 par value per share; 10,000,000 shares authorized, zero shares issued and outstanding as of September 30, 2025 and December 31, 2024	—	—
Common stock, \$0.00001 par value per share; 500,000,000 shares authorized as of September 30, 2025 and December 31, 2024; 77,990,452 and 73,225,253 shares issued and outstanding as of September 30, 2025 and December 31, 2024, respectively	—	—
Additional paid-in capital	396,121	358,549
Accumulated deficit	(317,217)	(291,013)
Accumulated other comprehensive loss	(287)	(568)
Total stockholders' equity	<u>78,617</u>	<u>66,968</u>
TOTAL LIABILITIES AND STOCKHOLDERS' EQUITY	<u>\$ 206,463</u>	<u>\$ 188,926</u>

WEAVE COMMUNICATIONS, INC
CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS
(unaudited, in thousands, except share and per share data)

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Revenue	\$ 61,342	\$ 52,386	\$ 175,621	\$ 150,145
Cost of revenue	17,000	14,659	49,383	43,307
Gross profit	44,342	37,727	126,238	106,838
Operating expenses:				
Sales and marketing	26,404	21,159	75,175	62,678
Research and development	13,121	9,868	36,262	29,471
General and administrative	13,761	13,330	43,251	38,729
Total operating expenses	53,286	44,357	154,688	130,878
Loss from operations	(8,944)	(6,630)	(28,450)	(24,040)
Other income (expense):				
Interest income	447	520	1,345	1,372
Interest expense	(366)	(405)	(1,300)	(1,123)
Other income, net	277	692	1,248	2,278
Loss before income taxes	(8,586)	(5,823)	(27,157)	(21,513)
Income tax benefit (expense)	(82)	(56)	953	(122)
Net loss	\$ (8,668)	\$ (5,879)	\$ (26,204)	\$ (21,635)
Net loss per share - basic and diluted	\$ (0.11)	\$ (0.08)	\$ (0.35)	\$ (0.30)
Weighted-average common shares outstanding - basic and diluted	77,338,906	72,007,727	75,684,733	71,253,586

WEAVE COMMUNICATIONS, INC
CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS
(unaudited, in thousands)

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES				
Net loss	\$ (8,668)	\$ (5,879)	\$ (26,204)	\$ (21,635)
Adjustments to reconcile net loss to net cash provided by operating activities				
Depreciation and amortization	2,920	2,712	8,602	8,670
Amortization of operating right-of-use assets	992	991	2,959	2,949
Amortization of intangible assets	362	—	518	—
Provision for credit losses	294	400	774	1,243
Amortization of deferred contract costs	3,723	3,340	10,943	9,992
Stock-based compensation, net of amount capitalized	9,922	8,022	28,159	23,085
Net accretion of discounts on short-term investments	(108)	(503)	(750)	(1,677)
Changes in operating assets and liabilities:				
Accounts receivable	(1,186)	(3,236)	(1,207)	(6,096)
Deferred contract costs	(4,569)	(3,488)	(13,616)	(11,531)
Prepaid expenses and other assets	378	199	1,826	1,665
Accounts payable	75	29	(2,644)	2,465
Accrued liabilities	3,875	3,194	6,382	191
Operating lease liabilities	(1,034)	(995)	(3,074)	(2,963)
Deferred revenue	(907)	(286)	(1,373)	1,117
Net cash provided by operating activities	6,069	4,500	11,295	7,475
CASH FLOWS FROM INVESTING ACTIVITIES				
Maturities of short-term investments	17,400	23,471	47,856	55,745
Purchases of short-term investments	—	(22,534)	(15,455)	(43,016)
Purchases of property and equipment	(279)	(548)	(1,267)	(1,802)
Capitalized internal-use software costs	(743)	(411)	(1,565)	(1,434)
Business acquisitions, net of cash acquired	(537)	—	(23,855)	—
Net cash provided by (used in) investing activities	15,841	(22)	5,714	9,493
CASH FLOWS FROM FINANCING ACTIVITIES				
Principal payments on finance leases	(1,829)	(1,743)	(5,416)	(5,285)
Proceeds from stock option exercises	234	193	749	550
Payments for taxes related to net share settlement of equity awards	(1,445)	(4,461)	(1,488)	(13,883)
Stock issuance costs	—	—	(26)	—
Proceeds from the employee stock purchase plan	859	977	1,970	1,997
Net cash used in financing activities	(2,181)	(5,034)	(4,211)	(16,621)
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	19,729	(556)	12,798	347
CASH AND CASH EQUIVALENTS, BEGINNING OF PERIOD	44,665	51,659	51,596	50,756
CASH AND CASH EQUIVALENTS, END OF PERIOD	\$ 64,394	\$ 51,103	\$ 64,394	\$ 51,103
SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION:				
Cash paid during the period for interest	\$ 366	\$ 405	\$ 1,300	\$ 1,123
Cash paid during the period for income taxes	\$ 124	\$ 56	\$ 349	\$ 122
SUPPLEMENTAL DISCLOSURE OF NONCASH INVESTING AND FINANCING ACTIVITIES:				
Equipment purchases financed with accounts payable	\$ 135	\$ —	\$ 135	\$ —
Finance lease liabilities arising from obtaining finance lease right-of-use assets	\$ 1,138	\$ 1,671	\$ 5,480	\$ 5,247
Operating lease liabilities arising from obtaining operating lease right-of-use assets	—	—	\$ —	\$ 149
Unrealized gain on short-term investments	\$ 9	\$ 106	\$ 14	\$ 19
Stock-based compensation included in capitalized software development costs	\$ 140	\$ —	\$ 281	\$ —
Equity issued as consideration in business combinations	\$ —	\$ —	\$ 10,041	\$ —
Consideration withheld for indemnification liabilities related to business combinations	\$ 1,789	\$ —	\$ 1,789	\$ —

WEAVE COMMUNICATIONS, INC
DISAGGREGATED REVENUE AND COST OF REVENUE
(unaudited, in thousands)

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Subscription and payment processing:				
Revenue	\$ 58,760	\$ 50,375	\$ 168,180	\$ 143,980
Cost of revenue	(12,905)	(10,932)	(37,576)	(32,164)
Gross profit	\$ 45,855	\$ 39,443	\$ 130,604	\$ 111,816
Gross margin	78.0 %	78.3 %	77.7 %	77.7 %
Onboarding:				
Revenue	\$ 821	\$ 845	\$ 2,542	\$ 2,748
Cost of revenue	(2,239)	(2,006)	(6,306)	(5,870)
Gross profit	\$ (1,418)	\$ (1,161)	\$ (3,764)	\$ (3,122)
Gross margin	(172.7)%	(137.4)%	(148.1)%	(113.6)%
Phone Hardware:				
Revenue	\$ 1,761	\$ 1,166	\$ 4,899	\$ 3,417
Cost of revenue	(1,856)	(1,721)	(5,501)	(5,273)
Gross profit	\$ (95)	\$ (555)	\$ (602)	\$ (1,856)
Gross margin	(5.4)%	(47.6)%	(12.3)%	(54.3)%

WEAVE COMMUNICATIONS, INC
RECONCILIATION OF GAAP TO NON-GAAP FINANCIAL MEASURES
(unaudited, in thousands, except share and per share data)

The following tables reconcile the specific items excluded from GAAP in the calculation of non-GAAP financial measures for the periods indicated below.

Non-GAAP gross profit

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Gross profit	\$ 44,342	\$ 37,727	\$ 126,238	\$ 106,838
Stock-based compensation	200	237	700	720
Amortization of acquisition-related intangibles	215	—	320	—
Non-GAAP gross profit	<u>\$ 44,757</u>	<u>\$ 37,964</u>	<u>\$ 127,258</u>	<u>\$ 107,558</u>
GAAP gross margin	72.3 %	72.0 %	71.9 %	71.2 %
Non-GAAP gross margin	73.0 %	72.5 %	72.5 %	71.6 %

Non-GAAP operating expenses

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Sales and marketing	\$ 26,404	\$ 21,159	\$ 75,175	\$ 62,678
Stock-based compensation	(1,983)	(1,758)	(5,775)	(4,605)
Amortization of acquisition-related intangibles	(147)	—	(198)	—
Non-GAAP sales and marketing	<u>\$ 24,274</u>	<u>\$ 19,401</u>	<u>\$ 69,202</u>	<u>\$ 58,073</u>
Research and development	\$ 13,121	\$ 9,868	\$ 36,262	\$ 29,471
Stock-based compensation	(4,162)	(1,848)	(9,542)	(5,924)
Acquisition transaction costs ¹	—	—	(97)	—
Non-GAAP research and development	<u>\$ 8,959</u>	<u>\$ 8,020</u>	<u>\$ 26,623</u>	<u>\$ 23,547</u>
General and administrative	\$ 13,761	\$ 13,330	\$ 43,251	\$ 38,729
Stock-based compensation	(3,577)	(4,179)	(12,142)	(11,836)
Acquisition transaction costs ¹	(334)	—	(1,458)	—
Non-GAAP general and administrative	<u>\$ 9,850</u>	<u>\$ 9,151</u>	<u>\$ 29,651</u>	<u>\$ 26,893</u>

Non-GAAP income (loss) from operations

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Loss from operations	\$ (8,944)	\$ (6,630)	\$ (28,450)	\$ (24,040)
Stock-based compensation	9,922	8,022	28,159	23,085
Acquisition transaction costs ¹	334	—	1,555	—
Amortization of acquisition-related intangibles	362	—	518	—
Non-GAAP income (loss) from operations	\$ 1,674	\$ 1,392	\$ 1,782	\$ (955)
GAAP loss from operations margin	(14.6)%	(12.7)%	(16.2)%	(16.0)%
Non-GAAP income (loss) from operations margin	2.7 %	2.7 %	1.0 %	(0.6)%

Non-GAAP net income (loss)

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Net loss	\$ (8,668)	\$ (5,879)	\$ (26,204)	\$ (21,635)
Stock-based compensation	9,922	8,022	28,159	23,085
Acquisition transaction costs ¹	334	—	1,555	—
Amortization of acquisition-related intangibles	362	—	518	—
Non-GAAP net income	\$ 1,950	\$ 2,143	\$ 4,028	\$ 1,450
GAAP net loss margin	(14.1)%	(11.2)%	(14.9)%	(14.4)%
Non-GAAP net income margin	3.2 %	4.1 %	2.3 %	1.0 %

GAAP net loss per share - basic and diluted	\$ (0.11)	\$ (0.08)	\$ (0.35)	\$ (0.30)
GAAP weighted-average common shares outstanding - basic and diluted	77,338,906	72,007,727	75,684,733	71,253,586
Non-GAAP net income per share - basic	\$ 0.03	\$ 0.03	\$ 0.05	\$ 0.02
Non-GAAP weighted-average common shares outstanding - basic	77,338,906	72,007,727	75,684,733	71,253,586
Non-GAAP net income per share - diluted	\$ 0.02	\$ 0.03	\$ 0.05	\$ 0.02
Non-GAAP weighted-average common shares outstanding - diluted	81,614,121	72,007,727	80,592,295	71,253,586

Free Cash Flow

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Net cash provided by operating activities	\$ 6,069	\$ 4,500	\$ 11,295	\$ 7,475
Less: Purchases of property and equipment	(279)	(548)	(1,267)	(1,802)
Less: Capitalized internal-use software costs	(743)	(411)	(1,565)	(1,434)
Free cash flow	<u>\$ 5,047</u>	<u>\$ 3,541</u>	<u>\$ 8,463</u>	<u>\$ 4,239</u>

Adjusted EBITDA

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2025	2024	2025	2024
Net loss	\$ (8,668)	\$ (5,879)	\$ (26,204)	\$ (21,635)
Interest expense	366	405	1,300	1,123
Income tax expense (benefit)	82	56	(953)	122
Interest income	(447)	(520)	(1,345)	(1,372)
Other income net	(277)	(692)	(1,248)	(2,278)
Depreciation	515	512	1,546	1,702
Amortization	467	345	1,406	1,149
Stock-based compensation	9,922	8,022	28,159	23,085
Amortization of acquisition-related intangibles	362	—	518	—
Acquisition transaction costs ¹	334	—	1,555	—
Adjusted EBITDA	<u>\$ 2,656</u>	<u>\$ 2,249</u>	<u>\$ 4,734</u>	<u>\$ 1,896</u>

¹ Represents expenses incurred with third parties as part of the Company's acquisition activity, including due diligence, closing, and post-closing integration activities.