



KFORCE INVESTOR PRESENTATION

Confidential and Proprietary

FORWARD LOOKING STATEMENTS

All the information presented that is not historical in nature should be considered to be forward-looking statements that are subject to certain risks, uncertainties or assumptions and may be affected by certain other factors, including but not limited to the specific factors discussed in the Firm's periodic filings with the SEC. Should one or more of these risks, uncertainties or other factors materialize, or should underlying assumptions prove incorrect, actual results, performance or achievements expressed or implied by such forward-looking statements may vary materially from any future results, performance, or achievements expressed or implied in this presentation. Forward-looking statements are not guarantees of performance and the Firm undertakes no obligation to update any of the information presented in light of new information or future events.

We use several non-GAAP financial measures, such as adjusted EBITDA and other adjusted financial performance measures when presenting our financial results in this presentation to provide greater clarity into our operating performance. Please refer to the reconciliations between our GAAP and non-GAAP financial measures on our website at www.kforce.com, following the "Investor Relations" link, and in our filings with the SEC.

KFORCE OVERVIEW

Who We Are



We are a solutions Firm matching the needs of large, dynamic companies with highly-skilled talent and technology delivery capabilities.

Founded in 1962, publicly traded since 1995 (NYSE: KFRC)

Our Footprint and Scale



100% of our revenue stream is generated domestically and supported by approximately 1,600 associates located across the U.S.

Approximately 17,000 consultants engaged annually. Superior recruiting capabilities and delivery models.

Capable of delivering a multi-shore delivery model of onshore, nearshore and offshore delivery including our Pune, India operation.

Lasting Personal Relationships

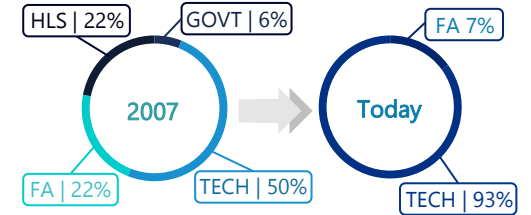


Our relationships and client portfolio are a differentiator, with a particular focus on Fortune-ranked and other leading companies.

FORTUNE

Solid long-standing relationships and proven ability to service large clients, at scale.

Focus on Technology



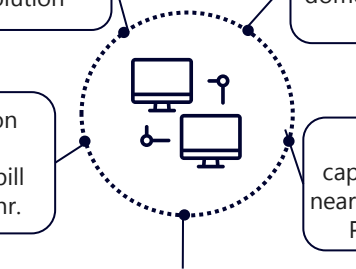
Strategic decision to focus on our technology service offering coming out of the Great Recession.

Technology Characteristics

Technology agnostic; we evolve with skillsets and technology evolution

Significant market share potential in both the domestic staffing and IT services markets.

Concentrated on highly skilled skillsets - avg. bill rate of ~\$90 / hr.



Global delivery capabilities leveraging nearshore partners and Pune captive center

Average assignment length of approximately 11 months.

We are Executing Well



Q2 '26 revenues of \$349.3 million grew 4.5% YoY per billing day,

The midpoint of our Q3 2026 guide contemplated continued sequential growth and for YoY growth to accelerate to approximately 6%, per billing day.

Balancing strategic initiative investments with prudent actions to control SG&A, enhancing our long-term positioning.

Continued to return significant capital to shareholders via dividends and share repurchases.

Return on equity (ROE) of 30%

Brand Recognition and Reputation



7-time
Tampa Bay
Time Top
workplace



4-time Great Place to Work certified, 3-time Best Workplace in Consulting and Professional Services

#1 recognized brand by IT consultants



10-time Forbes America's Best Recruiting firm



OUR CEO'S THOUGHTS ON AI TODAY

Joseph J. Liberatore, President and Chief Executive Officer, said,

"We are extremely pleased to have successfully delivered results in the second quarter that again exceeded our expectations from both a revenue and profitability perspective. Overall revenues positively inflected in the first quarter of 2026, meaningfully expanded in the second quarter, and our guidance for the third quarter contemplates continued sequential improvement. There has been a lot of discussion about whether we and the broader sector can continue to deliver revenue growth given the much-speculated negative demand impact of AI tools and technologies.

We believe that the need for high-quality talent remains essential in virtually all technology initiatives, including AI-related investments. Encouragingly, we have been successful at delivering three consecutive quarters of revenue growth that has returned to pre-pandemic, and thus pre-AI advancement, averages while generating operating margins that are meaningfully higher than those achieved at comparable historical levels....Kforce has a very rich 64-year operating history and, as such, we have witnessed and participated in major technology shifts before, including personal computing, the emergence of the internet, the mobile revolution, and the move to cloud computing. Each of these periods affected labor markets, but over time, workers, and specifically technologists, adapted by upskilling and retraining as technology evolved resulting in a net increase of technology related roles."



The Intensity of our **Focus** is a Differentiator

We believe our focus is a critical contributor to our financial outperformance against the market.



ORGANIC AND DOMESTIC focus minimizes distractions

We have not completed an acquisition in ~20 years, which minimizes distractions to our teams, allows them to be externally focused on client relationships and protects our strong and unified culture.

100% of our business is generated through client relationships in the U.S.

TECHNOLOGY bringing about excellence

We were diligent in divesting non-core assets over the last 15-20 years to be +90% focused on providing technology talent solutions through both traditional staffing assignment and solutions-oriented engagements.

Our average bill rate of approximately \$90 / hour speaks to our focus on complex projects and highly skilled technologists.

FOCUSED ON DRIVING the right activities

Excellence is one of our core values. Kforcers recognize that to become excellent, a respectful level of competition is necessary. To be the best, our teams recognize that an intense focus on the right front-end activities is necessary to produce the expected outcomes.

We drive a healthy level of accountability to meeting pre-established metrics.

STRONG RELATIONSHIPS with World Class companies

We have intentionally built over our 60-year heritage a client portfolio that is predominately comprised of Fortune-ranked and market-leading companies.

An intense focus on the largest consumers of IT staffing and IT services enables us to broaden and deepen strong relationships and ultimately drive higher levels of productivity.

GENERATING SHAREHOLDER VALUE

ENHANCING THE QUALITY of our revenue stream

Solutions-oriented engagements are 4-6% higher gross margins than traditional staffing assignments. Opportunities driven through our Pune, India business are approximately 10% higher margins than our onshore opportunities.

As the mix of this business continues to grow, there is an opportunity to enrich our margin profile.

RETURNING CAPITAL to our shareholders

Our organic focus and minimal capital expenditures allows us to generate significant free cash flow and return that capital to shareholders via our dividend and share repurchase programs.

Weighted average shares outstanding (WASO) in 2007 were 42.3m vs. 17.8m at the end of 2025.

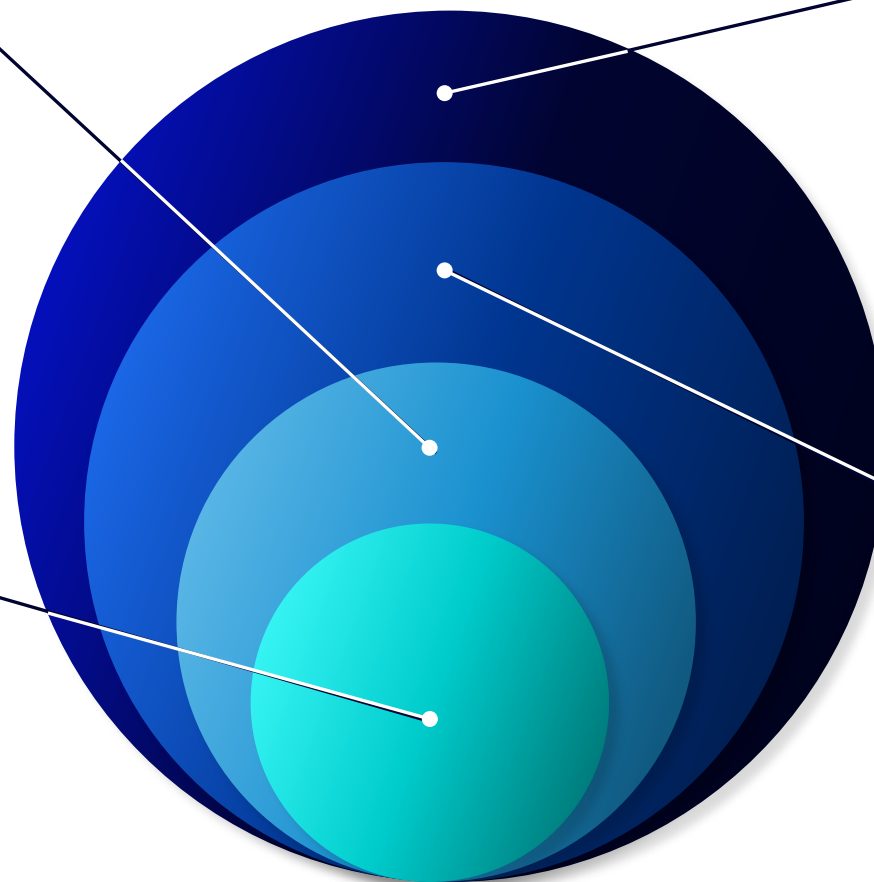
OPERATING MARGIN enhancements

We expect to achieve at least 8% operating margins at \$1.7B in annual revenues, more than 100 bps higher than the last time we delivered \$1.7B in annual revenues.

The enhancements to our profitability levels, when combined with expected continued reductions in WASO, creates an opportunity to deliver significant returns to our shareholders.

OUTPERFORMANCE against market

We have been taking share within the domestic technology staffing market for more than 15 years. We are intensely focused on continuing to outperform the market benchmarks through the consistent execution of our simple but focused operating model.



AI Solutions Ongoing Projects

Fortune 50 Technology Client | \$1M to \$3M – Digital

CHALLENGE: The client's Global Brand and Advertising organization needed a Brand Guidance & Compliance Review Agent to automatically evaluate content against brand and compliance standards.

SOLUTION: Kforce assessed the existing environment and designed a production-ready AI architecture leveraging Azure OpenAI, Semantic Kernel, and RAG-based workflows.

OUTCOME: Client gains a scalable, explainable, and auditable compliance engine that improves consistency, reduces manual effort, and enables trusted AI-driven decision-making.

Major Insurance Carrier / Non-Profit – Inpatient Notification | \$1M to \$3M – Platform Engineering

CHALLENGE: The client needed to scale hospital notification and prior authorization processing to support growing volumes and improve operational efficiency.

SOLUTION: Kforce designed an API-led intake architecture that unified provider notifications, automated intake and routing, and enabled real-time processing.

OUTCOME: The client gained a scalable intake model that reduces manual effort, improves notification accuracy and speed, and enhances care management workflows.

Financial Performance

The background of the slide is a dark blue, abstract digital composition. It features large, flowing, wave-like structures made of fine, glowing blue lines and dots, resembling a data visualization or a stylized landscape. In the lower right, there are numerous small, bright blue and white particles or light points, some of which are blurred, creating a sense of depth and movement. The overall aesthetic is high-tech and futuristic.

Kforce Financial Performance

Revenue Performance – Return to Growth

- Q2 '26 revenue of \$349.3m was up 4.5% on a YoY basis.
 - Technology flex revenues were up 4.0% YoY in Q2 '26
 - FA flex revenues were up 6.0% YoY in Q2 '26
- Midpoint of Q3 '26 guidance continued sequential growth and YoY growth of approximately 6%, per billing day.

Profitability – Notable Improvement in Gross Margins

- Overall gross margins of 28.5% were up 140 basis points YoY due significantly higher Direct Hire revenue mix and improved bill pay spreads in our Flex business. We attribute this spread improvement to the higher quality business we have been strategically driving, including higher margin solutions-oriented engagements.
- Our growing delivery model outside of the U.S. is also impacting Flex margins favorably, through our nearshore partners and our Pune, India business.
- EPS in Q2 '26 of \$0.73, up +23.7% on a YoY basis.

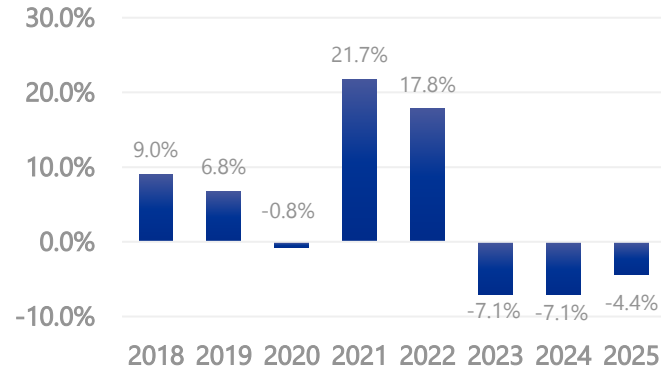
Balance Sheet and Return to Shareholders – Disciplined Capital Allocation

- TTM EBITDA of approximately \$77m and outstanding borrowings (net of cash) of approximately \$106.8m (roughly 1.4x leveraged).
- Returned \$9.6m in capital to our shareholders in Q2 '26 via share repurchases and dividends.
- Our Board of Directors approved an increase to our dividend in early 2026, which represented the 7th consecutive annual increase.

Our Technology Business

Relative Performance Top of Class

Technology Flex YoY Growth



YoY revenue growth in Q1 2026 was (+0.2%), Q2 2026 was (+4.5%).

Technology Staffing – Addressable Market

	2020	2021	2022	2023	2024	2025	2026P	2027P
IT	35.6	40.6	45.5	40.9	38.5	37.3	38.1	38.8
year-over-year chg.	-8%	14%	12%	-10%	-6%	-3%	2%	2%

SIA data above is from the September 2026 update. The next update is anticipated in March 2027.

Our Performance

- Strong relative revenue outperformance vs peers
- Stable average bill rate of approximately \$90.
- We continue to further integrate our solutions-oriented engagements within our overall Technology business.
- The growing mix of solutions-oriented engagements is leading to stability in average bill rate and enhanced Flex margins.

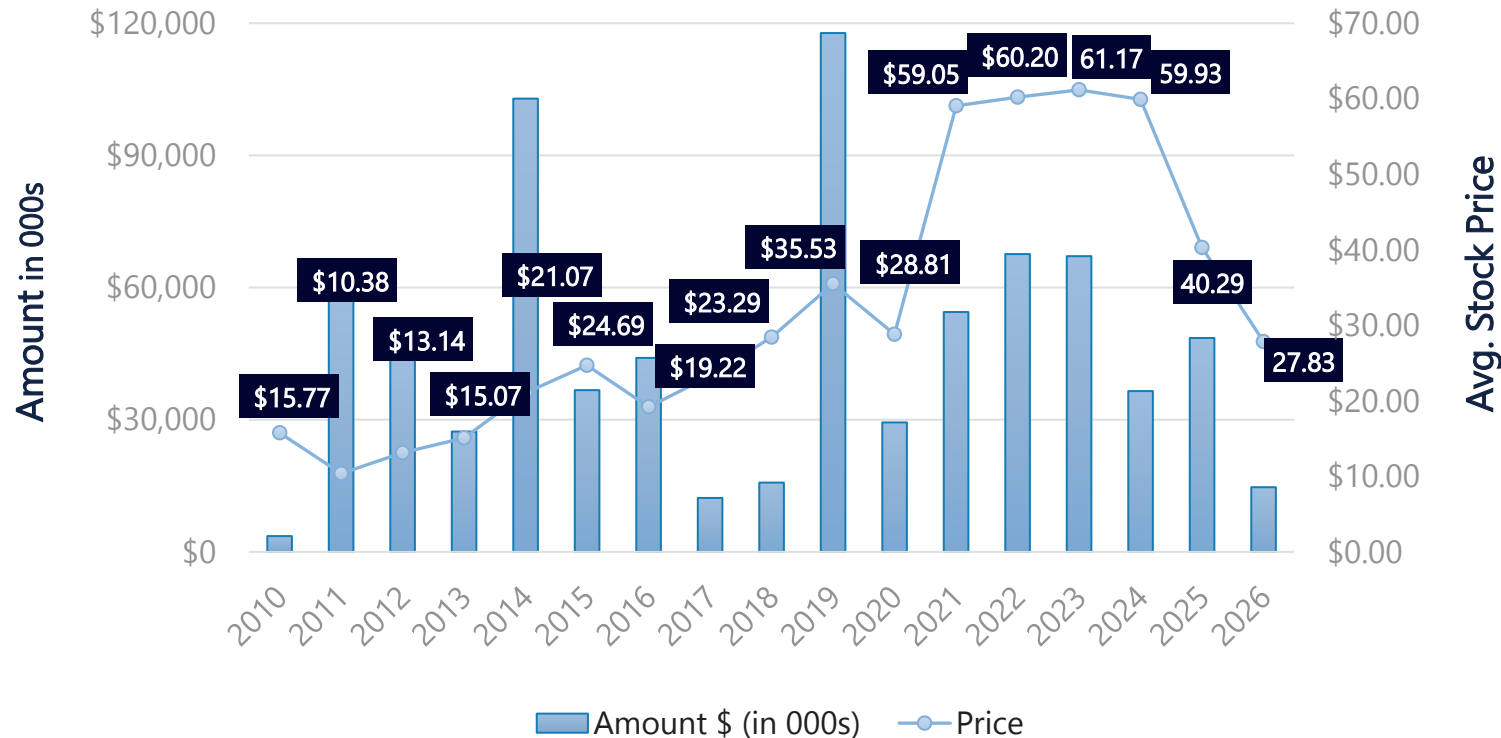
Key Statistics

- Average bill rate: ~\$90
- Practice areas: Platform Engineering (inc. Cloud), Digital and Data.
- Artificial Intelligence spans across each of these three practice areas
- Assignment length: ~11 months
- Consultants on assignment: ~7,340
- Flex GP%: 26.8%

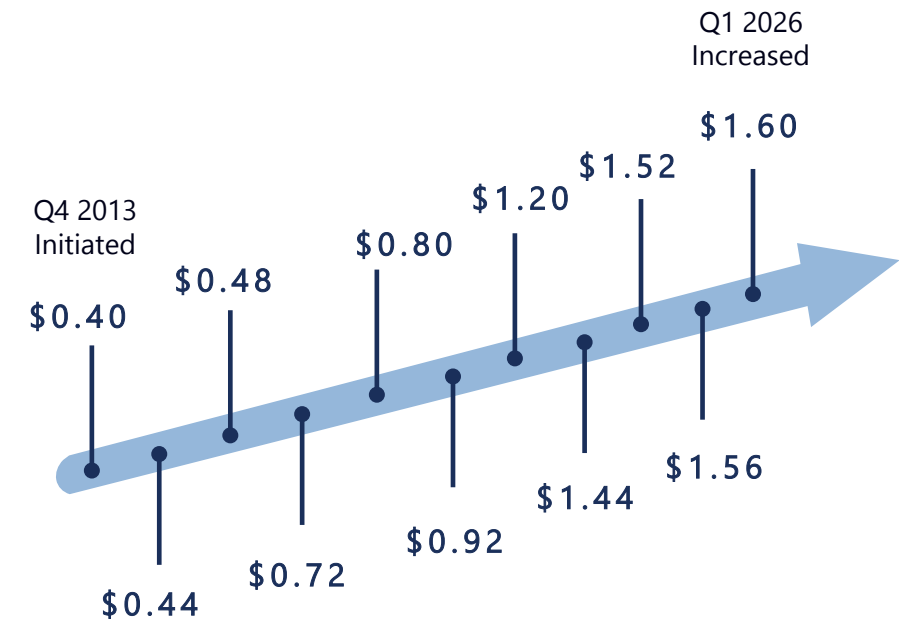
RETURNING CAPITAL TO SHAREHOLDERS

Consistently deployed capital towards share repurchases and dividends benefiting shareholders; have returned in excess of \$1 billion, or roughly 80% of the cash generated, since 2007.

SHARE REPURCHASES



DIVIDENDS



Increase of 4x since initiation. Current yield of roughly 3.5%.

POSITIONED TO EXCEL

Over 90% of our revenues are concentrated in **technology staffing and solutions** and 100% of revenues are generated **domestically**.

Improving **margin profile** given greater mix of revenues in solutions-oriented engagements within Technology

Committed to **growing operating margin** as revenues grow; defined financial objectives indicating **significantly enhanced profitability levels**.

Organically driven business model and conservative leverage provides **balance sheet strength** and **return of significant capital**.

Strategic opportunity to further scale our **project solutions capabilities** within our Technology business.

Total capital returns to **shareholders** of over **\$1 billion** since 2007; dividend yield of roughly 3.5%.

World Class Net Promoter Scores and recently named to **2025 Great Place to Work** certification