

A modern office interior with a white ceiling featuring several circular recessed lights. A large, illuminated 'K' logo is mounted on the wall to the right. The foreground shows a light-colored reception desk. The background is slightly blurred, showing office furniture and plants.

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 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.

Offshore delivery capability through our development center in Pune, India.

Lasting Personal Relationships

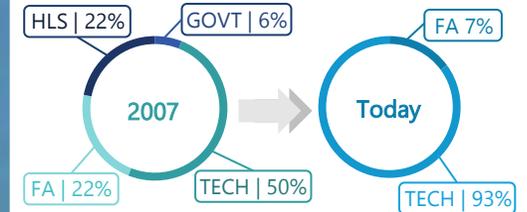


Our relationships and client portfolio are a differentiator, with a particular focus on Fortune and other leading companies.

FORTUNE

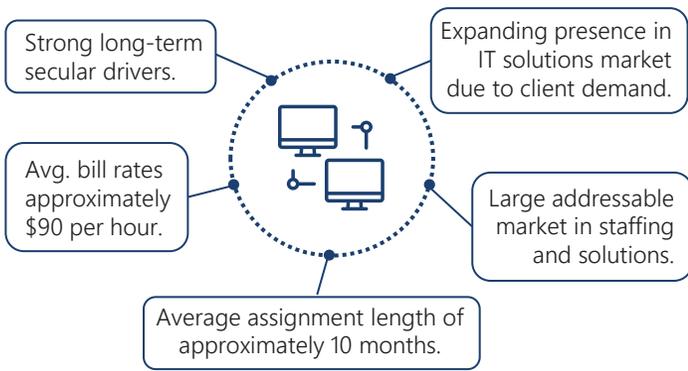
Solid long-standing relationships and proven ability to service large clients, at scale.

Focus on Technology



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

Technology Characteristics



We are Executing Well



FY 2025 revenues of \$1.33 billion declined 5.1% YoY per billing day.

Technology revenues grew sequentially in Q4 2025 by approximately 3% per billing day.

Have taken prudent actions to control SG&A, while preserving investments to enhance 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



#1 recognized brand by IT consultants

Strategically Focused on Technology

Large, Growing & Attractive End Markets

POWERFUL LONG-TERM SECULAR GROWTH DRIVERS

Digitization and other technology transformations, such as cloud and data, are driving strong secular tailwinds and have demonstrated resilience in disruptive economic environments.

TECHNOLOGY HAS MOVED TO THE FOREFRONT

Clients are prioritizing the modernization of consumer and employee experience technologies, laying the technology roadmaps inclusive of AI, more traditional back-office applications. AI is expected to be yet another powerful driver of technology investments.

HIGH-END DOMESTIC FOCUS

Over the course of economic cycles, historically, technology has had higher bill rates, better spreads, longer assignments, and embedded, long standing & personal customer relationships...and 100% domestic.

MACRO CREATING TREMENDOUS BACKLOG

Technology investments are simply not optional from a competitive positioning standpoint. The caution exercised over the last few years, we believe, is creating a sizable backlog of desired technology investments.

Competitively Positioned to Win

CAPTURING SIGNIFICANT SHARE IN TECHNOLOGY

We are uniquely positioned to meet our clients' evolving needs in the project solutions space at higher bill rates and gross margins than our traditional staffing solutions.

ATTRACTIVE BLUE CHIP CLIENT BASE

Our focus is on Fortune 500 companies and other leading companies with significant demands for highly-skilled technologists, at scale, across a spectrum of engagement models.

BETTER RECRUITING MEANS BETTER TALENT

Vast & efficient recruiting machine (people and technology), plus strong consultant relationships, creates greater opportunity.

INVESTING IN IT & PROCESSES

Continued technology investments to drive higher levels of productivity (front and back office), inclusive of AI tools and technologies, and enhanced interactions with clients and consultants.



Financial Performance

Kforce 2025 Financial Performance



Revenue Performance

- FY 2025 revenue of \$1.33b was down 5.1% on a year-over-year billing day basis.
- Flex revenues saw sequential improvement in our Technology business in Q4 '25 of approximately 3%. We also saw meaningful sequential improvement (nearly 6%) in our Finance & Accounting business in Q4 '25 following nearly 7% sequential growth in Q3 '25.

Profitability



- We have continued to see slight improvement in our bill pay spreads. Our overall Flex GP% was relatively flat in 2025 vs. 2024, with spreads experiencing mild improvement over the past few quarters, which has been partially offset by higher healthcare costs.
- Our variable cost compensation model provides leverage during periods of uncertainty, and the investments we are making in our strategic priorities are expected to contribute significantly to meeting our operating margin objectives.
- GAAP EPS of \$1.96 and Adjusted EPS in FY 2025 of \$2.09. Recently announced an organizational realignment and headcount reductions that are expected to generate approximately \$7 million in annualized savings, or approximately \$0.30 per share.

Balance Sheet and Return to Shareholders

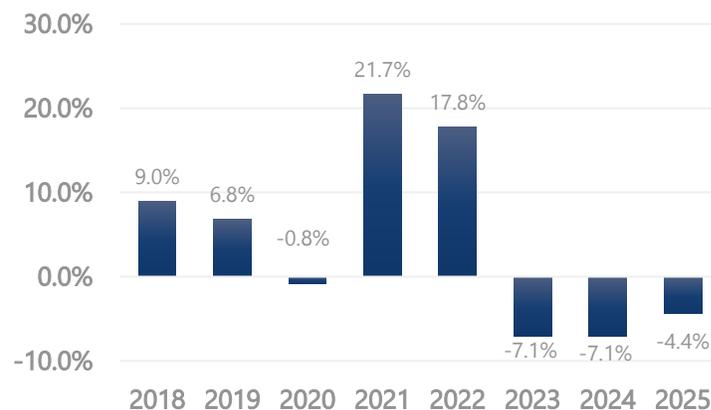


- TTM EBITDA of approximately \$73m and outstanding borrowings (net of cash) of approximately \$64.3m (roughly 0.9x levered).
- Returned \$76m in capital to our shareholders in 2025 via share repurchases and dividends.
- Kforce's Board of Directors approved an increase in the quarterly dividend in early 2026, representing the 7th consecutive annual increase.
- Significant flexibility under our \$200m credit facility to return further capital to shareholders regardless of the economic climate.

Our Technology Business

Relative Performance Top of Class

Technology Flex YoY Growth



YoY revenue growth in Q1 2025 was (-3.5%), Q2 2025 was (-5.0%), Q3 2025 was (-5.5%) and Q4 2025 was (-3.3%). FY 2025 growth is (-4.4%).

Technology Staffing – Addressable Market

	2019	2020	2021	2022	2023	2024	2025P	2026P
IT	38.7	35.6	40.6	45.5	40.9	38.5	37.7	38.1
year-over-year chg.	4%	-8%	14%	12%	-10%	-6%	-2%	1%

SIA data above is from the September 2025 update. The next update is anticipated in March 2026.

Our Performance

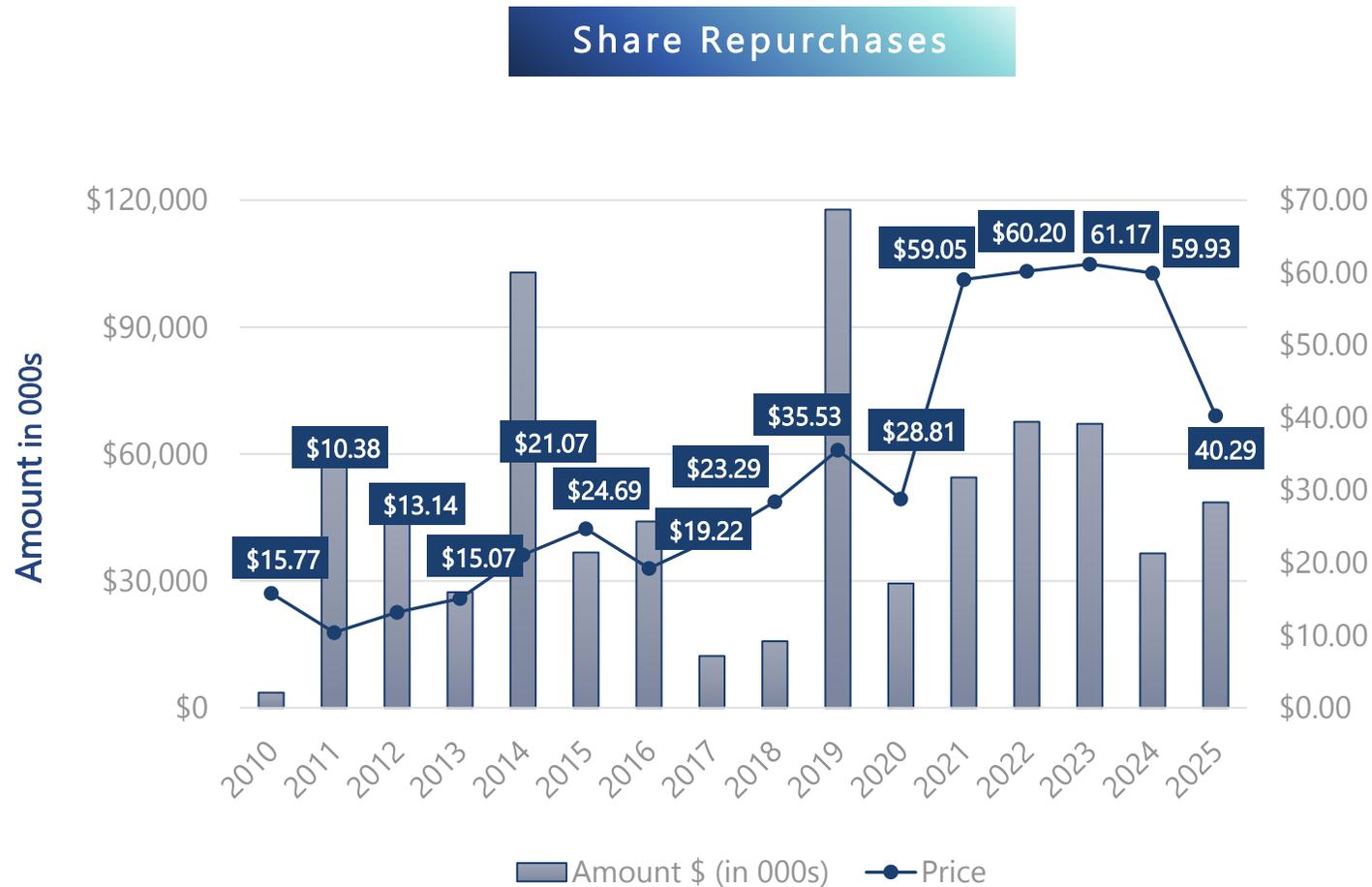
- Strong relative revenue outperformance vs peers
- Technology bill rate of approximately \$90 for past three years.
- We continue to further integrate our project solutions capabilities within our overall Technology business.
- The growing mix of solutions-oriented engagements is leading to stability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

Key Statistics

- Average bill rate: ~\$90
- Practice areas: App Engineering, Cloud, Digital and Data (Artificial Intelligence spans across each of these practice areas)
- Assignment length: ~10 months
- Consultants on assignment: ~7,200
- Flex GP%: 25.7%

Returning Capital to Shareholders

Consistently deployed capital towards share repurchases and dividends benefiting shareholders; have returned approximately \$1 billion, or roughly 75% of the cash generated, since 2007.



POSITIONED TO EXCEL

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

Stable to slightly 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 5.5%.

We continue to responsibly advance our **ESG efforts** as disclosed in our **Sustainability Report**

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