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.

OUR CEO'S THOUGHTS ON AI TODAY

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

"We are extremely pleased to deliver a quarter of accelerating revenue and earnings growth. Revenues in Q3 exceeded the high end of our guidance, reflect the continuing build of momentum that began in the second half of 2025, as evidenced by another quarter of sequential growth and further accentuated with a year-over-year growth rate in our Technology business of nearly 8% that is roughly equivalent to our pre-pandemic compound annual growth rate.

It is noteworthy that there is some recent evidence supporting our historical experience with technological changes playing out with AI. Recent research and labor market data continue to reinforce the durability of technology talent demand, even as AI automates a significant amount of coding activity. Indeed data showed U.S. software development job postings have increased nearly 15% since February 2025, with that growth significantly concentrated in senior roles, which aligns well with where we have historically focused. Longer term, the U.S. Bureau of Labor Statistics projects employment for software developers and related roles to grow approximately 10% through 2035, much faster than the average for all occupations. Our approach to AI remains deliberate and balanced, both within Kforce and in how we support our clients. Internally, we are examining our core processes and introducing AI-enabled capabilities where they can meaningfully improve the quality and speed of the associate and client experience, resulting in improved productivity and operating leverage. Externally, we are continuing to build fluency across our sales teams and leadership while expanding the specialized AI expertise within our Consulting Solutions organization. We therefore expect growing demand for highly skilled professionals and teams capable of designing, implementing, and scaling AI, data, and broader digital transformation initiatives."



KFORCE OVERVIEW

Who We Are

$1.33B
2025 Revenue

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.

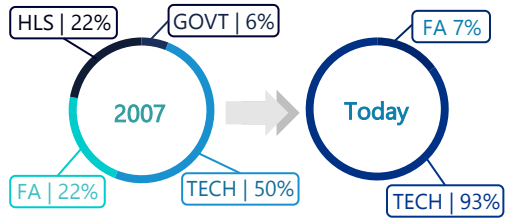
Lasting Personal Relationships

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

FORTUNE

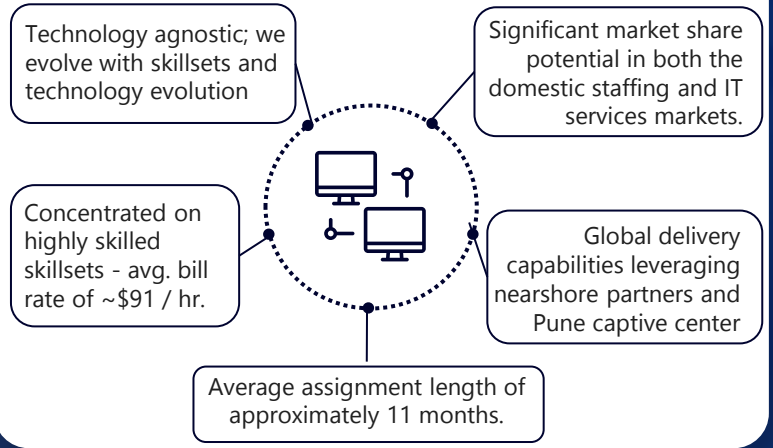
Solid long-standing relationships and proven ability to service large clients, at scale.

Focus on Technology



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

Technology Characteristics



We are Executing Well

Q3 '26 revenues of $357.8 million grew 7.5% YoY,

The midpoint of our Q4 2026 guide contemplated continued sequential growth and for YoY growth to accelerate to approximately 7%, 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

TOP WORK PLACES 2026 Tampa Bay Times

7-time Tampa Bay Time Top workplace

Great Place To Work. Certified FEB 2026-FEB 2027 USA

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

#1 recognized brand by IT consultants

SIA STAFFING INDUSTRY ANALYSTS 2026 Staffing 100 North America

10-time Forbes America's Best Recruiting firm

Forbes AMERICA'S BEST PROFESSIONAL RECRUITING FIRMS 2026 10 YEARS OF EXCELLENCE

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 $91 / 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

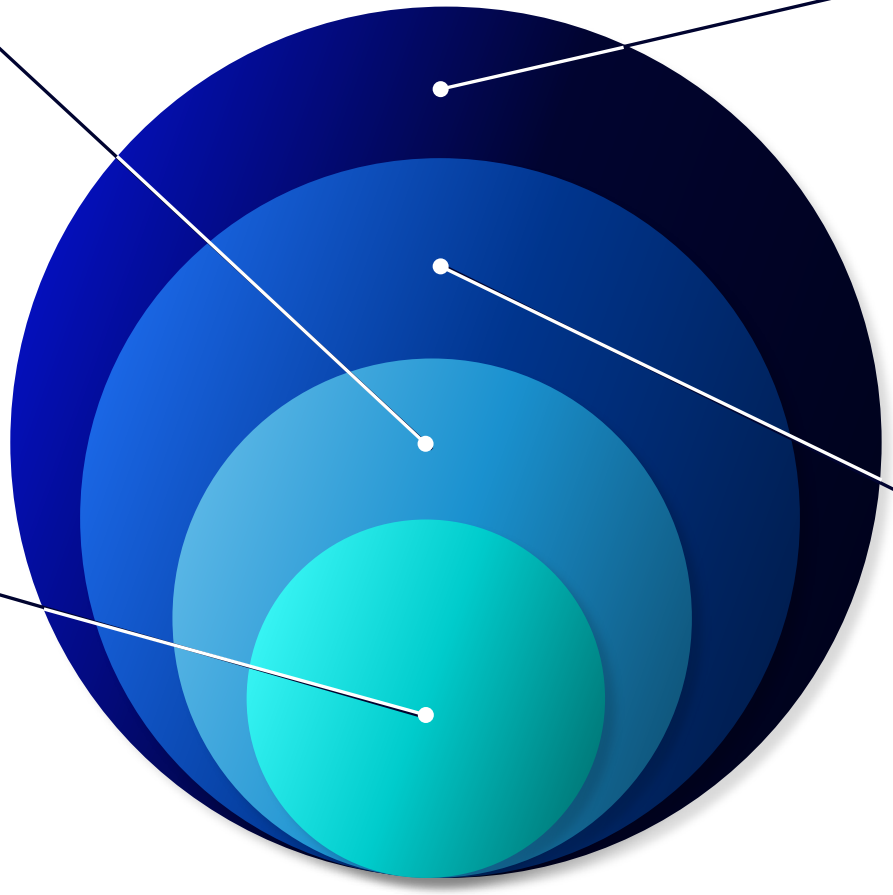
Solutions-oriented engagements are 4-6% higher gross margins than traditional staffing assignments. Opportunities driven through our Pune, India business are approximately 10% higher margins than our onshore opportunities.

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.


Financial Performance

Kforce Financial Performance

Revenue Performance – Return to Growth

- Q3 ’26 revenue of $357.8m was up 7.5% on a YoY basis.
  - Technology flex revenues were up 7.8% YoY in Q3 ’26
  - FA flex revenues were up 4.6% YoY in Q3 ’26
- Midpoint of Q4 ’26 guidance continued sequential growth and YoY growth of approximately 7%, per billing day.

Profitability – Notable Improvement in Gross Margins

- Overall gross margins of 28.2% were up 50 basis points YoY due 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 Q3 ’26 of $0.90, up +42.9% on a YoY basis (impacted by a $0.12 gain on company-owned life insurance; excluding this gain, EPS of $0.78 was up +23.8% on a YoY basis.

Balance Sheet and Return to Shareholders – Disciplined Capital Allocation

- TTM EBITDA of approximately $85m and outstanding borrowings (net of cash) of approximately $107.7m (roughly 1.3x leveraged).
- Returned $6.7m in capital to our shareholders in Q3 ’26 via dividends.
- Our Board of Directors approved an increase to our dividend in early 2026, which represented the 7th consecutive annual increase.

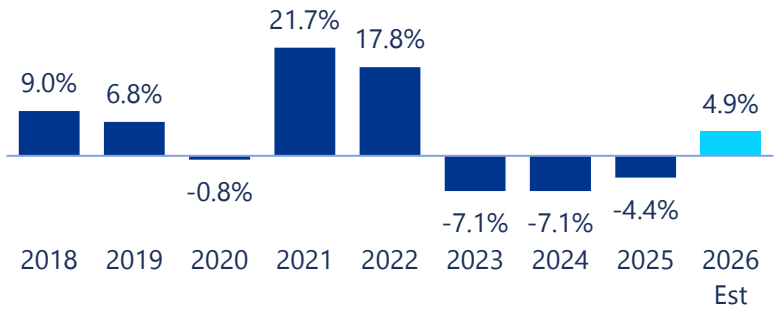
OUR TECHNOLOGY BUSINESS

Relative Performance Top of Class

KEY STATISTICS

- Average bill rate: ~$91
- Assignment length: ~11 months
- Consultants on assignment: ~7,440
- Flex GP%: 26.7%

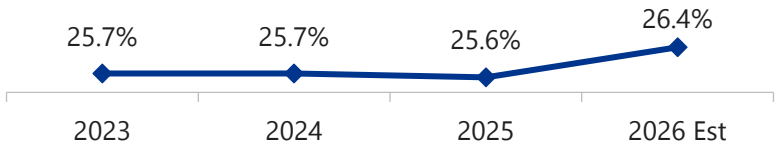
Technology Flex YoY Growth – Annual



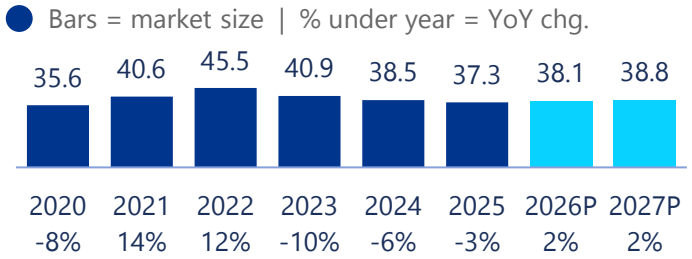
2026 YoY revenue growth by quarter

Q1	Q2	Q3	Q4 Mid
+0.2%	+4.0%	+7.8%	+7.8%

Technology Flex GP% – 2023 to 2026 Est



Technology Staffing – Addressable Market



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

Practice areas

- Platform Engineering (inc. Cloud)
- Digital
- Data

Artificial Intelligence spans across each of these three practice areas

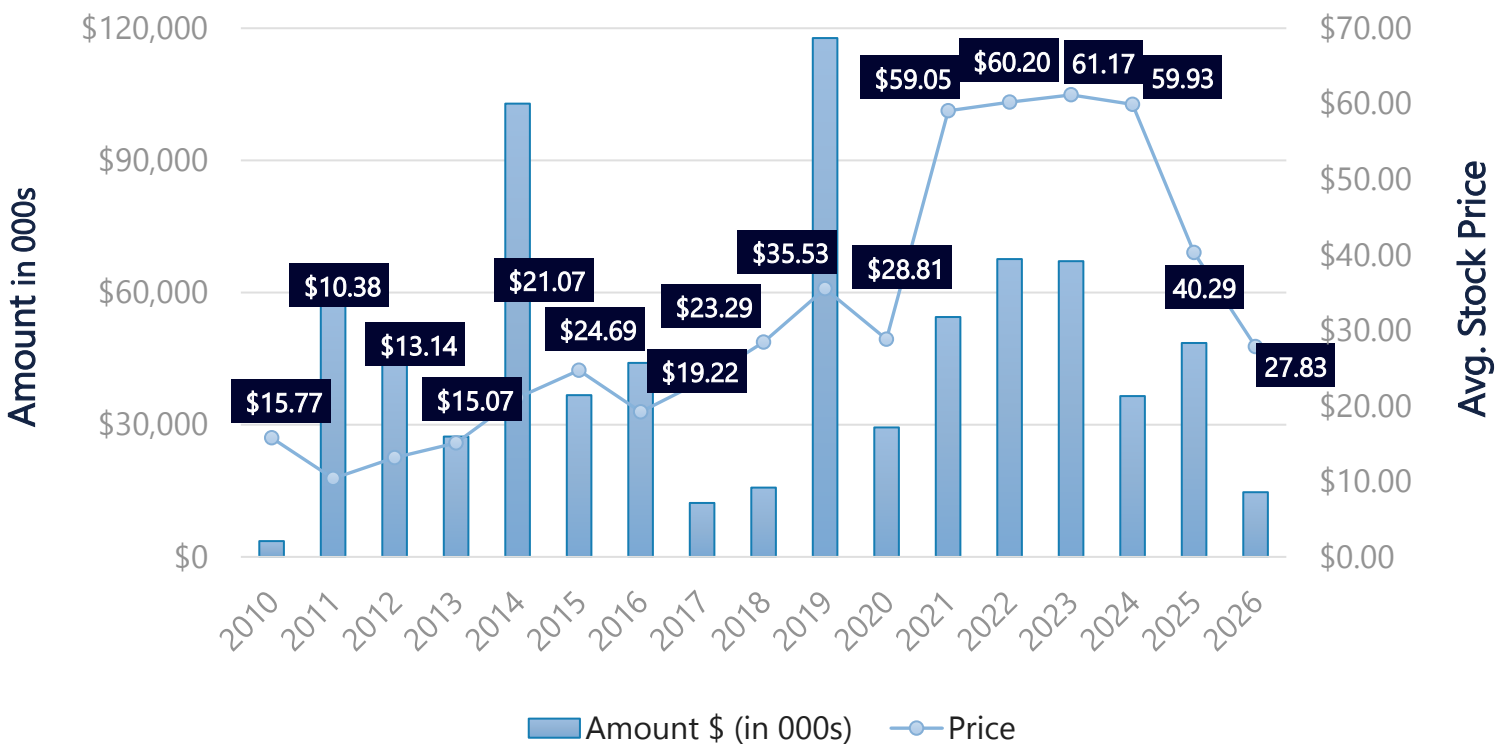
Our Performance

- Strong relative revenue outperformance vs peers
- Stable average bill rate of approximately $91.
- 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.

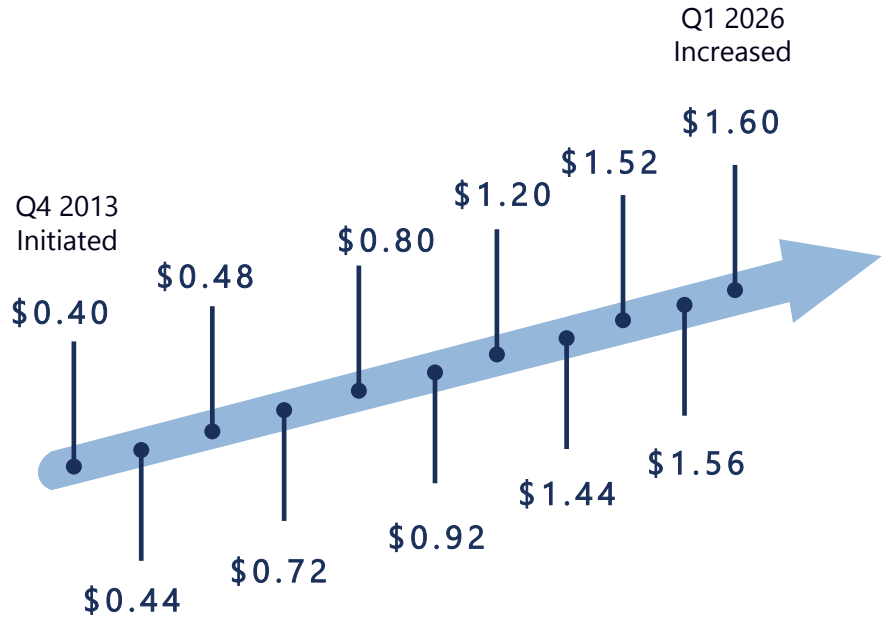
RETURNING CAPITAL TO SHAREHOLDERS

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