



Technology. Engineering. Expertise.

Investor Presentation

August 2026

Safe Harbor

Certain statements made in this news release are “forward-looking statements” within the meaning of Section 27A of the Securities Exchange Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking information includes estimates of the company’s future financial and operating performance.

Certain data and statements in this presentation, other than those setting forth strictly historical information, are forward-looking and are not guarantees of future performance. Actual results from these estimates might differ materially.

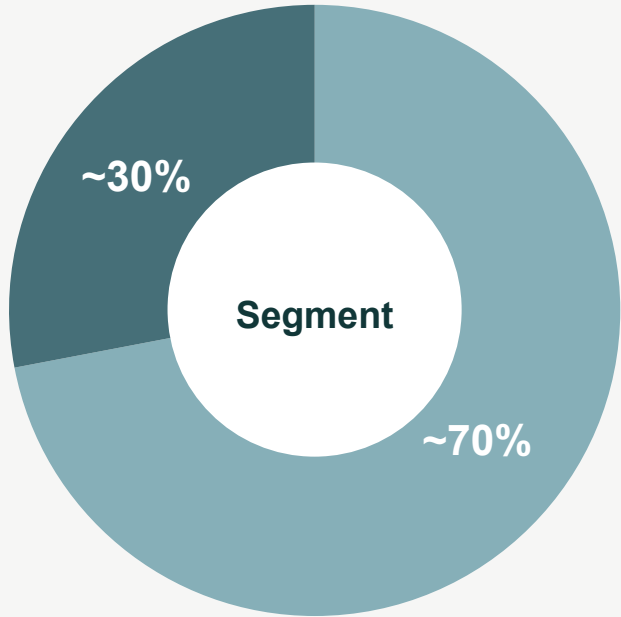
Forward-looking information includes estimates of future financial and operating performance. Our future performance is subject to various risks and uncertainties, which are set forth in our reports filed with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2025, as filed with the SEC on February 25, 2026. We specifically disclaim any intention or duty to update any forward-looking information contained in this presentation.

Notes to the financial and operating information (page 21) are an integral part of the information presented herein.



Everforth At-a-Glance

Revenues Breakdown¹



- Commercial
- Federal Government

~\$4.0B

Revenues (TTM)

~\$401M

ADJ. EBITDA (TTM)

~10%

ADJ. EBITDA margin (TTM)

\$221M

Free cash flow (TTM)

~\$680B

Addressable market

~\$161M²

Share repurchase (TTM)

A Leading Tech and Talent Platform with the Scale and Strength to Win

1. TTM as of Q2 2026.

2. \$923 million remaining under authorization.

Transforming for Today and Tomorrow From Staffing to Strategic, High-Value Solutions

Pre-2019

A Solid Foundation

- Profitable, cash-generative engine grounded in IT staffing
- Entry point fueling client relationships
- Core of differentiated go-to-market strategy
- Building of “gold nugget” client base

2020-Today

A Sharpened Focus

- Divested Oxford ('21) and expanded portfolio through strategic acquisitions (Intersys, Iron Vine, GlideFast, TopBloc, Quinnox)
- Strengthened enterprise solutions capabilities (i.e., Salesforce, ServiceNow, Workday)

2026+

An Emboldened Future

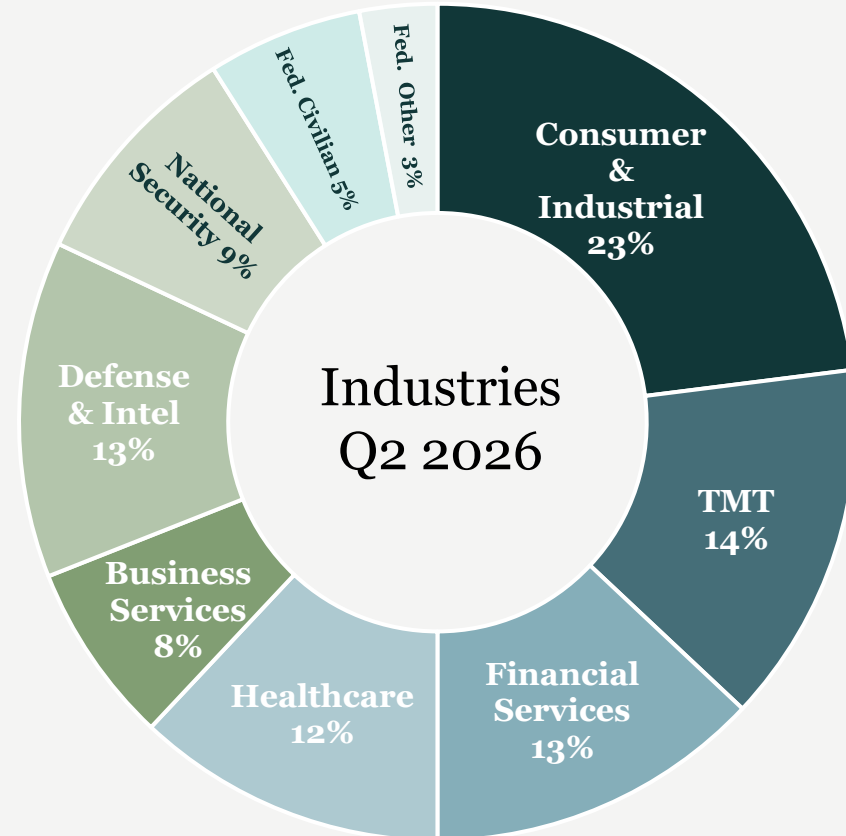
- **Industry-Aligned Growth**
Scaling AI & data, cloud, and additional in-demand solutions tailored to specific industries
- **Portfolio Transformation**
Higher-value, higher-end contracts improve visibility and customer retention
- **Margin Expansion**
Higher-value mix and structural cost reduction boost profitability
- **One Company, New Brand**
Unified market identity under Everforth amplifies cross-sell and premium positioning

Deliberate Shift to Higher-Value, Solutions-led Work Driving Growth, Margin Expansion, and Brand Equity

Industry-Aligned Go-to-Market Approach

- **Balanced Portfolio**
No industry representing more than 23% of revenues
- **Resilience Through Cycles**
Diversification limits exposure to single industry or macro driver
- **Strategic Growth Areas**
Alignment with key areas of IT spending, such as technology and large financial institutions
- **Cross Selling Opportunities**
Ability to leverage solutions and qualifications across the Commercial and Federal Government Segments

Diversified Revenue Across Longstanding Client Base



Solutions Focused on High-Growth Markets

Cloud and Infrastructure	Data and AI	Application and Digital Engineering	Experience	Cybersecurity	Enterprise Platforms
3-YEAR NORTH AMERICA CAGR					
~20%	~6% / ~14%	~5%	~6%	~8%	~14% ERP ~16% CRM ~15% HCM
GLOBAL DRIVERS					
Accelerating shift to real-time, AI, and rising need for application-driven scalable enterprise AI/ML environments	Limited in-house AI/ML expertise, industry-wide talent shortage, and early success in GenAI workflows	Urgent need to connect digital and physical worlds (e.g., IoT), growing software complexity, and pressure for faster, more agile delivery cycles	Operational transformation and digital reinvention, modernized business and go-to-market models, and digital ambitions outpacing talent availability	Rapid adoption of software-as-a-service, expanding GenAI usage and related cyber risk exposure, and persistent talent gap	Accelerating cloud ERP and GenAI adoption, rising need for data-rich, AI-enabled customer profiles, and increasing compliance complexity
TALENT SOLUTIONS – CRITICAL NEED FOR TALENT WITH IN-DEMAND SKILLSETS					

Targeting Six High-Growth Markets with Everforth Positioned to Achieve Growth at or Above Industry Rates

Source: Gartner, 2025.

Strategic Partnerships Multiply Market Access & Customer Impact

Partner Categories & Examples

Hyperscalers	Enterprise Platforms	Security	Data & AI Platforms	Emerging Innovators
  Microsoft	  servicenow 	  Trellix 	 snowflake 	



Why Our Alliance Model Wins

Co-sell / invite-in advantage; faster access to high-intent deals	First-mover + IP (e.g., ServiceNow on AWS; Energy Industry work with Databricks); reusable accelerators by industry	Quality & speed: certified practitioners, reference architectures, repeatable playbooks	Horizon scanning to identify leading-edge partners to solve specific customer problems, with potential to scale across platforms
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Leveraging Deep Partner Relationships to Drive Differentiation and Amplify Our Impact

Where Everforth Creates Value in the AI Enterprise

● Agentic AI, Embedded in the Stack

Agents now run inside ERP, CRM, SCM and HCM platforms, automating multi-step workflows end to end.

Deploying them demands deep platform mastery:

Salesforce · ServiceNow · Workday

Enterprises need agents that are governed, integrated across legacy and cloud, and fully auditable.

● Value Lives in the Integration

AI pays off only when it is re-engineered into the business, not bolted on

This requires:

- Process redesign across core workflows in the Enterprise
- Change management and workforce enablement at scale
- Strong architectural standards and contextual understanding

● Frontier Labs Can't Do It Alone

Anthropic, OpenAI and Google build world-class models, not enterprise deployments.

What they lack:

- Thousands of industry implementation consultants
- Contextual understanding of processes and architectures
- A multi-year transformation track record

The bottleneck to enterprise AI value is not model intelligence — it is **implementation, integration, and change management**. That is Everforth's domain.

Everforth's Inherent Structural Advantages for Today's AI Marketplace

Differentiated Delivery

Unique model that leverages contingent expertise and subject-matter experts with nearshore and offshore platforms

Deep Client Base

Diversified account portfolio of enterprise client relationships built over decades, drives trust and retention across tech cycles

Robust Platform

Strategic M&A and alliance partnerships strengthen platform positioning in areas of client demand

Solutions Expertise

Deep capabilities in AI, Data, Cyber, and Enterprise Platforms across Commercial and Federal markets

AI Embedded Across the Portfolio, Powered by Structural Advantages

Disciplined Capital Allocation Strategy



Organic Growth

- Invest in AI-first accelerators and assets that advance our solutions capabilities
- Advance our internal technology capabilities and platforms
- Upskill our delivery teams in the latest technological advancements
- Build and strengthen technology alliance partnerships



Debt Repayment

- Historically low leverage profile with demonstrated ability to quickly de-lever post acquisition
- Repaid \$23.9M in debt in Q2 2026
- Target net leverage of 2.5X times Adj. EBITDA
- Strong liquidity position, including cash on balance sheet and availability on Senior Secured Revolver



Share Repurchase

- Opportunistically return capital to shareholders while maintaining balance sheet flexibility
- Repurchased 0.4 million shares for \$11.5 million in Q2 2026, with \$923M remaining under \$1B share repurchase program



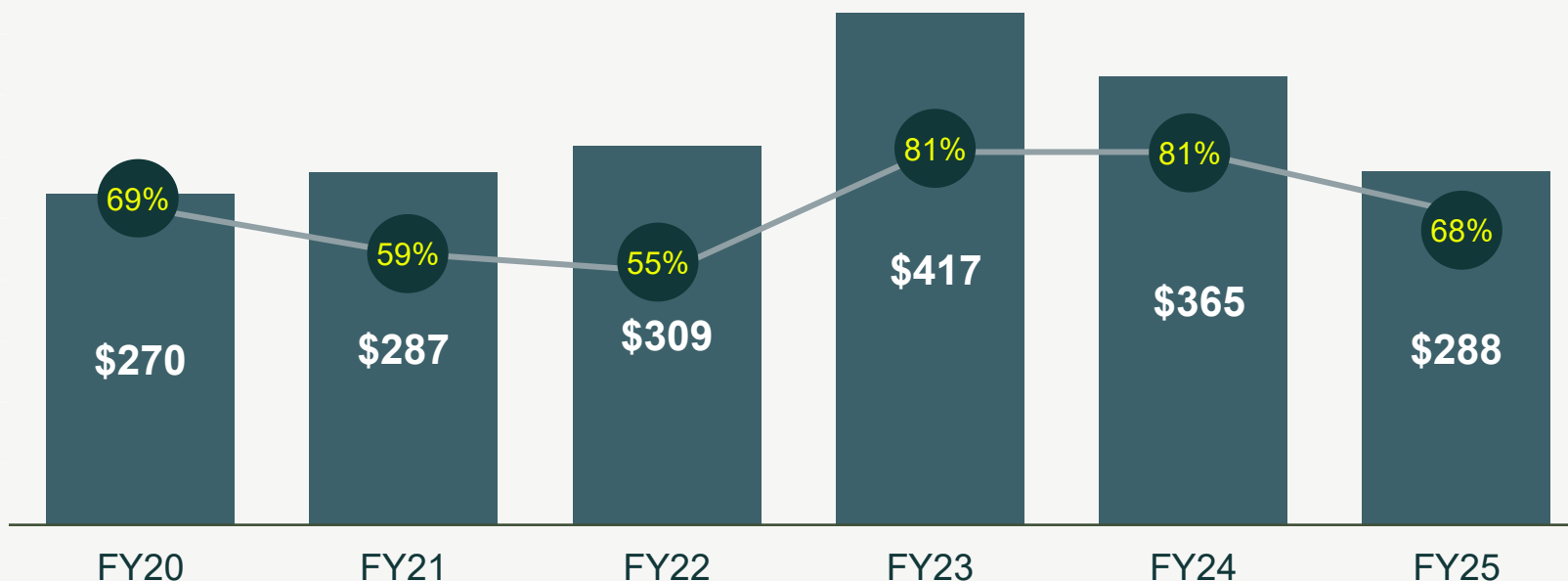
M&A

- Target strategic acquisitions that expand high-value IT solutions
- Focus on accretive opportunities that augment organic growth and margins
- Strong track record of successful acquisitions makes Everforth an acquirer of choice

Strong Free Cash Flow Provides Flexibility to Maximize Shareholder Value

Generating Strong Free Cash Flow

Free Cash Flow¹ (\$M) & Conversion Rate² (%)



Near-Term Capital Deployment Priorities

- Opportunistic share repurchases
- Debt repayment to reduce net leverage to 2.5X
- Organic reinvestment (capex ~1% of revenues)
- Strategic initiatives in place to drive operating leverage

~\$2B in Free Cash Flow over past six years, representing 69% Conversion of Adj. EBITDA.

1. FY20–FY22 normalized for the CARES Act. See Appendix for reconciliation.

2. Conversion rate defined as Free Cash Flow (FCF) ÷ Adjusted EBITDA. Targeting 60-65 percent conversion of FCF to EBITDA for full year 2026 excluding one-time strategic costs associated with transformative cost savings outlined in 3-year plan.

Solid and Flexible Balance Sheet

6/30/2026

Capital Summary & Financial Highlights

\$ in millions

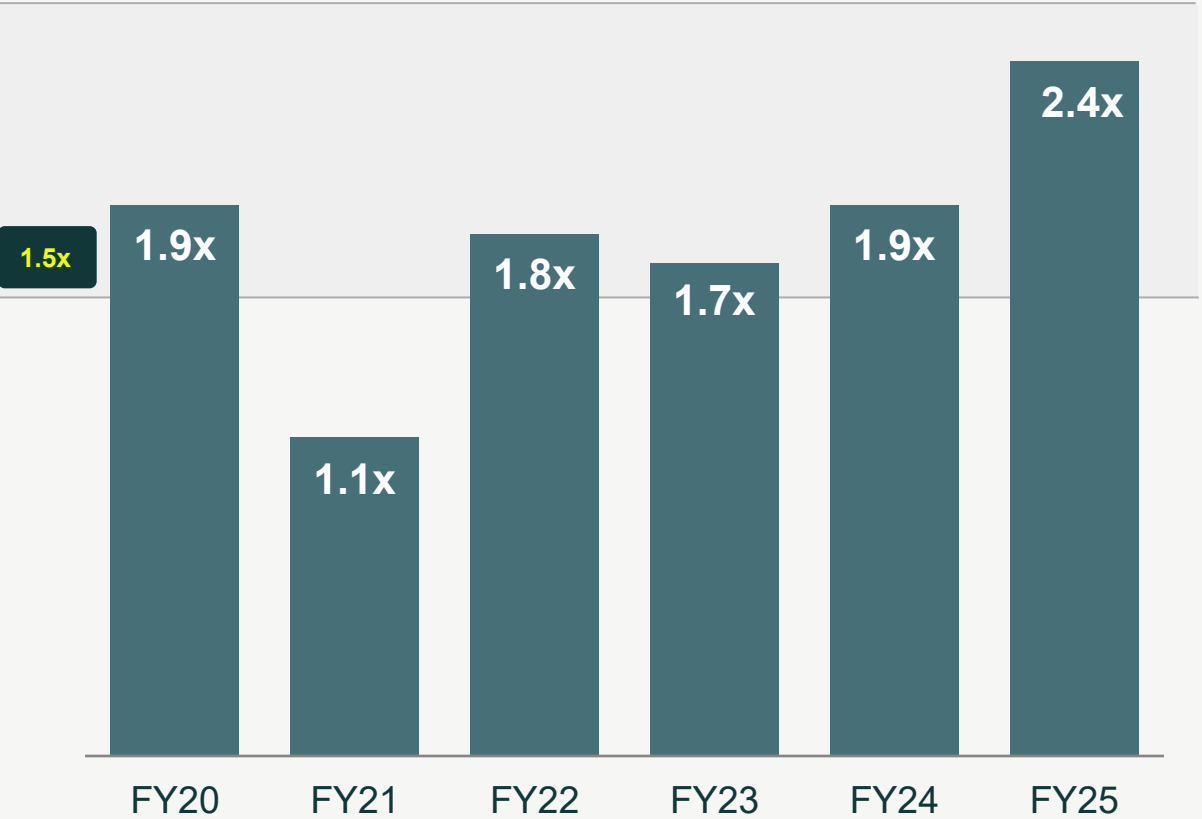
Cash & Cash Equivalents	\$152.9
Long-Term Debt	\$1,438.1
Net Debt	\$1,285.2
Net Leverage Ratio	3.1X
Available Credit Under Revolving Credit Facility ¹	\$178.3
Total Available Liquidity	\$331.2

1. In July 2026 Everforth completed the refinancing and upsizing of its existing revolver, replacing it and our \$100 million Term Loan A, with a new five-year \$600 million facility, extending its maturity date by three years to 2031.

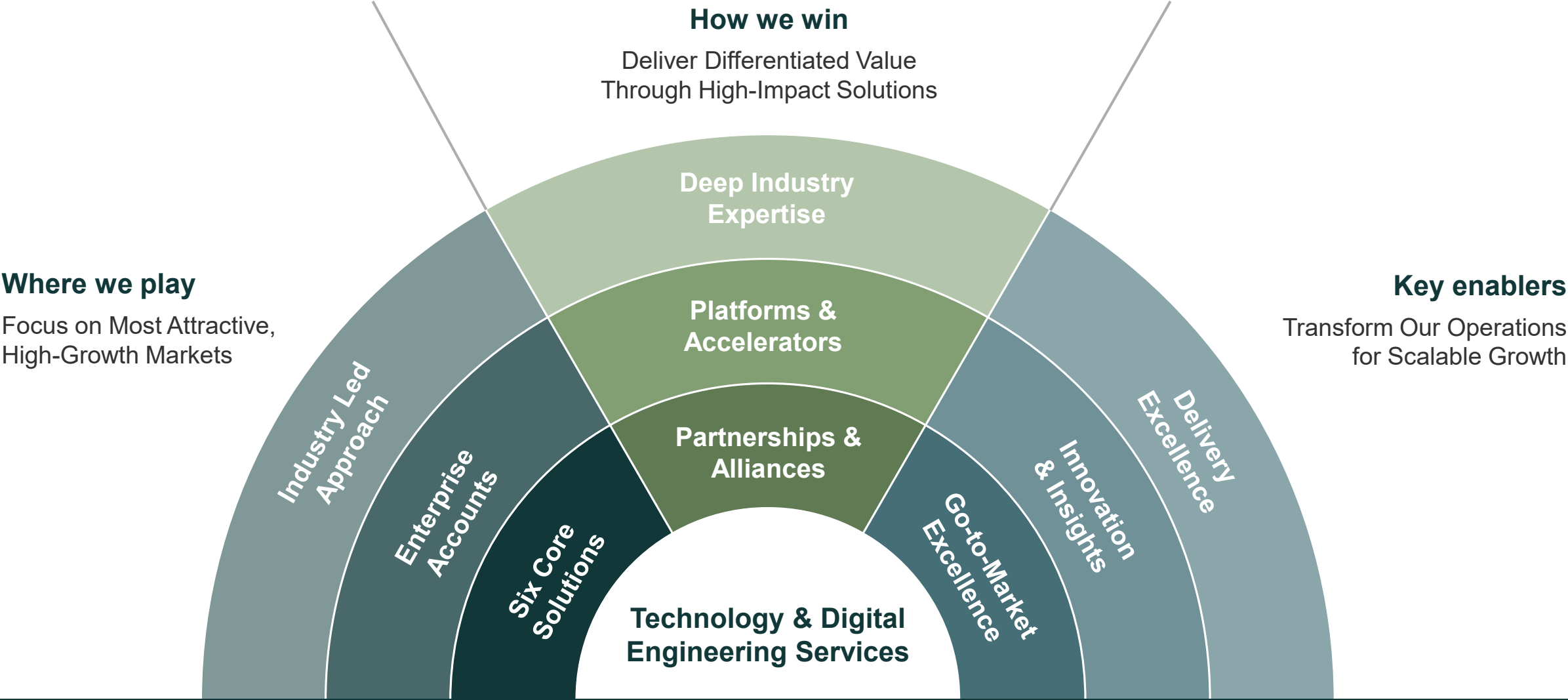
Net Leverage Ratio

2.5X

Target Range



Next Wave Growth Strategy



Three-year Organic Financial Targets

4%-6%
Revenue CAGR

12.5%-13.5%
2028 Adj. EBITDA Margin

~\$1B
3-Year Cumulative FCF¹

Revenue:

- Commercial Segment: 5-7% CAGR, with commercial consulting growing above market
- Federal Government Segment: 3-4% CAGR, growing in line with market
- Modest growth in 2026, building momentum and accelerating in 2027 and 2028 as company optimizes go-to-market strategy
- \$0.8 - \$0.9B in additional revenues through acquisitions

Margins:

- 200 to 300 basis point improvement in Adjusted EBITDA margins over the three-year period
- More than half of Everforth's margin improvement will come from structural cost savings in SG&A, generating upwards of \$80M annually, with a portion of this improvement captured in 2026 and the full realization of the improvement in the back-half of the three-year period
- Remainder of the margin improvement will be generated from an improved business mix resulting from the continued shift to high-margin solutions work

¹ Assumes conversion of 60 - 65 percent of Adjusted EBITDA into Free Cash Flow.

Investment Thesis Positions Everforth for Growth

Distinct Competitive Advantages

- Delivery excellence
- Proprietary assets and accelerators
- Strong technology alliance partnerships

Transformed Business Model

- From IT services provider to outcomes-driven solutions partner
- From geographic to industry-first model

Clear and Focused Strategy

- Industry-aligned go-to-market strategy
- Six core solutions
- Focus on enterprise accounts
- Ongoing operating discipline and expense management

Differentiated Delivery Model

- Deep expertise in target industries and solutions
- Agile approach, aligning high-end skillsets to evolving market requirements
- Tailored speed to market by leveraging contingent workforce

Commitment to Shareholder Returns

- Continued investment in organic growth
- Opportunistic share repurchases
- Incremental revenue growth and margin expansion via strategic acquisitions

Disciplined Investment and Innovation Strengthening Capabilities and Market Position

Thank you.

Appendix

Q3 2026 Financial Estimates

Quarterly Outlook

As of July 29, 2026

(\$'s in millions, except per share data)

Key Assumptions

Low - High

Revenues	\$994–\$1,024
Y-Y Revenue Change	(1.7%)-1.2%
Adjusted EBITDA	\$95.0-\$105.0
Adjusted EBITDA Margin	9.6%-10.3%
Adjusted Net Income	\$37.8-\$44.8
Adjusted Net Income Per Diluted Share	\$0.92-\$1.10

3-Year Financial Targets (2026 – 2028)

3-Year CAGR (2026 – 2028)

		3-Year CAGR (2026 – 2028)			
		Without Acquisitions		With Acquisitions	
(\$'s in millions)	FY 2025P	Low	High	Low	High
Revenues	\$3,970.0	4.0%	6.0%	10.0%	12.5%
Adjusted EBITDA	419.0	10.0%	14.5%	19.0%	24.0%
Segments:					
Commercial	\$2,780.0	5.0%	7.0%		
Federal Government	\$1,190.0	3.0%	4.0%		

Estimated 2028 Margin & Conversion

		2028 Estimates			
		Without Acquisitions		With Acquisitions	
	FY 2025P	Low	High	Low	High
Adjusted EBITDA	10.6%	12.5%	13.5%	13.5%	14.0%
Free Cash Flow (% of Adj. EBITDA)	NA	60.0%	65.0%	60.0%	65.0%

Estimated 2028 Revenue Mix

		2028 Estimates			
		Without Acquisitions		With Acquisitions	
Revenue Mix:	FY 2025P	Low	High	Low	High
Commercial	70.0%	71.0%	72.0%	75.0%	76.0%
Federal Government	30.0%	29.0%	28.0%	25.0%	24.0%

Cumulative 3-Year Cash Flow Data

		Cumulative 3-Year Cash Flow Data (2026–2028)			
		Without Acquisitions		With Acquisitions	
(\$'s in millions)		Low	High	Low	High
Free Cash Flow		\$910.0	\$1,060.0	\$1,050.0	\$1,200.0
Cash Paid for Acquisitions				\$2,100.0	\$2,400.0

Key Assumptions Underlying 3-Year Model

Operating Assumptions

- No significant changes to interest rates
- Effective tax rate of approximately 28 percent
- Capital expenditures approximately 1.0 percent of revenues
- Cumulative Free Cash Flow (FCF) target of ~\$1B assumes a certain level of Free Cash Flow will be allocated to stock repurchases to at least keep share count at current levels
- No further deterioration in the markets Everforth serves

Acquisition Assumptions

- Deploy between \$2.1 billion to \$2.4 billion to acquire IT consulting businesses
- Capital for acquisitions to be funded from cash on hand, estimated free cash flow, and borrowings (if needed) under the \$500 million revolving credit facility
- Financial model assumes acquisitions will occur mid-2027 (midpoint of 3-year plan)
- Financials & operating profile of businesses to be acquired are expected to be comparable with recent acquisitions
- Acquisitions are expected to grow at a higher rate than the existing operating platforms and be accretive to margins
- Expect financial returns of future acquisitions to exceed the Company's weighted average cost of capital

Notes

1. This presentation includes non-GAAP financial measures. Reconciliations from the comparable GAAP measures to the non-GAAP measures are included in earnings release and supplemental materials for Q2 2026.
2. Total Leverage Ratio is total debt to lender defined trailing twelve months of EBITDA (“lender defined EBITDA”). The calculation for lender-defined EBITDA can be found in the credit agreement filed with the SEC on November 2, 2023. Net Leverage Ratio is total debt less cash to lender-defined EBITDA.
3. The revolving credit facility available balance is \$178 million after adjusting for outstanding letters of credit.
4. Industries broadly defined as:
 - Financial Services: banks, thrifts & mortgage services, consumer finance, capital markets, financial technology, insurance, and investment firms
 - TMT (Technology, Media & Telco): software applications & systems, services excluding consulting & data processing/outsourced services, hardware manufacturing & services, equipment & electronic manufacturing services, diversified Telco including wired/wireless Telco services; media, entertainment and interactive media/services
 - Consumer & Industrials: consumer staples, consumer discretionary, energy, materials, utility & real estate
 - Business & Government Services: contractors, federal government agencies and state and local government and education, aerospace, professional services, human resource & employment, data processing & outsourced services, IT consulting, and other services
 - Healthcare: equipment & service providers and payers, health insurance administrators operating as diversified healthcare companies, biotechnology, pharmaceuticals and life science tools & services
5. Free Cash Flow (“FCF”) is a non-GAAP measure, and for the years 2020 through 2022 the amounts have been adjusted to normalize for the deferral of federal payroll taxes as provided by the CARES Act, as follows:

	2020	2021	2022
FCF from continuing operations	\$349	\$247	\$270
Adjustment to normalize FCF for deferral of payroll taxes provided by the CARES Act	(79)	40	39
FCF, Adjusted	\$270	\$287	\$309