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GLOBAL PROFESSIONAL SERVICES

# Investor Presentation.

October 2026

Within this presentation, we make “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933 as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These statements relate to expectations concerning matters that are not historical facts. Such forward-looking statements may be identified by words such as “anticipates,” “believes,” “can,” “continue,” “could,” “estimates,” “expects,” “forecast,” “future,” “intends,” “may,” "might," “plans,” “potential,” “predicts,” “remain,” “should,” “strategy,” “target,” “will,” "would" or the negative of these terms or other comparable terminology. In this presentation, such statements include statements regarding market conditions, strategic and operational plans and priorities for our business offerings, our use of AI and alignment of our cost structure, and expectations about our ability to improve future financial results. Such statements and all phases of the Company’s operations are subject to known and unknown risks, uncertainties and other factors that could cause our actual results, levels of activity, performance or achievements and those of our industry to differ materially from those expressed or implied by these forward-looking statements. Risks and uncertainties include, but are not limited to, the following: risks related to an economic downturn or deterioration of general macroeconomic conditions, the highly competitive nature of the market for professional services, risks related to the loss of a significant number of our consultants, or an inability to attract and retain new consultants, the possible impact on our business from the loss of the services of one or more key members of our senior management or key sales professionals, risks related to potential significant increases in wages or payroll-related costs, our ability to secure new projects from clients, our ability to achieve or maintain a suitable pay/bill ratio, our ability to compete effectively in the competitive bidding process, risks related to unfavorable provisions in our contracts which may permit our clients to, among other things, terminate the contracts partially or completely at any time prior to completion, our ability to realize the level of benefit that we expect from our restructuring initiatives, risks that our digital expansion and technology transformation efforts may not be successful, our ability to use artificial intelligence and machine learning in our business, our ability to build an efficient support structure as our business continues to grow and transform, our ability to grow our business, manage our growth or sustain our current business, our ability to serve clients internationally, additional operational challenges from our international activities possible disruption of our business from our past and future acquisitions or dispositions, our potential inability to adequately protect our intellectual property rights, risks that our computer hardware and software and telecommunications systems are damaged, breached or interrupted, risks related to the failure to comply with data privacy laws and regulations and the adverse effect it may have on our reputation, results of operations or financial condition, our ability to comply with governmental, regulatory and legal requirements and company policies, the possible legal liability for damages resulting from the performance of projects by our consultants or for our clients’ mistreatment of our personnel, risks arising from changes in applicable tax laws or adverse results in tax audits or interpretations, the possible adverse effect on our business model from the reclassification of our independent contractors by foreign tax and regulatory authorities, the possible difficulty for a third party to acquire us and resulting depression of our stock price, the operating and financial restrictions from our credit facility, risks related to the variable rate of interest in our credit facility, the possible impact of activist shareholders, the possibility that we are unable to or elect not to pay our quarterly dividend payment, our ability to establish and maintain effective internal control over financial reporting, and other factors and uncertainties as are identified in our most recent Annual Report on Form 10-K for the year ended May 30, 2026, which was filed on July 24, 2026 and our other public filings made with the Securities and Exchange Commission (File No. 0-32113). Additional risks and uncertainties not presently known to us or that we currently deem immaterial may also affect our business or operating results.

You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof.

The Company does not intend, and undertakes no obligation, to update the forward-looking statements in this presentation to reflect events or circumstances after the date hereof or to reflect the occurrence of unanticipated events, unless required by law to do so.

# Ideal Partner for Transformation.

Business today is evolving in real time. AI is rewriting the rules of how work gets done. Transformation is constant, and as challenges grow more complex, expertise must flex, adapt, and deliver at speed.

**RGP is a global professional services firm purpose-built for a new environment.** With roots in Deloitte and 30 years of experience, we help enterprises move faster, operate smarter and scale more efficiently.

Forbes World's Best Management Consulting Firms 2025 Powered by Statista

U.S.News Best Companies to Work For 2024 - 2025

Forbes America's Best Midsize Employers 2025-2026 Powered by Statista

**LTM Total Revenue** $430M

**10-Yr Return of Capital** $373M

**Who We Serve**
Of Fortune 100 & 78% of Fortune 500
90%

**Clients Across Regions**
North America, Europe, APAC & Latin America
~ 1,500

## Built to Work How Enterprises Need Us

| Consulting | On-Demand Talent | Outsourced Services |
|---|---|---|

# Investment Highlights.

At RGP, we've created a durable business with the right fundamentals to navigate market cycles effectively:

- Diversified across industries, regions & service lines
- Strong client retention & growing lifetime value
- Leveraging AI in digital transformation & global execution
- Focus on pricing discipline & tech-enabled delivery and operations

## Robust Global Platform

Our global talent network and loyal client partnerships enable repeatable and scalable growth

## Key Profitability Levers

Capabilities relevant in the market, significant upside through disciplined pricing, agility in delivery cost through blended agile and bench teams, and improving operating leverage through reduced costs and streamlined operations



## Strong Balance Sheet and Liquidity

Zero debt and a flexible variable cost structure provide exceptional financial agility.

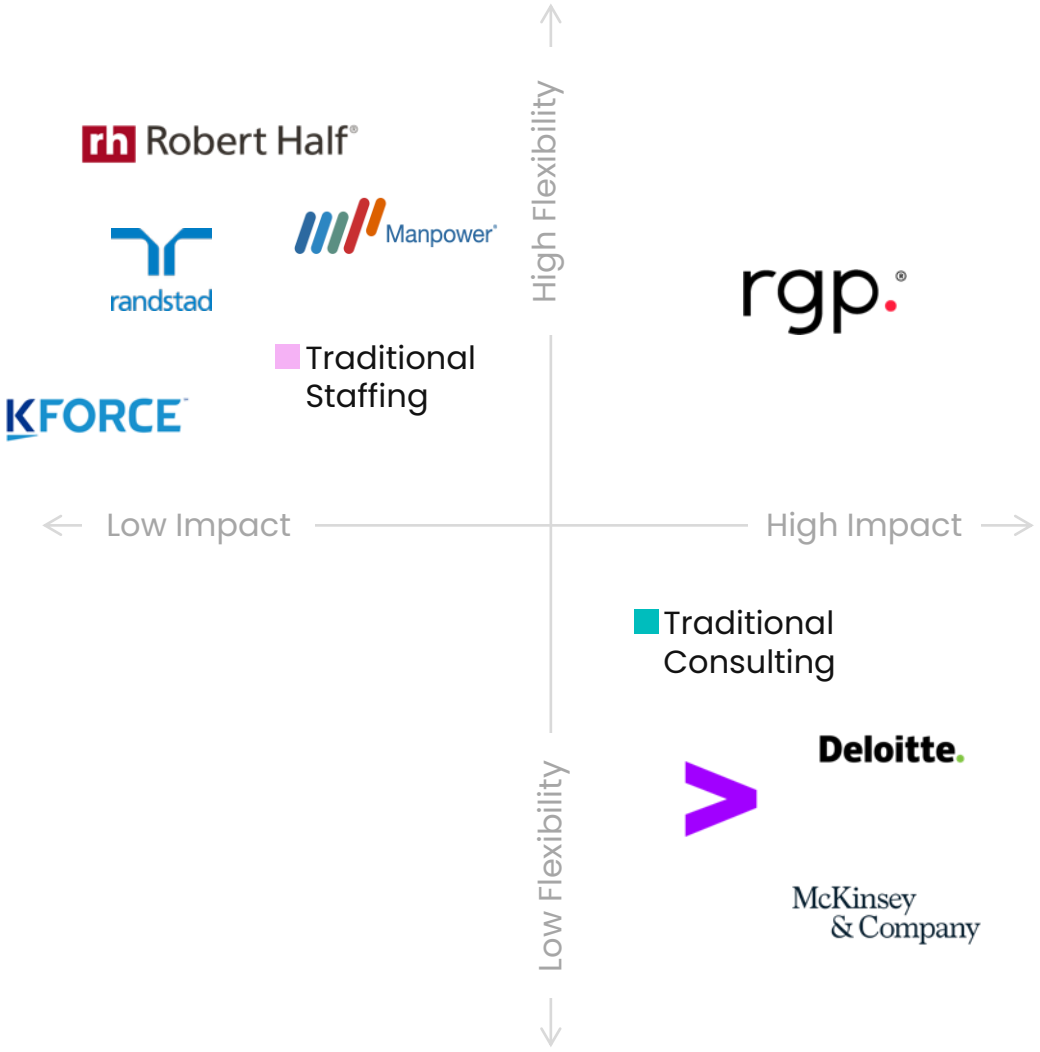
## Return of Capital

Ability to generate cash flow that supports opportunistic share repurchases and industry-leading dividend yield

# A Model That Breaks the Mold.

Traditional consulting and staffing models weren't built for today's reality. RGP offers a model designed for today's business challenges. Here's how it works:

- **Flexible by Design:** Consulting, On-Demand Talent, and Outsourced Services
- **Led by Senior Expertise:** 62% of our consultants bring 16+ years of experience to the table
- **Built to Scale Globally:** Local presence + offshore execution = reach, speed, and efficiency



# RGP's High-Impact Solutions.

Clients often come to us for one solution and stay for more. We might start with finance transformation, risk, or compliance, then grow into digital, operations, and beyond. That's how we build long-term client value, energized teams, and diversified revenue streams.

| Personas | Capabilities & Services | | Technologies | Key Industry Expertise |
|---|---|---|---|---|
| CFO<br>CAE<br>CHRO<br>COO<br>CIO<br>CTO | **Enterprise Strategy & Ops. Performance**<br>Change & Transformation Management<br>Process Optimization & Automation<br>Supply Chain Management<br>Merger Integration<br>Cost Reduction & Optimization | **Finance & Accounting**<br>Finance Transformation<br>Operational & Technical Accounting<br>Tax & Treasury<br>Financial Planning & Analysis | SAP<br>ORACLE<br>workday.<br>servicenow<br>BLACKLINE | **Financial Services**<br>**Healthcare**<br>**Technology**<br>**Retail & CPG** |
| | **Digital, Technology & Data**<br>Digital Transformation<br>Technology Strategy & Transformation<br>Data & Analytics<br>Artificial Intelligence | **Governance, Risk & Compliance**<br>Accounting Regulations<br>Internal Audit & SOX Compliance<br>Data Privacy & Security<br>IT & Operational Risk<br>Regulatory Compliance | | |

# Our Edge?

# It's Our People.

We've built a bench of seasoned experts who clients trust to lead.

Note: All data as of August 2026

## 62%

### Big 4 Experience

62% of Consultants Have Big 4, Big Consulting or Big Law Experience

Forbes World's Best Management Consulting Firms 2025 Powered by Statista

U.S.News Best Companies to Work For 2024 - 2025

### Award-Winning

Award-Winning Talent in AI Innovation, EX & Tech Experiences

## 62%

In North America, Among Our Consultants: 62% Have 16+ Years' Experience & 6% Have 9-15 Years' Experience

## 2,400

Global network of 2,400 skilled consultants bring diverse perspectives and deep expertise

# A Flexible Cost Model to Support Financial Agility.

Our variable cost structure helps us stay nimble by flexing expenses with revenue. This means we remain resilient through economic cycles, quickly responding to market shifts to protect operating margin. Flexible cost structure combined with significant upside for pricing leverage **positions us for long-term profitable growth.**

### Durable Gross Margin Strength

Our use of agile consultants reduces utilization risk and better aligns delivery costs to revenue levels, together with pricing upside, position us for gross margin expansion



### Improving Cost Structure

Our variable incentive compensation model drives performance, while our enhanced technology will drive efficiency and scale for profitable growth

### EBITDA Margin Upside Opportunity

Margin expansion opportunity with pricing upside, significant cost takeout achieved and improving operating efficiency

# Strategic Capital Allocation.

## Growth Investments Capitalize on Compelling Opportunities

**Go-To-Market Capacity and Capabilities**: We invest in relevant expertise in our Consulting business and strong sales capabilities for effective execution

**Digital Innovation & AI Development:** We continuously invest in digital innovation and AI to create advanced experiences in response to market demand

**Global Delivery Centers:** We build global delivery centers to expand our capabilities and drive market reach

## Return of Capital to Shareholders*

| | | | |
|---|---|---|---|
| Total Dividends Paid | $163M | Total Share Repurchases | $209M |
| Industry-leading Dividend Yield** | 6.6% | Consistent Quarterly Dividend Payments | 10Yrs. |

*Metrics over the last 10 years
**Based on annualized dividends and most recent quarter-end stock price

FINANCIAL HIGHLIGHTS

# Results of Operations.

| ($ in thousands) | FY2023 | FY2024 | FY2025 | FY2026 | LTM Q1 FY2027 |
|---|---|---|---|---|---|
| Revenue | $ 775,643 | $ 632,801 | $ 551,331 | $ 452,006 | $ 429,863 |
| Revenue Growth Rate | (3.6%) | (18.4%) | (12.9%) | (18.0%) | (19.6%) |
| Gross Margin | 40.4% | 38.9% | 37.6% | 37.5% | 37.0% |
| Adjusted SG&A Percentages[1] | 27.5% | 30.7% | 33.4% | 36.3% | 37.2% |
| Adjusted EBITDA[2] | $ 100,194 | $ 51,483 | $ 23,457 | $ 5,046 | $ (1,643) |
| Adjusted EBITDA Margin[2] | 12.9% | 8.1% | 4.3% | 1.1% | (0.4%) |

(1) Excludes stock-based compensation expense, amortized ERP system costs, technology transformation costs, acquisition costs, restructuring costs, contingent consideration adjustments, gain on sale of assets CEO transition costs, and Sitrick related transaction costs. See the Appendix for reconciliations of Non-GAAP measures.

(2) Adjusted EBITDA is earnings before interest, taxes, depreciation, amortization, stock-based compensation expense, amortized ERP system costs, goodwill impairment charge, technology transformation costs, acquisition costs, restructuring costs, contingent consideration adjustments, gain on sale of assets, CEO transition costs, and Sitrick related transaction costs. Adjusted EBITDA Margin is calculated by dividing Adjusted EBITDA by revenue. See the Appendix for reconciliations of Non-GAAP Measures.

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FINANCIAL HIGHLIGHTS

# Segment Financial Measures.

## Q1 FY2027

| ($ in thousands) | ON-DEMAND TALENT | CONSULTING | EUROPE & ASIA PACIFIC | OUTSOURCED SERVICES | ALL OTHER |
|---|---|---|---|---|---|
| Revenue | $ 38,559 | $ 32,380 | $ 17,132 | $ 10,015 | $ - |
| Adjusted EBITDA(1) | $ 2,057 | $ 1,661 | $ (119) | $ 1,533 | $ - |

## Q1 FY2026

| ($ in thousands) | ON-DEMAND TALENT | CONSULTING | EUROPE & ASIA PACIFIC | OUTSOURCED SERVICES | ALL OTHER |
|---|---|---|---|---|---|
| Revenue | $ 44,442 | $ 43,641 | $ 19,888 | $ 9,994 | $ 2,264 |
| Adjusted EBITDA(1) | $ 4,422 | $ 5,045 | $ 837 | $ 2,330 | $ 183 |

(1) Adjusted EBITDA is a measure of performance used by our Chief Operating Decision Maker to assess the performance of our operating segments. Adjusted EBITDA is defined as net income (loss) before interest, taxes, depreciation, amortization, stock-based compensation expense, amortized ERP system costs, goodwill impairment charge, technology transformation costs, acquisition costs, restructuring costs, gain on sale of building and CEO transition costs. See Historical Segment Information for additional information.

FINANCIAL HIGHLIGHTS

# Balance Sheets.

| ($ in thousands) | FY2024 | FY2025 | FY2026 | Q1 FY2027 |
|---|---|---|---|---|
| Cash | $ 108,892 | $ 86,147 | $ 82,372 | $ 61,229 |
| Current Assets | $ 240,755 | $ 203,686 | $ 169,554 | $ 145,778 |
| Total Assets | $ 510,914 | $ 304,688 | $ 257,399 | $ 231,896 |
| Current Liabilities | $ 72,433 | $ 75,402 | $ 67,455 | $ 51,094 |
| Long-term Debt | $ — | $ — | $ — | $ — |
| Total Liabilities | $ 92,151 | $ 97,607 | $ 87,625 | $ 70,621 |
| Equity | $ 418,763 | $ 207,081 | $ 169,774 | $ 161,275 |
| Working Capital | $ 168,322 | $ 128,284 | $ 102,099 | $ 94,684 |
| **Net Cash*** | **$ 108,892** | **$ 86,147** | **$ 82,372** | **$ 61,229** |

*Net Cash is calculated as Cash less Long-term Debt

FINANCIAL HIGHLIGHTS

# Cash Flow Generation.

| ($ in thousands) | FY2024 | FY2025 | FY2026 | LTM Q1 FY2027 |
|---|---|---|---|---|
| Cash from Operating Activities | $ 21,919 | $ 19,899 | $ 1,427 | $ (9,602) |
| Less: Capital Expenditures | $ (1,143) | $ (2,711) | $ (808) | $ (981) |
| Free Cash Flow* | $ 20,776 | $ 16,188 | $ 619 | $ (10,583) |
| Income Taxes Paid (Refund) | $ 11,161 | $ 2,353 | $ (1,206) | $ (798) |
| Normalized Free Cash Flow* | $ 31,937 | $ 18,541 | $ (587) | $ (11,381) |
| Normalized EBITDA* | $ 37,193 | $ 5,538 | $ (14,320) | $ (20,279) |
| Normalized Free Cash Flow Conversion* (Normalized FCF/ Normalized EBITDA) | 86.0% | 334.8% | 4.1% | 56.1% |

* Normalized EBITDA, Free Cash Flow, Normalized Free Cash Flow and Normalized Free Cash Flow conversion presented are Non-GAAP Measures. Please refer to the Appendix for reconciliations of Non-GAAP Measures.

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# Let's Connect.


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# Appendix.

# Historical Segment Information.

(Unaudited)

| ($ in thousands) | THREE MONTHS ENDED AUGUST 30, 2025 | NOVEMBER 29, 2025 | FEBRUARY 28, 2026 | May 30, 2026 | August 29, 2026 |
|---|---|---|---|---|---|
| **Revenue** | | | | | |
| On-Demand Talent | $44,442 | $43,024 | $40,917 | $40,413 | $38,559 |
| Consulting | 43,641 | 42,613 | 36,911 | 36,632 | 32,380 |
| Europe & Asia Pacific | 19,888 | 20,097 | 18,066 | 17,087 | 17,132 |
| Outsourced Services | 9,994 | 9,352 | 9,516 | 10,343 | 10,015 |
| Other | 2,264 | 2,646 | 2,520 | 1,640 | - |
| **Total Consolidated** | **$120,229** | **$117,732** | **$107,930** | **$106,115** | **$98,086** |
| | | | | | |
| **Adjusted EBITDA** | | | | | |
| On-Demand Talent | $4,422 | $4,066 | $2,859 | $3,072 | $2,057 |
| Consulting | 5,045 | 4,452 | 1,682 | 2,323 | 1,661 |
| Europe & Asia Pacific | 837 | 1,473 | 785 | 374 | (119) |
| Outsourced Services | 2,330 | 1,719 | 1,434 | 2,085 | 1,533 |
| Other | (183) | 354 | (839) | (215) | - |
| Unallocated items | (9,752) | (8,019) | (7,368) | (8,256) | (8,756) |
| **Total Consolidated *** | **$3,065** | **$4,045** | **($1,447)** | **($617)** | **($3,624)** |
| | | | | | |
| **Consolidated net income (loss)** | **($2,405)** | **($12,661)** | **($9,467)** | **($16,068)** | **($7,970)** |
| | | | | | |
| **Average bill rate**[1] | | | | | |
| Consolidated bill rate | $121 | $122 | $122 | $121 | $114 |
| On-Demand Talent | $140 | $143 | $146 | $145 | $146 |
| Consulting | $160 | $164 | $163 | $163 | $163 |
| Europe & Asia Pacific | $60 | $61 | $59 | $57 | $53 |
| Outsourced Services | $136 | $133 | $136 | $138 | $135 |

** Information reconciling Adjusted EBITDA to net income (loss) on a consolidated basis is included on slide 17.*
*(1) Average bill rates are calculated by dividing total revenue by the total number of billable hours.*

# Consolidated Reconciling Information.

(Unaudited)

| ($ in thousands) | THREE MONTHS ENDED | | | | |
|---|---|---|---|---|---|
| | AUGUST 30, 2025 | NOVEMBER 29, 2025 | FEBRUARY 28, 2026 | MAY 30, 2026 | AUGUST 29, 2026 |
| **Consolidated net loss** | **($2,405)** | **($12,661)** | **($9,467)** | **($16,068)** | **($7,970)** |
| Adjustments: | | | | | |
| Amortization expense | 1, 193 | 1,143 | 746 | 746 | 634 |
| Depreciation expense | 348 | 339 | 328 | 310 | 263 |
| Interest income, net | 44 | (214) | (178) | (267) | 240 |
| Income tax expense | 477 | 714 | 696 | 571 | 442 |
| **Consolidated EBITDA** | **($343)** | **($10,679)** | **($7,875)** | **($14,708)** | **($6,391)** |
| Stock-based compensation expense | 2,281 | 1,625 | 1,031 | 1,419 | 1,422 |
| Amortized ERP system costs (1) | 702 | 702 | 700 | 703 | 702 |
| Acquisition costs (2) | 425 | 474 | 320 | 449 | 150 |
| Gain on sale of assets (3) | – | – | – | – | 76 |
| Restructuring costs (4) | – | 2,894 | 4,377 | 1,175 | 417 |
| Executive transition costs (5) | – | 9,029 | – | 3,203 | – |
| Sitrick transaction related costs (6) | – | - | - | 7,142 | – |
| **Consolidated adjusted EBITDA** | **$3,065** | **4,045** | **($1,447)** | **($617)** | **($3,624)** |

*(1) Amortized ERP system costs represent the amortization of capitalized technology transformation costs related to a newly implemented ERP system, which was recorded within SG&A on the Consolidated Statement of Operations.*
*(2) Acquisition costs primarily represent costs included in net loss related to the Company's business acquisition of Reference Point. These costs include transaction bonuses and cash retention bonus accruals.*
*(3) Gain on sale of assets was related to the Company's sale of Sitrick Group, LLC ("Sitrick").*
*(4) Restructuring costs primarily include employee termination costs incurred in connection with the reduction in force associated with the 2026 Transformation Initiative. Restructuring costs also include third party consulting costs and impairment of right-of-use assets for the periods ended November 29, 2025 and February 28, 2026, respectively.*
*(5) Executive transition costs for the three months ended May 30, 2026 represent non-recurring costs incurred in connection with the separation of the Company's former COO. These costs include $1.7 million of cash severance and $1.5 million of non-cash stock compensation expense reflecting the acceleration of equity awards pursuant to ASC 718. Executive transition costs for the three months ended November 29, 2025 represent non-recurring costs incurred in connection with the separation of the Company's former CEO. These costs include $5.9 million of cash severance and $3.1 million of non-cash stock compensation expense reflecting the accelerated expense recognition of equity awards pursuant to ASC 718.*
*(6) Sitrick transaction related costs for the three months ended May 30, 2026 represent $4.1 million of severance expense incurred in connection with the sale of Sitrick, $2.4 million of loss on the sale of Sitrick, consisting of a $1.5 million non-cash impairment on right-of-use assets and a $0.9 million loss, and $0.6 million of non-cash stock compensation expense reflecting the acceleration of equity awards.*

# Segment Reconciling Information.

(Unaudited)

| ($ in thousands) | THREE MONTHS ENDED AUGUST 31, 2025 | NOVEMBER 29, 2025 | FEBRUARY 28, 2026 | MAY 30, 2026 | AUGUST 29, 2026 |
|---|---|---|---|---|---|
| **Adjusted EBITDA:** | | | | | |
| On-Demand Talent | $4,422 | $4,066 | $2,859 | $3,072 | $2,057 |
| Consulting | 5,045 | 4,452 | 1,682 | 2,323 | 1,661 |
| Europe & Asia Pacific | 837 | 1,473 | 785 | 374 | (119) |
| Outsourced Services | 2,330 | 1,719 | 1,434 | 2,085 | 1,533 |
| All Other | 183 | 354 | (839) | (215) | – |
| Unallocated items[1] | (9,752) | (8,019) | (7,368) | (8,256) | (8,756) |
| Adjustments: | | | | | |
| Stock-based compensation expense | (2,281) | (1,625) | (1,031) | (1,419) | (1,422) |
| Amortized ERP system costs [2] | (702) | (702) | (700) | (703) | (702) |
| Acquisition costs [3] | (425) | (474) | (320) | (449) | (150) |
| Gain on sale of assets [4] | – | – | – | – | (76) |
| Restructuring costs [5] | – | (2,894) | (4,377) | (1,715) | (417) |
| Executive transition costs [6] | – | (9,029) | - | (3,203) | – |
| Sitrick transaction related costs [7] | – | – | – | (7,142) | – |
| Amortization expense | (1,193) | (1,143) | (746) | (746) | (634) |
| Depreciation expense | (378) | (339) | (328) | (310) | (263) |
| Interest income, net | (44) | 214 | 178 | 267 | (240) |
| **Loss before income tax expense (benefit)** | **(1,928)** | **(11,947)** | **(8,771)** | **(15,497)** | **(7,528)** |
| Income tax expense | (477) | (714) | (696) | (571) | (442) |
| **Net loss** | **($2,405)** | **(12,661)** | **(9,467)** | **(16,068)** | **(7,970)** |

*(1) Unallocated items are generally comprised of unallocated corporate administrative costs, including management and board compensation, corporate support function costs and other general corporate costs that are not allocated to segments.*

*(2) Amortized ERP system costs represent the amortization of capitalized technology transformation costs related to a newly implemented ERP system, which was recorded within SG&A expenses on the Consolidated Statements of Operations.*

*(3) Acquisition costs primarily represent costs included in net loss related to the Company's business acquisition of Reference Point. These costs include transaction bonuses and cash retention bonus accruals.*

*(4) Gain on sale of assets was related to the Company's sale of Sitrick.*

*(5) Restructuring costs primarily include employee termination costs incurred in connection with the reduction in force associated with the 2026 Transformation Initiative. Restructuring costs also include third party consulting costs and impairment of right-of-use assets for the periods ended November 29, 2025 and February 28, 2026, respectively.*

*(6) Executive transition costs for the three months ended May 30, 2026 represent non-recurring costs incurred in connection with the separation of the Company's former COO. These costs include $1.7 million of cash severance and $1.5 million of non-cash stock compensation expense reflecting the acceleration of equity awards pursuant to ASC 718. Executive transition costs for the three months ended November 29, 2025 represent non-recurring costs incurred in connection with the separation of the Company's former CEO. These costs include $5.9 million of cash severance and $3.1 million of non-cash stock compensation expense reflecting the accelerated expense recognition of equity awards pursuant to ASC 718.*

*(7) Sitrick transaction related costs for the three months ended May 30, 2026 represent $4.1 million of severance expense incurred in connection with the sale of Sitrick, $2.4 million of loss on the sale of Sitrick, consisting of a $1.5 million non-cash impairment on right-of-use assets and a $0.9 million loss, and $0.6 million of non-cash stock compensation expense reflecting the acceleration of equity awards.*

# Reconciliation on Non-GAAP Measures.

## Reconciliation of net income (loss) to Adjusted EBITDA

($ in thousands)

| | FY2023 | FY2024 | FY2025 | FY2026 | LTM Q1 FY2027 |
|---|---|---|---|---|---|
| Net income (loss) | $ 54,359 | $ 21,034 | $ (191,780) | $ (40,601) | $ (46,166) |
| Adjustments: | | | | | |
| Amortization expense | 5,018 | 5,378 | 5,880 | 3,829 | 3,269 |
| Depreciation expense | 3,539 | 3,050 | 1,868 | 1,325 | 1,240 |
| Interest (income) expense, net | 552 | (1,064) | (544) | (615) | (419) |
| Income tax expense (benefit) | 18,259 | 8,795 | (4,295) | 2,458 | 2,423 |
| EBITDA | $ 81,727 | $ 37,193 | $ (188,871) | $ ($33,604) | $ ($39,653) |
| Stock-based compensation expense | 9,521 | 5,732 | 6,754 | 6,356 | 5,497 |
| Amortized ERP system costs | – | – | 1,287 | 2,807 | 2,807 |
| Technology transformation costs | 6,355 | 6,901 | 5,474 | - | - |
| Goodwill Impairment | 2,955 | – | 194,409 | – | – |
| Acquisition costs | – | 1,970 | 2,763 | 1,667 | 1,393 |
| Restructuring costs | (364) | 4,087 | 5,061 | 8,446 | 8,863 |
| Contingent consideration adjustment | – | (4,400) | – | – | – |
| (Loss) Gain on Sale of Assets | – | – | (3,420) | – | 76 |
| Executive transition costs | – | – | – | 12,232 | 12,232 |
| Sitrick transaction related costs | – | – | – | 7,142 | 7,142 |
| Adjusted EBITDA | $ 100,194 | $ 51,483 | $ 23,457 | $ 5,046 | $ (1,643) |
| Revenue | $ 775,643 | $ 632,801 | $ 551,331 | $ 452,006 | $ 429,863 |
| Net Income (Loss) Margin | 7.0% | 3.3% | (34.8%) | (9.0%) | (10.7%) |
| Adjusted EBITDA Margin | 12.9% | 8.1% | 4.3% | 1.1% | (0.4%) |


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# Reconciliation on Non-GAAP Measures.

Reconciliation of cash from operating activities to Free cash Flow and Normalized Free Cash Flow

| ($ in thousands) | FY2023 | FY2024 | FY2025 | FY2026 | LTM Q1 FY2027 |
|---|---|---|---|---|---|
| Cash from operating activities | $ 81,636 | $ 21,919 | $ 18,899 | $ 1,427 | $ (9,602) |
| Less: Capital expenditures | $ (2,012) | $ (1,143) | $ (2,711) | $ (808) | $ (981) |
| Free Cash Flow | $ 79,624 | $ 20,776 | $ 16,188 | $ 619 | $ (10,583) |
| | | | | | |
| EBITDA | $ 81,727 | $ 37,193 | $ (188,871) | $ (33,604) | $ (39,653) |
| Add: Goodwill Impairment | $ 2,955 | $ - | $ 194,409 | $ - | $ - |
| Add: Executive transition costs | $ - | $ - | $ - | $ 12,232 | $ 12,232 |
| Add: Sitrick transaction related costs | $ - | $ - | $ - | $ 7,142 | $ 7,142 |
| Normalized EBITDA | $ 84,682 | $ 37,193 | $ 5,538 | $ (14,230) | $ (20,279) |
| Free Cash Flow conversion (Free Cash Flow / Normalized EBITDA) | 94.0% | 55.9% | 292.3% | -4.3% | $ 52.2% |
| | | | | | |
| Free Cash Flow | $ 79,624 | $ 20,776 | $ 16,188 | $ 619 | $ (10,583) |
| Income taxes paid (refund) | $ (2,913) | $ 11,161 | $ 2,353 | $ (1,206) | $ (798) |
| Normalized Free Cash Flow | $ 76,711 | $ 31,937 | $ 18,541 | $ (587) | $ (11,381) |
| Normalized EBITDA | $ 84,682 | $ 37,193 | $ 5,538 | $ (14,230) | $ (20,279) |
| Normalized Free Cash Flow conversion (Normalized Free Cash Flow / Normalized EBITDA) | 90.6% | 86.0% | 334.8% | 4.1% | 56.1% |

# Reconciliation on Non-GAAP Measures.

Reconciliation of run-rate SG&A leverage

| ($ in thousands) | FY2023 | FY2024 | FY2025 | FY2026 | LTM Q1 FY2027 |
|---|---|---|---|---|---|
| GAAP SG&A expense | $228,842 | $208,864 | $202,024 | $202,791 | $197,950 |
| Less: | | | | | |
| Stock-based compensation expense | 9,521 | 5,732 | 6,754 | 6,356 | 5,497 |
| Amortized ERP system costs | – | – | 1,287 | 2,807 | 2,807 |
| Technology transformation costs | 6,355 | 6,901 | 5,474 | - | - |
| Acquisition costs | – | 1,970 | 2,763 | 1,667 | 1,393 |
| Restructuring costs | (364) | 4,087 | 5,061 | 8,446 | 8,863 |
| Executive transition costs | – | – | – | 12,232 | 12,232 |
| Sitrick transaction related costs | – | – | – | 7,142 | 7,142 |
| Contingent consideration adjustment | – | (4,400) | – | – | – |
| Gain on sale of (building) assets | – | – | (3,420) | – | 76 |
| Adjusted SG&A | $213,330 | $194,574 | $184,105 | $164,141 | $159,940 |
| Revenue | $775,643 | $632,801 | $551,331 | $452,006 | $429,863 |
| Adjusted SG&A leverage | 27.5% | 30.7% | 33.4% | 36.3% | 37.2% |

# Segment Reconciling Information.

Three Months Ended

| ($ in thousands) | AUGUST 30, 2025 | % OF REVENUE (1) | AUGUST 29, 2026 | % OF REVENUE (1) |
|---|---|---|---|---|
| **Adjusted EBITDA:** | (Unaudited) | | (Unaudited) | |
| On-Demand Talent | $4,422 | 10.0% | $2,057 | 5.3% |
| Consulting | 5,045 | 11.6% | 1,661 | 5.1% |
| Europe & Asia Pacific | 837 | 4.2% | (119) | (0.7)% |
| Outsourced Services | 2,330 | 22.3% | 1,533 | 15.3% |
| All Other | 183 | 8.1% | - | - |
| Unallocated items (2) | (9,752) | | (8,756) | |
| Adjustments: | | | | |
| Stock-based compensation expense | (2,281) | | (1,422) | |
| Amortized ERP system costs (3) | (702) | | (702) | |
| Acquisition costs (4) | (425) | | (150) | |
| Gain on sale of assets (5) | - | | (76) | |
| Restructuring costs (6) | - | | (417) | |
| Amortization expense | (1,193) | | (634) | |
| Depreciation expense | (348) | | (263) | |
| Interest expense | (44) | | (240) | |
| **Loss before income tax expense** | (1,928) | | (7,528) | |
| Income tax expense | (477) | | (442) | |
| **Net loss** | $(2,405) | | $(7,970) | |

*(1) Segment Adjusted EBITDA Margin is calculated by dividing segment Adjusted EBITDA by segment revenue.*

*(2) Unallocated items are generally comprised of unallocated corporate administrative costs, including management and board compensation, corporate support function costs and other general corporate costs that are not allocated to segments.*

*(3) Amortized ERP system costs represent the amortization of capitalized technology transformation costs related to a newly implemented ERP system, which was recorded within SG&A expenses on the Consolidated Statements of Operations.*

*(4) Acquisition costs primarily represent costs included in net loss related to the Company's business acquisition of Reference Point. These costs include transaction bonuses and cash retention bonus accruals.*

*(5) Gain on sale of assets was related to the Company's sale of Sitrick.*

*(6) Restructuring costs during the three months ended August 29, 2026 include employee termination costs incurred in connection with the reduction in force associated with the 2026 Transformation Initiative.*