



Sustainability report

KFORCE

Letter from the CEO

Dear stakeholders,

We are pleased to present our latest environmental, social and governance report, reflecting our ongoing commitment to sustainability and responsible business practices. This report highlights the strides we have made this past year, the lessons we've learned and the road map for our future.

In an era where the importance of ESG principles is increasingly recognized, we are proud of the solid foundation we have built. Our efforts to reduce our environmental footprint, foster a diverse and inclusive workplace and uphold the highest standards of governance are yielding significant results. We continuously refine these initiatives to ensure they remain effective and impactful.

Our environmental efforts are grounded in emissions reduction as we strive to minimize our impact on the planet. We regularly assess our property portfolio looking for opportunities to lower our GHG emissions. We executed seven projects in 2024 that reduced our leased square footage by 17% and lowered our total scope 1, 2 and 3 GHG emissions by 11% from 2023.

On the social front, we have continued to prioritize the well-being of our employees and the communities we serve. Kforce has long prided itself on our connection with our people, our dedication to open communication and our proven track record of incorporating employee feedback. To continue this tradition, we have added quarterly pulse surveys, beyond the comprehensive annual survey we conduct to gather a more holistic view of employee sentiment. We also expanded opportunities for professional development.

New elements in 2024 include the launch of speaker series with our Board of Directors and the expansion of our leadership development program to include networking opportunities and programming for executive leadership. Additionally, we integrated our affinity groups into our DE&I Council. We remain dedicated to creating a workplace where everyone feels valued and empowered.

Governance remains a cornerstone of our strategy. We have worked hard in previous years to strengthen our policies and practices to ensure transparency, accountability and ethical conduct across all levels of our organization. As a result of this sound governance foundation, no major overhauls were needed this year. Some policies were added or adjusted, including one advising on sound practices for responsible use of artificial intelligence.

Innovation is at the heart of our approach. We are committed to incorporating emerging technologies, such as AI, into our daily operations to drive efficiency and effectiveness. This commitment to innovation ensures that we remain at the forefront of industry advancements and continue to deliver value to our stakeholders.

While we are proud of our achievements, we recognize that there is always more work to be done. The path to sustainability is a continuous one, and we are committed to pushing the boundaries of what is possible. We will continue to listen, learn and adapt as we navigate the complexities of the ESG landscape.

Thank you for your continued support and partnership. Together, we can make a difference and build a better future for all.

JOE LIBERATORE
[PRESIDENT & CEO, KFORCE](#)

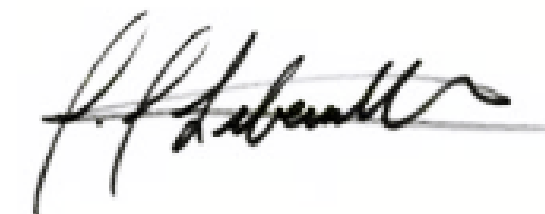




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Kforce at a glance

Kforce is a solutions firm specializing in technology, finance and accounting, and professional staffing services. Our KNOWLEDGEforce® empowers industry-leading companies to achieve their digital transformation goals. We curate teams of technical experts who build solutions custom-tailored to each client’s needs. These scalable, flexible outcomes are shaped by deep market knowledge, thought leadership and our multi-industry expertise.

Our integrated approach is rooted in 60 years of proven success deploying highly skilled professionals on a temporary and direct-hire basis. Each year, more than 18,000 talented experts work with a majority of the Fortune 500. Together, we deliver Great Results Through Strategic Partnership and Knowledge Sharing®.



AMERICA’S BEST MID-SIZE COMPANIES
Kforce earned recognition on TIME’s inaugural 2024 list of America’s Best Mid-Size Companies. This honor highlights Kforce’s commitment to excellence in revenue growth, employee satisfaction and sustainability practices.

EXCELLENCE 1000 INDEX
Kforce secured a position on Newsweek’s Excellence 1000 Index because of its outstanding achievements in employee and customer satisfaction, as well as its sustainability initiatives. The list was compiled using third-party data insights.

\$1.4B
TOTAL REVENUE

1,700
[APPROX.] EMPLOYEES

90%+
OF BUSINESS FOCUSED IN TECHNOLOGY

60+
YEARS OF EXPERIENCE


18,000
HIGHLY SKILLED CONSULTANTS


REMOTE-FIRST CORE WORKFORCE


AWARD-WINNING CULTURE


2024 commitment progress

PUBLIC COMMITMENTS FOCUS OUR PRIORITIES AND KEEP US ACCOUNTABLE. WE ARE PROUD OF THE PROGRESS WE MADE ON OUR 2024 GOALS.


- **ESG OVERSIGHT**


We strengthened ESG oversight with our board’s establishment of an ESG Committee composed of members of executive management to oversee the company’s risks, opportunities, strategies, goals, policies and procedures related to ESG. The committee is guided by an ESG Committee charter.
- **CYBERSECURITY AND DATA PRIVACY**

We continue to advance our cybersecurity and data privacy by investing in resources, appropriate technologies and enhanced risk management capabilities to maintain our program’s maturity, effectiveness and resilience.
- **ANNUAL POLICY REVIEW**


Our commitment to adapting and adhering to policy changes in response to evolving legal requirements remains steadfast. We evaluated international policy standards, including ILO, to assess policy updates. Additionally, our transition to the New York Stock Exchange (NYSE) required updates to our governance guidelines, committee charters and Kforce’s code of conduct, which is called the Commitment to Integrity. We also implemented a new policy regarding AI, requiring associates to undergo training prior to gaining access to the tool.
- **DATA**

We enhanced our performance management dashboards, consultant microsites and compensation dashboards to improve transparency and user experience. We laid a strong foundation for the new tools involved in our multi-year back-office transformation initiative which will enhance our ability to make data-driven decisions.


- We evolved our employee feedback efforts by introducing quarterly pulse surveys. These, along with our onboarding and exit surveys, and comprehensive annual engagement survey, help us have a better understanding of sentiment during the full career life cycle.
- **EQUITY**

We made significant progress toward greater equity for our associates by conducting extensive research and market analysis used to create the framework for our job architecture program.
- **INCLUSION**


To ensure representation and inclusion of all identity groups, affinity group leaders are now formally integrated into our DE&I Council. Our affinity groups have grown in both membership numbers and the range of activities hosted, allowing them to launch newsletters, celebrate and recognize heritage and awareness months with events and organize networking opportunities.


To advance inclusion within our leadership development efforts, we expanded our board-driven leadership series offering to further our advocacy efforts and introduced the BRIDGE program. BRIDGE promotes ongoing learning, networking and visibility for associates who are not immediately stepping into a leadership role at the end of their training.
- **EMISSIONS REDUCTION**


We remained dedicated to lowering our GHG emissions by regularly assessing our property portfolio. In 2024, we executed seven projects that resulted in a further 17% reduction in our overall leased square footage and we have reduced our total scope 1, 2 and 3 GHG emissions by 59% compared to our 2019 baseline.


**RENEWABLE ENERGY**

We were very active in investigating opportunities to invest in renewable energy, which would also have the benefit of allowing us to gain tax credits from the Inflation Reduction Act.

**REGULATION READINESS**

We are engaging with third-party consultants to ensure compliance and readiness with evolving regulations.
- **ENVIRONMENT**

**PEOPLE**

**GOVERNANCE**
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Core values

INTEGRITY

ACT WITH INTENTION.

KEEP PROMISES. TAKE RESPONSIBILITY.

Our founders established a culture of integrity, respect and trust. We foster this within ourselves, but we also hold each other accountable: to be deliberate and thoughtful with our actions; to approach everything with a servant's heart; to honor our partnerships; and to do the right thing, no matter who's watching.

EXCELLENCE

EMBRACE COMPETITION.

SUCCEED TOGETHER. GO FOR THE WIN.

We're passionate about providing exceptional results. We're unapologetic in our desire to make a meaningful impact. But we also know the importance of balancing high expectations with empathy. Our greatest success comes when we empower each other to be our best.

COMPASSION

RESPECT OTHERS.

NURTURE RELATIONSHIPS.

SPREAD KINDNESS.

People are the heart of our business. We bring empathy and care into every moment, believing even the smallest gesture can make a difference in someone's day. Let's share that love in all we do and with everyone we serve.

UNITY

ENCOURAGE COLLABORATION.

SUPPORT EACH OTHER.

PURSUE A SHARED VISION.

We are dedicated to helping each other achieve our shared goals. Each of us contributes our unique perspective and expertise to drive the team forward. Our purpose and mission unite us. Together, we're able to overcome obstacles that seem insurmountable on our own.

ADAPTABILITY

CHAMPION INNOVATION.

STAY CURIOUS. CONSIDER THE UNCOMMON.

Each of us is motivated by a desire to learn and explore. We're eager to expand our minds and challenge the status quo. Our people show a remarkable ability to recognize when change is needed and to adjust in real time. When we embrace change, we free ourselves to discover the next idea.

COURAGE

DARE TO FAIL.

SPEAK OPENLY. DREAM BIG.

We relish the bold. We believe in facing obstacles head on, even the ones that scare us. We also know that courage comes in many forms: trying new approaches, sharing honestly and being our authentic selves. None of this is possible without trust and support. We've got you.

FUN

BE YOURSELF.

LAUGH OFTEN. ENJOY THE JOURNEY.

We love what we do. Passion, humor and stewardship are vital parts of our culture. We know when we put our heart into our work, the results rise to a whole new level. Our joy shines through. Each day is an opportunity to be a light to others.

[Learn more about our core values](#)



GOVERNANCE

IN THIS SECTION

- OUR BOARD & EXECUTIVE OVERSIGHT
- RISK MANAGEMENT
- POLICIES AND PROCESSES

2024 HIGHLIGHTS

- 44% diverse Board of Directors, in terms of gender (33%) and race (11%)
- Engaged a third party to review and validate the progress of our cybersecurity program road map
- Strengthened ESG oversight with board establishment of an ESG Committee, which is guided by an ESG Committee charter

2025 COMMITMENTS

- ESG oversight
- Cybersecurity
- Annual policy review



Governance

CORPORATE GOVERNANCE IS DIRECTED BY OUR BOARD OF DIRECTORS AND EXECUTIVE TEAM. THEY ESTABLISH STRATEGY AND EXPECTATIONS, UPHOLDING THE HIGHEST STANDARDS AND EMBEDDING THIS CULTURE AND DEDICATION THROUGHOUT THE FIRM.

Our governance principles enhance value for our shareholders, employees, consultants, clients and communities. These principles are the foundation for our culture, strategic approach, people and policy. Our core values, found on page 6 in this report, are also aligned with our governance principles to guide our associates as they engage in ethical and fair business practices.

All individuals affiliated with our organization—including directors, executives, associates, consultants, suppliers and business partners—receive our code of conduct and are expected to adhere to it. This document, titled our [Commitment to Integrity](#), establishes a strong basis for fair and ethical business decisions.

Our corporate policies are reviewed annually, and more frequently as needed, to incorporate evolving legislation and ensure they meet the needs and expectations of all stakeholders. We add new policies and procedures as appropriate to ensure compliance with applicable governing laws, promote adherence to firm commitments and practices, respond to evolving threats and reinforce our values and culture.

In 2024, we implemented the following new policies:

- California Workplace Violence Prevention Plan
- Data Governance Policy
- Several state and District of Columbia Leave Policies

Additionally, we enhanced certain policies as required to meet the listing standards of the New York Stock Exchange (NYSE) due to our transition from NASDAQ this year. Further, we revised our Conflicts of Interest and Ethical Sales Policies and added new verbiage regarding Corporate Opportunities and the Use of Firm Assets. We also made necessary changes to our Meal and Break Policy to comply with updated state requirements.

More information about each policy can be found on page 21 in this report.

MEET OUR BOARD OF DIRECTORS

More than 60 years ago, our founders established a culture of trust and respect. Today, our Board of Directors reinforces this by overseeing the firm’s ESG policies and strategy. The full board meets regularly to assess progress and manage risks to our business and people, as well as promote ethical conduct firmwide.

OUR APPROACH

- Evaluate, discuss and approve strategic initiatives proposed by Kforce leaders
- Oversee and champion the long-term success of our shareholders
- Actively involved in the oversight of risks that could impact the firm, including ESG issues, like climate, human capital and cybersecurity
- Manage oversight of Kforce’s ESG strategy and programs, including climate strategy
- Promote sound corporate governance practices and policies, including regular oversight of the Corporate Governance Guidelines and Board Committee Charters
- Carry out responsibilities required by federal and state laws, as well as NYSE listing standards

Learn more about our [Board of Directors](#) and [Executive Leadership](#).



DAVID DUNKEL
Chairman



JOE LIBERATORE
President & CEO



ELAINE ROSEN
Lead Independent Director of the Board, Kforce
Non-Executive Chair of the Board, Assurant, Inc.



DERRICK BROOKS
EVP, Corporate & Community
Business Development
Vinik Sports Group



CATHERINE CLOUDMAN,
CPA
President & CEO
CHC Advisors, LLC



ANN DUNWOODY
General (Ret.)
U.S. Army



MARK FURLONG
President and CEO (Ret.)
BMO Harris Bank N.A.



RANDALL MEHL
President and CIO
Stewardship
Capital Advisors, LLC



N. JOHN SIMMONS, JR.
CEO
Growth Advisors, LLC

Our board at a glance

OUR DIRECTORS BRING FRESH PERSPECTIVES AND SKILLS TO THEIR OVERSIGHT ROLE THROUGH A DIVERSITY OF BACKGROUNDS AND PERSONAL AND PROFESSIONAL EXPERIENCES.

We regularly evaluate the expertise and diversity of our board members to guarantee effective leadership and supervision of our firm. For more information related to our board, see our most recent [Proxy Statement](#).

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MEMBERS

100%
INDEPENDENT
COMMITTEE MEMBERS

78%
DIRECTORS
INDEPENDENT
OF KFORCE

44%
DIVERSE, IN TERMS
OF GENDER (33%)
AND RACE (11%)

63
AVERAGE AGE

55%
BOARD MEMBERS
SERVING FEWER
THAN 10 YEARS

51-71
AGE RANGE

1/3
BOARD MEMBERS
SERVING FEWER
THAN 5 YEARS

Strategic alignment & oversight

Our board and executive leaders together oversee and manage our ESG pillars and program. Executive leadership is ultimately accountable to and directed by the board. The full board and all board committees each meet at least quarterly. The Compensation and Audit Committees each have an additional meeting, totaling at least five per year.

BOARD OVERSIGHT

Our full Board of Directors oversees ESG, including climate, cybersecurity and human capital

AUDIT COMMITTEE

Oversees ESG-related disclosures and the incorporation of ESG into our Enterprise Risk Management program, including cybersecurity, artificial intelligence, data privacy and climate-related and other ESG-related risks

COMPENSATION COMMITTEE

Evaluates and considers relevant compensation metrics

NOMINATION COMMITTEE

Oversees board education and training, incorporates diversity considerations in board composition and establishes an appropriate mix of directors to thoughtfully evaluate ESG issues

GOVERNANCE COMMITTEE

Evaluates and considers best governance practices

For additional committee information, view our charters, which were updated in May 2024 to incorporate NYSE listing standard requirements due to our transition from NASDAQ. Our charters continue to incorporate ESG oversight, where appropriate:

- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Nomination Committee Charter](#)
- [Corporate Governance Committee Charter](#)

ESG COMMITTEE

We strengthened our ESG oversight in 2024 with board establishment of an ESG Committee composed of members of executive management to oversee the company’s risks, opportunities, strategies, goals, policies and procedures related to ESG. The committee is guided by an ESG Committee charter.



Commitment to ethics & integrity

For over 60 years, we have built a reputation of trust, ethics and integrity with our team, clients and communities. It’s our responsibility to maintain these standards.

BUSINESS CODE OF CONDUCT

Kforce’s code of conduct, known as our [Commitment to Integrity](#), establishes the highest ethical standards for our business practices. This dedication steers our actions and ensures adherence to relevant laws, rules and regulations. It is rooted in our fundamental values and principles such as respect, honesty, transparency, well-being, fair dealing, compliance and speaking up without fear of retaliation. Employees and leaders review and reaffirm their commitment to these standards every year. Not adhering to this policy could result in severe consequences.

OUR CODE ADDRESSES SIGNIFICANT PRINCIPLES AND PRACTICES, INCLUDING:

- Anti-harassment and bullying
- Charitable contributions and volunteering
- Confidential information and intellectual property
- Data security, privacy and protection
- Diversity, equity and inclusion
- Environmental stewardship
- Fair treatment and equal opportunity
- No discrimination or retaliation
- Our integrity (whistleblower) hotline
- Pay practices
- Political activities and contributions
- Working with governments

Code of conduct & compliance training

All leaders and employees must complete our code of conduct and policy compliance training upon joining and annually. The training covers risk management topics such as cybersecurity, data privacy, social media, pay practices and equal opportunity employment. We review and update the modules yearly to reflect any policy changes.

~10
ANNUAL FIRMWIDE TRAINING MODULES

4 hours
AVERAGE PER EMPLOYEE OF TRAINING
ON KFORCE’S CODE OF CONDUCT TOPICS

100%
OF EMPLOYEES COMPLETED THE CODE OF
CONDUCT TRAINING EACH YEAR SINCE 2015

SUPPLIER CODE OF CONDUCT

We expect our suppliers to adhere to ethical standards similar to ours, following our [Supplier Code of Conduct](#). This ensures they protect human rights, ensure workplace safety and diversity and uphold ethical practices and legal compliance. Key topics include anti-corruption, non-discrimination, conflicts of interest, DE&I, environmental care, health and safety, data privacy and freedom of association. The code is available on our website and shared with suppliers during onboarding.

WHISTLEBLOWER HOTLINE

Kforce's whistleblower hotline, available 24/7, allows employees, consultants, clients, suppliers, shareholders and others to report concerns or potential code of conduct violations anonymously through an independent third party. Reports are reviewed by the internal audit team, involving legal, HR or external partners if needed, and all findings are communicated to the Board of Directors. The Audit Committee holds quarterly private sessions with the general counsel, and separately with internal audit, to address issues without other management present. Additionally, Kforce's Open Door Policy offers more ways to escalate policy violations, and the company strictly prohibits retaliation against those who report violations in good faith.

WHISTLEBLOWER HOTLINE:
1-866-213-5142



Risk management

IDENTIFY

Our board and executive leaders together oversee and manage our Enterprise Risk Management (ERM) pillars and overall risk management program. Executive leadership is ultimately accountable to and directed by the board. The full board and all board committees each meet at least quarterly. The Compensation and Audit Committees each have an additional meeting, totaling at least five per year.

FINANCIAL

Traditional monetary risks covering cash management, investing and financing activity and financial reporting

OPERATIONAL

Risks associated with general execution of the business, including key core processes and strategies for areas such as payroll, business continuity, data privacy and emerging technologies including artificial intelligence (AI) and cybersecurity

CLIENT

Risks associated with the acquisition, development and retention of clients with a specific focus on compliance with client requirements and contracts

LEGAL/HR

Employer risks addressing areas such as discrimination, eligibility, classification and candidate fraud which derive from local, state and federal laws, rules and regulations

MEASURE & MITIGATE

Our vice president of internal audit and general counsel manage our ERM process. We examine specific risks in one of the four pillars each quarter, ensuring thorough annual reviews. The team collaborates with stakeholders to assess business impact, residual risk likelihood, external factors and mitigation efforts, deciding if additional actions are needed.

MONITOR & REPORT

To support the Audit Committee in its compliance and risk oversight responsibilities, the vice president of internal audit delivers a quarterly report detailing the ERM category for the relevant period. This report includes any changes in residual risk or other significant developments. The committee then offers guidance on current and future action plans. The entire Board of Directors receives a summary of the ERM report each quarter, along with an annual cyber review from the CIO and CISO about cyber strategy, risks and preparedness.

We are confident that our ERM program effectively identifies, measures and monitors risks to our firm. Additionally, this process documents our primary mitigation efforts and promotes accountability among our stakeholders. Our internal audit team leverages the ERM program to formulate our risk-based audit plan, which is annually approved by the Audit Committee. Moreover, independent third-party partners periodically evaluate the program to benchmark and implement improvements.

Cybersecurity & data privacy

The privacy and security of our data are paramount to us. Under the guidance of our Board of Directors, the Audit Committee and operational leaders at Kforce, we have implemented strategic measures and systems to safeguard our information assets against unauthorized access or misuse. Our ongoing commitment to cybersecurity and data privacy ensures that Kforce remains well-protected and well-prepared. Notably, we have never encountered a significant breach.

Kforce evaluates and leverages emerging technologies, like Artificial Intelligence (AI), to enhance internal productivity and help our clients adopt and use these innovations. We have established comprehensive AI governance, including an AI policy, training program and governance group, all aimed at ensuring compliance to legal, regulatory and firm standards, reviewed by an external independent party. All of our data governance and cybersecurity processes and procedures have been updated to reflect specific AI-related risks and vulnerabilities.

We prioritize AI training and education to emphasize responsible use, which includes prohibiting the input of confidential data into AI systems. We require trainings to be completed before associates can access or use approved AI tools. We prioritize security in our AI usage with measures against various risks, including deep fakes and data poisoning, and strong protocols for incident response. We also partner with a third party on AI risk management to ensure vendor compliance with our standards.



COMPREHENSIVE
CYBERSECURITY STRUCTURE

Our cybersecurity program safeguards our systems, ensures continuous operations and protects our clients, consultants, employees and shareholders from threats and vulnerabilities. Our cybersecurity framework is based on the National Institute of Standards and Technology, NIST SP 800-53, ISO 27001 and industry best practices. We are also taking steps to adopt the NIST AI RMF framework.

OUR STRUCTURE AND PROCESSES INCLUDE:

- Defense in depth network security, including network detection and protection, data loss prevention technology, encryption and response and advanced endpoint security including XDR, cloud security, email security, virtual private networks and multifactor authentication
- Threat and vulnerability management program to monitor, assess and remediate vulnerabilities and evolving threats
- Continuous email, network and system monitoring and real-time response to threats
- A dedicated cybersecurity operations center operating 24/7

- Ongoing security simulations, exercises and training led by outside experts to expand team capabilities and board expertise
- Annual cybersecurity awareness training completed by 100% of core employees, sophisticated simulation phishing campaigns to continuously keep employees on phishing alerts and adaptive ongoing education to help employees identify, block and report threats
- Monitoring, evaluating and addressing evolving threats to our business and industry
- Regular engagement with the Audit Committee to ensure framework is robust and effective
- Third-party monitoring of our security program to help identify threats and external penetration testing and assess risk management maturity processes and practices
- Third-party risk management program to assess security capabilities of new and existing vendors
- Regular assessments and audits from independent, third-party vendors to evaluate, score and help us mature and evolve our cybersecurity program

PROTECTING OUR DATA INTEGRITY

Our data privacy program follows the NIST Privacy Framework. Common firm privacy practices include:

- Secure talent tools and resources
- Strict privacy practices related to the collection, use and retention of privacy data in compliance with federal and state laws and our Privacy Policy
- Annual education and attestation of our Privacy Policy
- Periodic reviews from independent, third-party vendors to assess our privacy programs
- A commitment to continually improve data security

Kforce regularly monitors and complies with all data privacy regulations. In the event of a breach involving personal information, Kforce will implement its Incident Response Plan, which includes data privacy measures and required firmwide playbooks.

For more details, view our [Privacy Policy](#).

OUR CYBERSECURITY LEADERSHIP

The following descriptions focus specifically on the cybersecurity aspects of these roles:

CHIEF OPERATING OFFICER

Maintains overall accountability to the CEO and board for all areas of risk; responsible for providing quarterly risk updates to the board, or more frequently as needed

CHIEF INFORMATION OFFICER

Responsible for strategic oversight for all of IT, including security

CHIEF INFORMATION SECURITY OFFICER

Responsible for strategic input and cybersecurity execution

CHIEF FINANCIAL OFFICER

Responsible for oversight of all legal matters, internal audit and risk management

GENERAL COUNSEL

Responsible for all corporate and operational legal matters, including data and cybersecurity risks within commercial and federal contracts and our security program

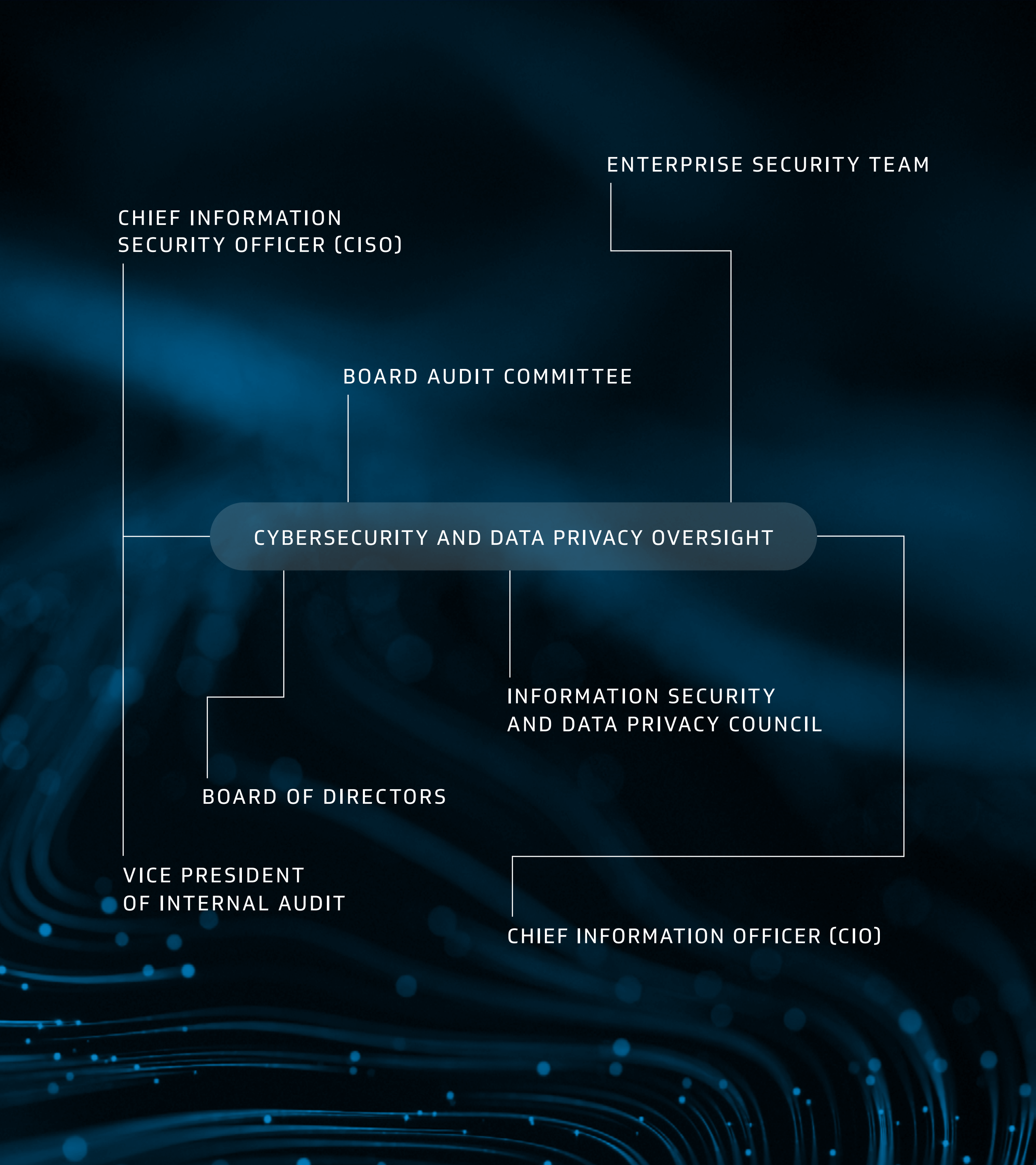
VICE PRESIDENT OF INTERNAL AUDIT

Responsible for all internal audit and risk management matters, including insurance and our ERM program

PROACTIVE MEASURES & OVERSIGHT

Our Board of Directors oversees cybersecurity and data privacy, which are key risks under our ERM program. They receive regular reports on our investments and risks in these areas. Our Information Security and Data Privacy Council frequently meets to evaluate threats, advocate programs and advise the CIO and CISO on solutions. The council consists of key leaders from enterprise security, HR, legal, finance, procurement, communications and field management. The board Audit Committee helps oversee cybersecurity and data privacy strategies and reviews progress quarterly. Additionally, two Audit Committee members participate quarterly in a cyber board working group with Kforce management for extra oversight.

Our Enterprise Security team safeguards the firm’s infrastructure from threats. The team consists of certified security experts with over 280 years of collective IT experience and more than 150 years in information security and data privacy. Certifications include Certified Information Systems Security Professional (CISSP) and Certified Information Security Manager (CISM), Certified Cloud Security Professional, technology certifications, incident response certifications and others. Guided by the CIO, the CISO oversees the daily activities related to security and data privacy functions and suggests modifications to the firm’s cybersecurity strategy, aligning it with the overall IT strategy. The CIO and CISO regularly convene to discuss cyber operations, privacy initiatives and associated risks.



Company policies

Our governance principles steer us in maintaining ethical and equitable business practices. Beyond the list provided, we have a variety of other corporate policies, many of which align with our code of conduct. These policies are regularly reviewed and updated as necessary.

[COMMITMENT TO INTEGRITY \(CODE OF CONDUCT\)](#)

Kforce’s business code of conduct, our Commitment to Integrity, establishes the highest ethical standards for our operations. It directs our actions and ensures we follow all relevant laws, regulations and firm policies. For more details, see page 12.

[HUMAN RIGHTS POLICY](#)

Kforce is committed to ethical business practices that respect human rights and maintain the highest levels of health, safety and human dignity.

[PRIVACY AND DATA PROTECTION](#)

This policy explains how Kforce and its subsidiaries manage personal data obtained through our website and applications, how we use and safeguard this information, and the options available to you regarding its use on the site you are currently visiting. For further details on our Privacy and Data Protection Policy, please refer to page 17.

[SUPPLIER CODE OF CONDUCT](#)

We require our suppliers to adhere to ethical standards that match ours. Our partners ensure human rights, promote safety and diversity, and prioritize ethics, legal compliance, and environmental care. For more details on our Supplier Code of Conduct, see page 14.

[SUPPLIER DIVERSITY POLICY](#)

We are dedicated to creating an inclusive atmosphere where businesses owned by diverse groups, as outlined in this policy, receive equal opportunities to compete. Kforce actively seeks to include diverse-owned companies in our vendor selection and sourcing activities. Our supplier diversity policy sets forth the standards for recognizing, monitoring and promoting supplier diversity initiatives within our Global Talent vendors and our Supplier Diversity Procurement team.

[OPEN DOOR POLICY](#)

Kforce values all its personnel, including both associates and consultants, and maintains high standards of compliance and ethics. The policy outlines all avenues available to individuals seeking to address concerns. Employees are required to report any breaches of our Commitment to Integrity, policy infractions or other significant misconduct they observe through the channels outlined in this policy.

[SAFE WORK ENVIRONMENT POLICY](#)

Kforce is dedicated to ensuring a safe work environment and supporting employees and consultants who may encounter safety threats like domestic violence, suicide or abuse.

[INSIDER TRADING POLICY](#)

Our firm is committed to preventing the misuse or disclosure of material, nonpublic information in securities trading. This policy outlines the steps to avoid insider trading violations.

[CLAWBACK POLICY](#)

Following the Securities Exchange Act of 1934 and NYSE listing standards, our Clawback Policy allows for the recovery of specific incentive compensation from executive officers if Kforce must restate its financial statements due to significant noncompliance with reporting requirements. The policy is overseen by our Board of Directors and acknowledged by relevant executive officers.

OTHER GOVERNANCE DOCUMENTS

- [Corporate Governance Guidelines](#)
- [Committee Charters](#)



IN THIS SECTION

- WELL-BEING
- LEARNING AND DEVELOPMENT
- WORKFORCE DEMOGRAPHICS
- DE&I

2024 HIGHLIGHTS

- Created a more holistic view of employee sentiment by increasing ongoing feedback opportunities, which allows us to better meet the needs of our associates while improving employee experience and engagement
- Expanded DE&I core team with the addition of affinity group leaders into DE&I Council
- Established direct connection between board and general leadership population through launch of board-driven leadership series
- Continued to expand our LEAP leadership development program and increased participation

2025 COMMITMENTS

- Data
- Talent management
- DE&I



Our people strategy

We prioritize people in every part of our business. Every day is a chance to support our team and shape a world founded on inclusion, empowerment and fulfillment.

Our team members shape our work environment. We regularly engage with our staff through multiple channels, such as engagement surveys, individual discussions and focus groups. We leverage real-time dashboards and our employee experience management platform multiple times each year to gather feedback at various stages of the employee lifecycle, fostering and cultivating a culture of trust.

Employee feedback informs our strategy. We are intentional in keeping a holistic view of our data because it helps us to make the best decisions on behalf of our people. Our leaders are armed with on-demand insights via customized dashboards to increase the use of talent data to drive and support Kforce initiatives.

Understanding our [people](#) is our greatest strength, the programs and initiatives outlined in this section demonstrate the high value we place on investing in our associates.



Accolades

OUR COMMITMENT TO A STRONG
PEOPLE STRATEGY RESULTED
IN SEVERAL AWARDS IN 2024:

GREAT PLACE TO WORK CERTIFICATION

Employee feedback has earned Kforce global recognition. In an anonymous survey, 89% of employees at Kforce say it is a great place to work, compared to 57% of employees at a typical U.S.-based company. On the Great Place To Work list, leaders confirmed this designation makes our company one of the best companies to work for in the country.

BEST WORKPLACE FOR WOMEN

Kforce earned a spot on the Great Place to Work’s [list](#) for the second consecutive year. Using internal survey results, the list recognizes organizations whose generosity, care and innovation within their cultures reflect a genuine commitment to meet the diverse needs of their people inside and outside the workplace.

GLASSDOOR OPENCOMPANY

For the second consecutive year, Kforce received the Glassdoor OpenCompany designation. It is awarded to employers who proactively promote and embrace workplace transparency. This includes sharing insights into workplace culture, being responsive to all reviews and providing updates related to Diversity, Equity & Inclusion (DE&I) and Corporate Social Responsibility (CSR).

TOP 5 WORKPLACE IN TAMPA BAY

For the third consecutive year, Kforce’s headquarter location ranked in the Top 5 on the Tampa Bay Times’ Top Workplaces list. This distinguished award, based solely on employee feedback, reflects the firm’s people-centered culture.

Well-being, flexibility & balance

FLEXIBILITY AND CHOICE EMPOWERED BY TRUST AND TECHNOLOGY®

With what we believe to be the lowest in-office requirement among our peers, our remote-first work environment helps us attract and retain top talent. This approach, called Office Occasional®, allows us to recognize and address the expectations of today’s workforce. It also keeps our teams motivated and engaged. We believe Office Occasional® enhances Kforcer’s life-work balance and elevates their ability to provide exceptional service to our customers. In November 2024, a Kforce.com survey of 2,500 job seekers found a preference for flexible work models like Office Occasional®, with 86% of respondents favoring hybrid or remote work environments.

**Kforce.com can ask job seekers questions when they submit a resume. These questions are optional and are updated monthly. Kforce’s minimum requirement before analyzing data is 2,500 responses.*

WORK MODEL INTERNAL SURVEY RESPONSES

93%
I CAN CONNECT WITH MY TEAMMATES WHETHER
I AM WORKING REMOTELY OR FROM THE OFFICE.

93%
I CAN CONNECT WITH MY LEADER WHETHER
I AM WORKING REMOTELY OR FROM THE OFFICE.



Employee engagement

GUIDED BY OUR PEOPLE’S VOICES

At Kforce, we empower people to achieve their best. Our values of compassion, adaptability and courage create a company rooted in integrity, excellence, unity and fun. Employee engagement is fundamental to our people strategy. Our goal is that it lives and thrives within our everyday team environment.

We frequently survey our employees, and their feedback influences our programs and strategy. Our survey strategy consists of three critical touchpoints—when an associate joins the firm, during their tenure and upon their exit. Associates can share their feedback several times a year, through newly launched quarterly pulse surveys and our comprehensive annual engagement survey. Ongoing surveys allow us to keep a real-time pulse on employee engagement so we can better meet the needs of our associates.

The data provides a clearer understanding of the entire employee lifecycle and is shared with senior leaders. Employee engagement flourishes in a team setting, and our leaders are responsible for maintaining it. They can access real-time data to understand their team’s strengths and opportunities. Team discussions on these results are crucial for establishing trust and taking action. Leaders work with their teams to pinpoint areas for improving engagement. Gradually, these changes will be reflected in survey outcomes for each team and the entire firm. Firmwide changes based on employee feedback include parental leave adjustments and implementing our remote-first operating model, Office Occasional®.

The 2024 internal annual engagement survey revealed these insights from Kforcers.

OUR TOP STRENGTHS

88

PRIORITIZATION

“I know what I should be focusing on right now.”
This speaks to our focus, consistency and execution.

89

ROLE CLARITY

“I clearly understand what is expected of me in my role.”
This speaks to our team’s connectivity and accountability expectations.

87

AUTHENTICITY

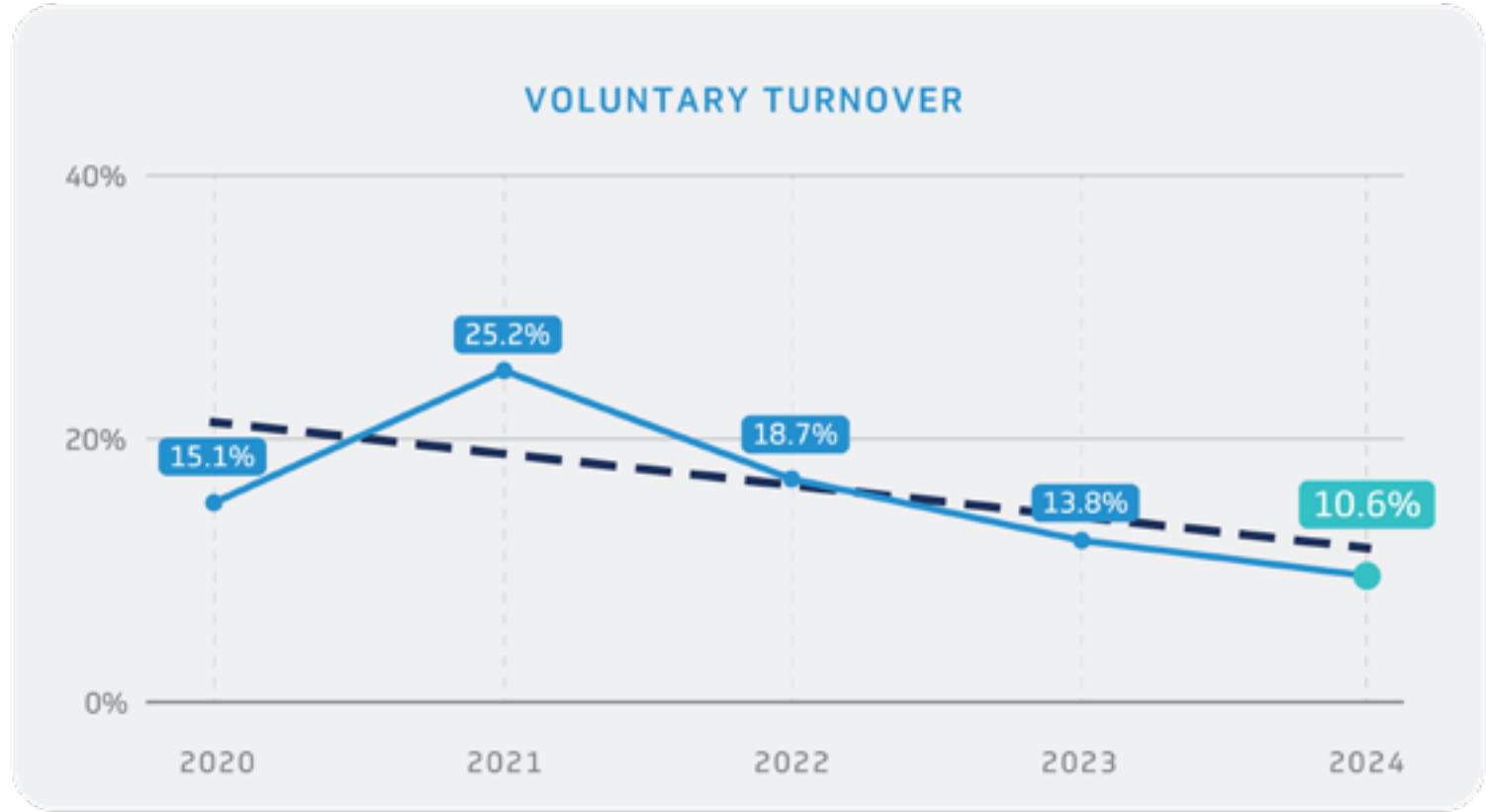
“I feel comfortable being myself in our team.”
This speaks to our inclusion efforts.

ABOUT OUR SURVEY

Our employee engagement eSat score is 79%, which is +5 above the global benchmark. Our response rate was 76%, a +6 increase from our 2023 survey and +1 above global benchmark. Where benchmarks were available, over 95% of our engagement survey questions scored higher than the global benchmark.* We continue to rate above industry standard in both response rate and overall engagement.

*Not all questions asked correlated to a benchmark score.

Voluntary turnover is one of the metrics we believe best reflects employee fulfillment. It’s a key indicator of the impact of our talent management priorities. We believe our comprehensive leadership development program, an intensified effort around total rewards, our remote-first work environment and our commitment to employee engagement have contributed to the decline trend you see represented by the dotted line in the graph.



Health & welfare benefits

Kforce offers employees health, welfare and retirement benefits to support their overall well-being. Our programs include improved communication, education, tools and resources to help employees choose the best options for themselves and their families.



HEALTH
Employees can select one of three medical plans that—in addition to traditional healthcare offerings—include benefits such as telemedicine, second opinion service, pharmacy and chronic care management. A variety of insurance plans are offered for additional coverage needs, including dental, vision, life, disability, accident, critical illness, hospital indemnity and genetic testing. Plans can also assist with the cost of deeper health needs requiring in- or out-patient care for drug and alcohol dependency or mental health conditions.

WELL-BEING
Kforce provides programs and resources to help support our people and their families, whether for an improvement journey or life’s challenges, both inside and outside work. In addition to paid time off and the expert care provided by our human resources and benefits teams, we provide access to employee assistance programs. These resources help our employees and their families access support for life-work balance solutions, counseling, emotional support, legal guidance, financial resources, lactation counseling and more.

TIME OFF
In addition to earned paid time off during the year, we offer paid time off for national holidays and also a week off between Christmas and New Year’s Day so our people can enjoy quality time with their loved ones, rest and prepare for the upcoming year. Employees are supported during illness or injury with available short- and long-term disability benefits and internal resource help in accessing available federal, state and local programs.

FINANCE
We offer retirement readiness support, resources and tools to all employees through our 401k plan and nonqualified deferred compensation plan. All employees, including part-time, are also eligible for the employee stock purchase plan. Additional benefits are available through group legal and health, commuter and dependent care tax favored accounts. Employees also have access to discounts on home and auto insurance, TV and internet and counseling and budgeting tools to address financial benefits and the added benefit of identity theft protection to help monitor online threats.

Learning & development

LEADERSHIP DEVELOPMENT SUSTAINABLE LEADERSHIP OPPORTUNITIES FOR EVERY LEVEL



OUR APPROACH

Our goal is to provide ongoing, sustainable programming for every leadership level throughout our organization. This establishes a common language and ensures consistency in the way our associates are led. After several years focusing on building and refining our leadership development programming, we are now looking forward to monitoring its progress and success. In 2024, our board members demonstrated their commitment by participating as thought leaders in our program.

Most of our trainings are developed to upskill each leadership level. We aim to equip our leadership pipeline with the required skills to excel at each specified level. Additionally, we provide specialized trainings for our director and above population that address evolving current events that impact the business landscape.

To measure success, we monitor program attendance and routinely send out pulse surveys to participants and their leaders. These groups receive two surveys during their program, at the midpoint and the end. These surveys measure engagement and growth satisfaction and evaluate the program content. We use the feedback provided by participants and their leaders to enhance the following year’s programming.

2024 HIGHLIGHTS

26
total leadership development sessions

212
total participants

13%
of program participants were promoted in the past year

10%
of our program participants have received top performer awards

90%
of leadership population has participated in a leadership program

86%
of leadership team has six or more years of tenure at Kforce

40%
of leadership team has served Kforce 15 or more years

LEAP

Our program to establish sustainable leadership opportunities for every level has successfully moved from the development phase to fully operational as a standard practice. We call the program LEAP, which stands for leading, empowering and advancing people.

Our employee engagement data identified leadership as a key priority for our associates. This led us to establish a robust leadership development program. We identified each of the LEAP trainings based on the needs of each leadership level, from desk to executive.

We hold ourselves accountable by highlighting LEAP-related metrics in a quarterly score card to the Board of Directors. One of the ways we measure employee value of our LEAP program is by a minimum of 85% program participation. In 2024, we exceeded this participation goal every quarter. Each participant is also required to complete a capstone summary of their lessons. In 2024, we had a 100% completion rate for capstones.

The following programs are part of LEAP.



EMERGING LEADERS

This six-month program identifies and supports the next generation of people and project leaders. It creates a pipeline for our organization, supports succession planning and fosters diversity efforts in leadership.



BRIDGE

This offering keeps Emerging Leaders graduates engaged in development programming if they do not immediately step into a leadership role.



LEADERSHIP FOUNDATIONS

This six-month program for our supervisor-level leaders teaches the skills to build trust, have courageous conversations, delegate, manage up and be an effective listener.



LEADERSHIP MASTERY

This curriculum for our manager- and director-level leaders centers around nurturing relationships, maintaining accountability and enhancing productivity.



LEADERSHIP EVOLUTION

Launching in 2025, this program will support our executive-level leaders. Programming focuses on the firm’s core competencies and is designed to balance the diverse needs of senior leaders and firm priorities.



BOARD-DRIVEN LEADERSHIP SERIES

To foster connections and enhance visibility with key leaders for our director-and-above population, the firm held four live, panel discussions featuring seven members of our Board of Directors.

PERFORMANCE MANAGEMENT

OUR MISSION

To create ongoing performance connections enabling employees to reach their goals

OUR VISION

To have a meaningful impact on employee performance, engagement and business objectives through a highly skilled workforce

OUR STRATEGY

Performance management plays a crucial role throughout our entire workforce. Every associate is involved in evaluations. We are advancing our performance management by introducing systemic changes that reinforce integrity, minimize bias and concentrate on the needs of the organization.

Throughout our entire organization, 9-box assessments and development discussion planners are used in evaluations. In our professional services group, senior leaders engage in an extensive talent review. This process allows them to make strategic decisions regarding talent. Additionally, it aids the firm in comprehending our talent landscape and planning proactively for the future. The process includes goal setting at the beginning of the year, mid-year check-ins and a formal evaluation conducted from August through September.

We’ve established a centralized process for promotions and progression that ensures our primary focus is the overall business case. Our organizational development team implemented processes that focus talent moves on the firm’s need and the individual’s skill set. We measure sentiment on these processes in our firmwide annual engagement survey, talent strategy sessions and in our annual calibration sessions with leaders. Leaders attend calibration sessions prior to delivering associate performance evaluations to ensure consistency in evaluations across the professional services organization. We intend to deploy similar approaches firmwide to ensure consistency across the firm.



OUR INITIATIVES

JOB ARCHITECTURE

It is our responsibility to have a thoughtful and strategic approach to the roles we need to conduct our business effectively. In partnership with a third party, we are establishing a consistent and equitable approach to our job hierarchy. This will help us remove bias from career advancement, compensation and performance evaluations. We made significant progress in laying out our plan and anticipate implementing this program next year. This effort will also ensure the way we employ people has longevity and increases individual opportunities across all levels of our organization.

ONGOING ASSESSMENT OF HUMAN CAPITAL RISKS AND OPPORTUNITIES

Our Board of Directors is presented with human capital updates on a quarterly basis, while executive leaders receive these insights monthly. These data-driven reports offer a comprehensive view of our workforce metrics, guiding decisions regarding recruitment, career advancement, compensation and benefits. Additionally, they enable us to evaluate the effectiveness of current initiatives, identify necessary adjustments and determine which prospective actions would enhance team success.

CAREER DEVELOPMENT

Providing clear and achievable growth opportunities is crucial to transforming a job into a career. We recommend associates use a development discussion planner to reach their objectives. These planners are included in annual reviews, which assess core competencies and alignment with our strategic priorities.

PROGRESSION AND PROMOTION

We maintain our consistent process based on competency expectations for promotions at the director-and-above level.

WORKFORCE PLANNING

Tools like 9-box assessments and calibration sessions support our succession planning efforts, maintain consistency in talent evaluation and help leaders analyze performance.



SALES METHODOLOGY TRAINING

A significant achievement for our firm this year was a refinement of our sales methodology training. In partnership with key internal stakeholders, our training was updated to support our solutions capabilities and maximize our ability to provide value to our customers. The update included both messaging and the way we facilitate trainings. Senior sales leaders were trained on the new methodology, facilitated training and led ongoing sustainment activities for their teams. This approach enables lessons to be incorporated into real-life experiences and drives team accountability.



ASSOCIATE NEW-HIRE LEARNING JOURNEY

All newly hired sales and recruiting associates complete various trainings within their first 90 days of joining the firm to set them up for success throughout their Kforce career. This includes:

- **Success road map**
A 30-day program with requirements from both the leader and associate that ensure integration of on-the-job and market-led training elements.
- **New-hire cohort program**
A comprehensive one-month live training series where the CEO establishes expectations and tone and provides time for Q&A. Groups are segmented by start date to create a shared experience and opportunities to learn from one another throughout their new-hire journey.

In 2025, we will focus on evolving our new-hire training experience and incorporating learning into the flow of work through tools and technologies. Our upskilling and reskilling offerings will be offered digitally and will expand to include skill set focus and industry alignment.

Diversity, equity & inclusion

OUR DE&I MISSION IS TO ADVOCATE FOR AND SUPPORT THE INCLUSION, GROWTH AND SUCCESS OF ALL PEOPLE CONNECTED TO KFORCE.

Our ultimate objective is to weave DE&I seamlessly into our overall firm strategy.

In previous reports, we shared updates on equity goals that were established in 2020. These goals were intended to address equity based on a comprehensive third-party analysis. We've evolved our strategy in this area and are now applying the insights we've learned to inform our programming.

OUR DE&I FRAMEWORK IS MADE UP OF THE FOLLOWING FIVE GUIDING PRINCIPLES:

CREATE AND NURTURE AN INCLUSIVE CULTURE

Listening and learning are the first steps to creating a strong, inclusive culture. Everything starts with our people. We are committed to learning from the thoughts, experiences and perspectives that shape each other. By sharing openly and embracing our differences, we create a more supportive culture that enables us all to thrive.

ENSURE AN EQUITABLE JOURNEY FOR ALL

Diversity in hiring and building our team is essential, but we must go beyond that, ensuring an equitable talent journey for all. We provide the tools, relationships, promotions and training essential to guiding and elevating each person's development. We help individuals find the roles best suited to their unique skills and talents, support them in pursuing their specific goals and advocate for each other throughout the process.

ESTABLISH POLICIES THAT SUPPORT OUR PEOPLE

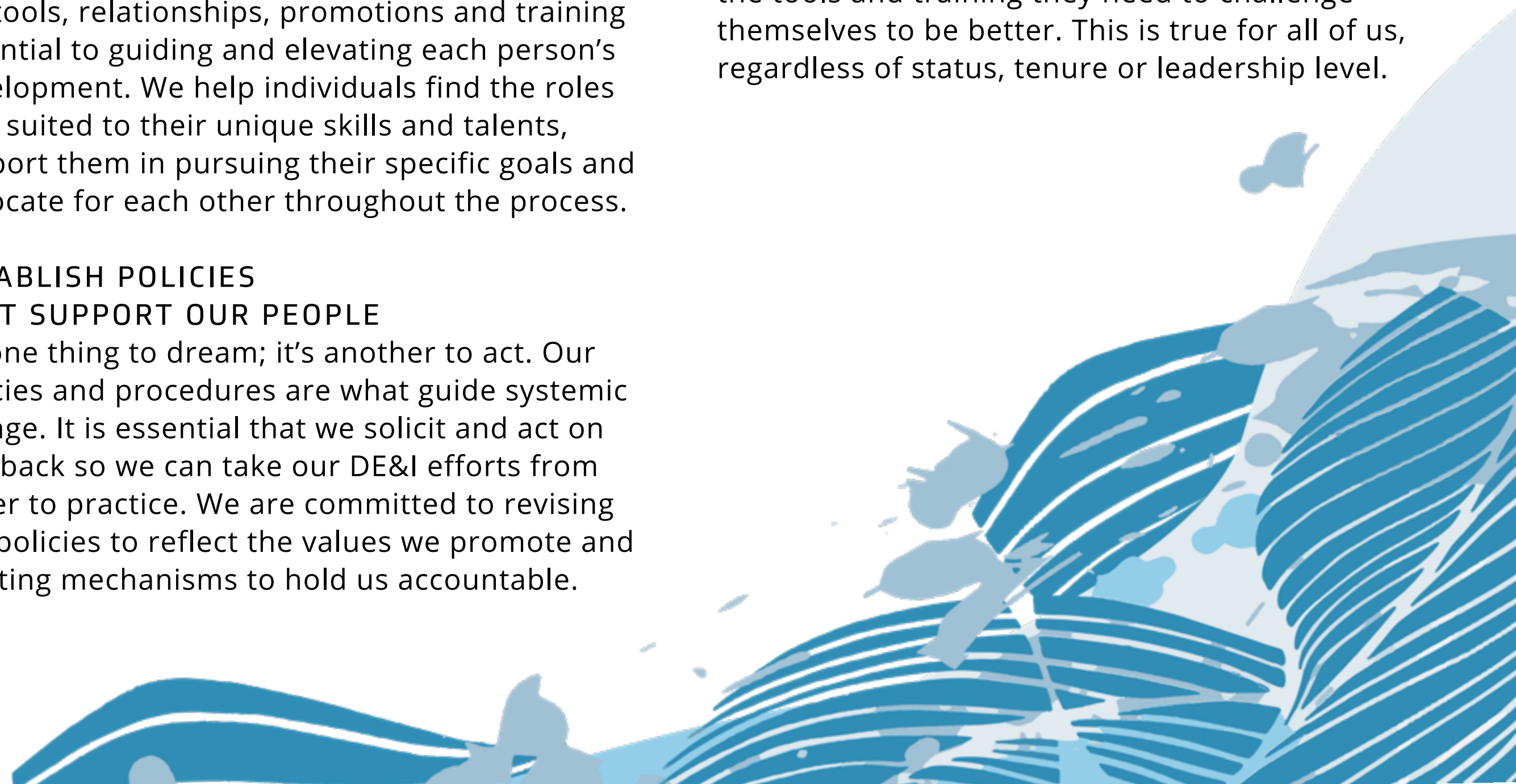
It's one thing to dream; it's another to act. Our policies and procedures are what guide systemic change. It is essential that we solicit and act on feedback so we can take our DE&I efforts from paper to practice. We are committed to revising our policies to reflect the values we promote and creating mechanisms to hold us accountable.

BUILD AND STRENGTHEN PARTNERSHIPS

Our commitments go beyond our internal actions, culture and hiring. The relationships we invest in are equally important. We are committed to increasing our supplier diversity spend and deepening our partnerships with minority-owned businesses and organizations that share our values. Together, we can enhance in perspective, innovation and opportunity as we build an inclusive and more equitable workforce for all.

PURSUE ONGOING EDUCATION AND TRAINING

Our learning journey is never complete. We must make a habit of seeking opportunities to grow and improve. We will equip our people with the tools and training they need to challenge themselves to be better. This is true for all of us, regardless of status, tenure or leadership level.



OUR STRUCTURE

Our DE&I core team drives our DE&I strategy. Members include our chief experience officer, SVP of our people organization, DE&I senior director, DE&I Council and third-party relationships. This powerful ecosystem enables progress to thrive. This year, the DE&I Council membership was expanded to include our affinity group leaders. This decision promotes inclusivity by giving a more diverse voice and presence to our council by reaching deeper into our organization with desk-level associates.



DE&I COUNCIL

The DE&I Council serves as an inclusive platform for passionate thought leaders offering diverse viewpoints. Comprising of members from different departments and all leadership levels, the council was expanded in 2024 to incorporate affinity group leaders. This group interacts directly with our Board of Directors and includes representatives from operations, sales, recruiting and HR teams, spanning roles such as coordinators, specialists, managers, directors and executives.

AFFINITY GROUPS

THE CORNERSTONE
OF OUR ASSOCIATE-LED PROGRAM

Affinity groups are created by employees and formed based upon employee interest to voluntarily build community with colleagues who share, support or celebrate a dimension of identity. The groups have increased employee awareness of a variety of identities, establishing foundations from which the groups can further evolve, as they desire, for meaningful personal connections. They have also provided personal support and networking for and by members.

Our affinity groups are associate-led and self-governing. We are supportive of ongoing employee interest in voluntary participation in affinity groups, understanding their interest is a key driver in how these groups grow in the future. This year, they have increased their visibility by developing branding and logos and revamping their respective intranet pages. As these affinity groups determine, they create fellowship events and programs around the group’s identity for those who choose to participate. This year, our affinity groups successfully hosted various events and celebrations including recognizing heritage and awareness months and organizing networking opportunities.

OUR AFFINITY GROUPS



Able and Disabled
Allies Partnering
Together (ADAPT)



Asian Pacific Islanders
Learning Intentionally
Together (AP LIT)



Black Cultural
Exchange (BCE)



Hispanic Origin Latin
American Network
(HOLA)



Pride Alliance
Network (PAN)



Veterans



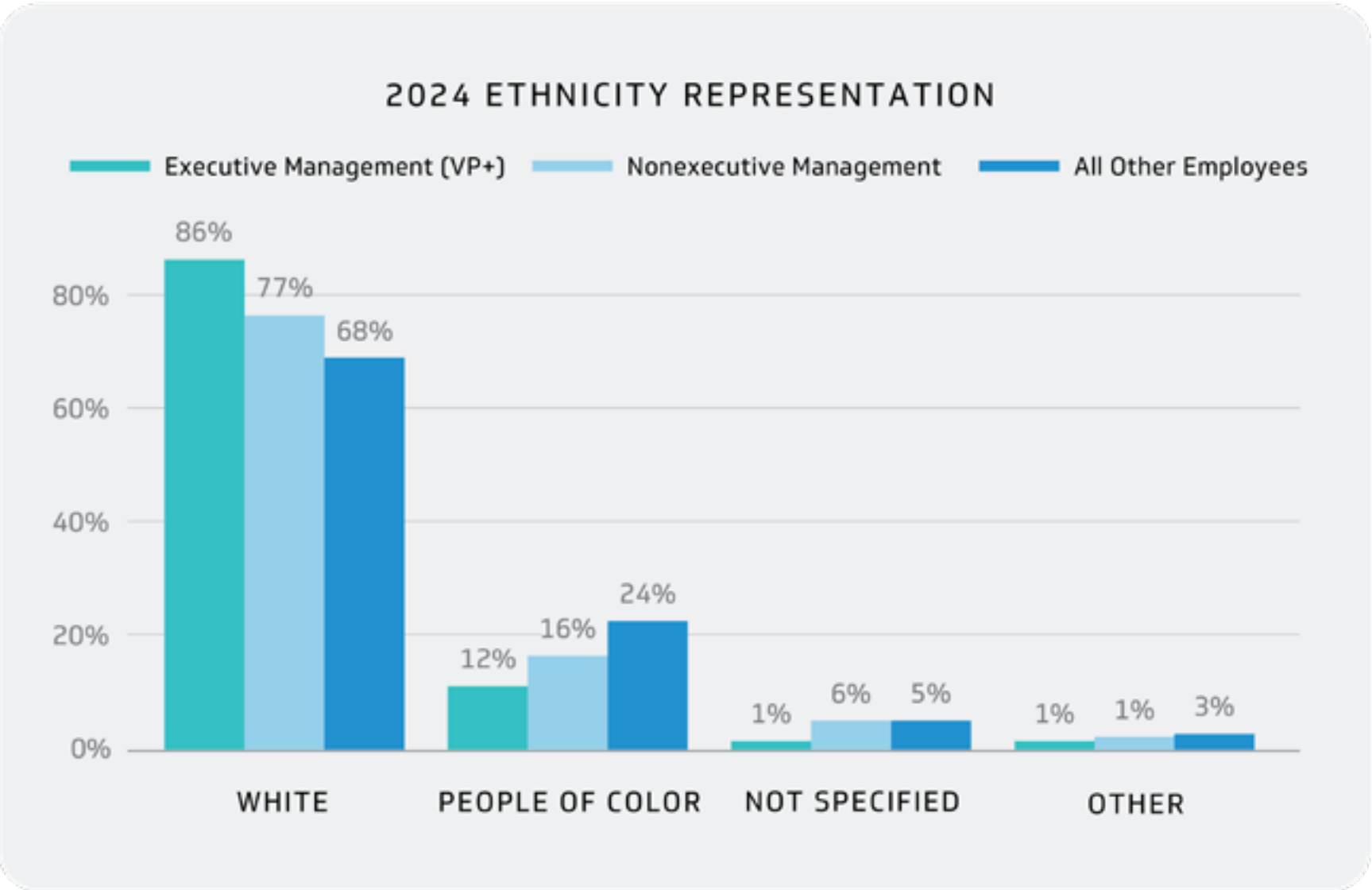
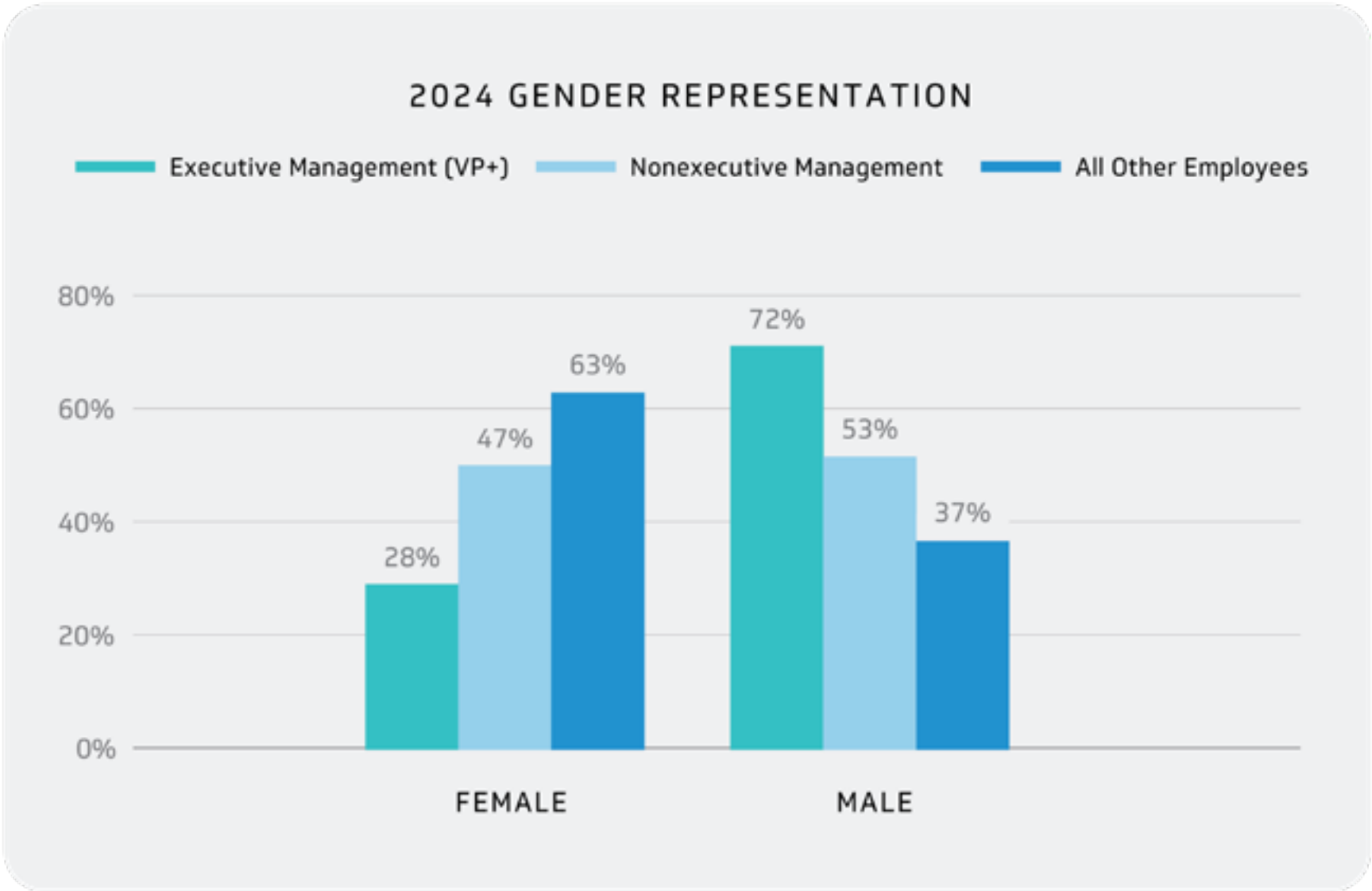
Women In Search of
Excellence (WISE)

WORKFORCE DEMOGRAPHICS

Kforce has a workforce of approximately 1,700 core associates. We have also had approximately 18,000 highly skilled professionals on assignment with clients annually.

When reviewing the following data, it is important to note we define “executive management” as VP and above, “nonexecutive management” as director to senior director and “other” as an individual who identifies as two or more races. These definitions are in alignment with SASB guidance, which has been updated this past year.

We began collecting additional gender data in 2023, including “nonbinary” and “not specified,” which we use for internal purposes, but external reporting remains aligned with EEO-1 categories. We plan to continue collecting and include these representations in future years’ reporting.



EXPANSION AND DIVERSIFICATION OF OUR CANDIDATE POOL

As a firm focusing on talent recruitment and development, we collaborate with skilled professionals from all demographic groups. This effort is evident through our Equal Employment Opportunity Statement, the diversity within our own team and our commitment to helping our clients achieve their diversity objectives.

Our talent acquisition strategy is extensive, and our internal practices encourage retention. By broadening our channels and collaborating with professional groups, we access more candidates, resulting in a higher-quality, more diverse and better-skilled network.

Here are some ways we expand our candidate pool:

AGGREGATORS

Our aggregator partners ensure our jobs are distributed to hundreds of diverse job boards and organizations, broadening our access to top talent.

NETWORKING GROUPS

Because we have a local presence in most metro areas, we have built lasting partnerships with networking groups across the U.S., uniting diverse professionals with industry-leading opportunities.

COLLEGES AND UNIVERSITIES

We provide career resources, upskilling and job opportunities to undergraduate populations, fostering a more work-ready future.

ORGANIZATIONAL PARTNERSHIPS

Our partnerships with diverse organizations are the backbone of our diversity recruiting efforts for networking, educational and career growth opportunities.

Note: The above is not a comprehensive list of our expanded partnerships, evolved talent acquisition strategy and hiring commitments.

SUPPLIER DIVERSITY

We cultivate trust and establish enduring connections with our vendors by investing in and growing our supplier diversity program. We are dedicated to advancing these initiatives in the future.

OUR MISSION

Kforce’s supplier diversity program provides an inclusive approach to procurement. We aim to do our part to generate economic opportunity for traditionally underrepresented or underserved groups that can provide resources, services and products to Kforce. We form partnerships with suppliers that reflect those we serve and the communities in which we live.

OUR STRATEGY

We actively seek vendors with diverse ownership that align to our firm strategy and reinforce our business. Our search criteria are focused on services capability and partnership. We look for vendors that can provide us with knowledge on a specific expertise, and our goal is to also identify partnerships that go beyond a financial impact.

In 2024, we have continued to maintain over 30% spend with diverse suppliers. We have also sustained our corporate partnerships with Women’s Business Enterprise National Council (WBENC) and the National Minority Supplier Development Council (NMSDC). These groups provide national reach and the ability to create connections and establish opportunities with certified minority business enterprises.

DIVERSE SUPPLIER GRANT INITIATIVE

Kforce is a proud supporter of the Diverse Supplier Grant Initiative, sponsored by JPMorgan Chase & Co. For more information about the program, visit jpmorganchase.com. This is one way we show our support of efforts that seek to close the wealth gap, advance racial equity and promote inclusive growth for Black, Hispanic and Latinx communities.



Community engagement

Our core values of compassion, unity and fun support our culture of stewardship. Our goal is to leave a lasting, positive impact on the world. This commitment runs through every layer of our firm: our executives lead from the front, and Kforcers engage in year-round philanthropy with their teams.

LEADING BY EXAMPLE

We are proud of our leaders who actively serve as role models in stewardship and philanthropy through board positions for impactful organizations like Junior Achievement, the Marine Corps Scholarship Foundation, Navy Football Brotherhood, Outdoor Odyssey, YMCA of Tampa Bay, Fezziwig WWJD Foundation and Voices of Children for Tampa Bay.

STEWARDSHIP & COMMUNITY COMMITTEE

Comprised of Kforce leaders and employees, our Stewardship & Community Committee recommends the organizations we partner with throughout the year. We are particularly dedicated to supporting longstanding relationships with organizations in Tampa Bay, where many of our employees live and work locally. Our Kforce Stewardship & Community Committee reviews sponsorship dollars and charitable giving requests from all our offices. We support organizations with monetary donations in two ways—corporate sponsorships and an optional employee payroll deduction campaign.

OUR COMMUNITY ENGAGEMENT PILLARS

Under our guiding principle, Empowering People Through Knowledge Sharing®, we target our efforts toward programs that help people develop skills, gain knowledge and pursue meaningful careers. Our employees lead the way in our community engagement efforts. Their passion for education, community development and human services guides our community engagement strategy.

Community development

This includes community foundations, housing and neighborhood development.

Education

This includes early childhood programs and services, education programs, policies and reforms.

Human services

This includes family and children’s services, food banks, homelessness services and social services.





ENVIRONMENT

IN THIS SECTION

- OUR APPROACH TO ENVIRONMENTAL STEWARDSHIP
- GREENHOUSE GAS EMISSIONS INVENTORY

2024 HIGHLIGHTS

- 11% total GHG emissions reduction in 2024 vs. 2023 for scope 1, 2 and 3*
- 14% reduction in scope 1 and 2 emissions in 2024 vs. 2023*
- 11% reduction in scope 3 emissions in 2024 vs. 2023

**Includes market-based emissions for scope 2*

2025 COMMITMENTS

- Emissions reduction
- Renewable energy
- Regulation readiness

Environment

SERVING AS RESPONSIBLE STEWARDS OF THE ENVIRONMENT

Although we are a people-focused solutions company with a low [environmental](#) impact, we continually seek ways to lessen our footprint.

Our remote-first work model has successfully lowered our greenhouse gas emissions due to a reduced real-estate footprint resulting in lower office electricity consumption and less employees commuting. We lease all our offices and apply a strategic approach in designing and selecting our properties. Our real-estate decisions are based on established criteria including location, amenities and economics. We also collect information from all current and potential sites pertaining to clean energy certifications (like LEED) and those purchasing renewable energy resulting in renewable energy certifications (RECs).

In 2022, the Inflation Reduction Act introduced the opportunity for entities to transfer federal income tax credits from renewable energy projects to third parties willing to provide capital as part of the effort to incentivize actions that would achieve decarbonization goals.

We see this as an opportunity to support the transition to clean energy by putting our capital to work in purchasing these investment tax credits or production tax credits. In 2023 and 2024, we have actively pursued purchasing tax credits generated by other companies related to a variety of projects including battery storage, renewable natural gas and solar and wind energy production. Looking ahead, we will continue to evaluate if the pursuit of tax credits remains a viable opportunity.

GREENHOUSE GAS EMISSIONS

OUR APPROACH

Kforce drives sustained shareholder returns while continuing to reduce our emissions and our impact on the environment. We are committed to operating in an environmentally friendly and sustainable way. This section examines some of our recent and ongoing environmental efforts as well as our progress in reducing our environmental footprint.



SUMMARY

In 2024, we adjusted our prior calculations (2019 to 2023) to be consistent with the calculation approach for this year. Our adjustments were related to business travel (category 6) calculations and pertain to changes in the emissions factors utilized and the inclusion of business travel for our annual recognition program. We have made the decision to recalculate all prior years, including our baseline year 2019, to better reflect all activity related to our emissions. Notwithstanding, between our baseline year (2019) and 2024, we decreased scope 1, 2, and 3 emissions by about 60% using both the location-based method and the market-based method for scope 2.

Our scope 1 and 2 emissions include electricity and natural gas usage at our headquarters, offices and data centers. Our scope 3 emissions include calculations for seven of the 15 GHG Protocol categories identified as material to Kforce’s operations. These categories include purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, business travel, employee commuting and downstream leased assets. We anticipate that 2024 will be the last year we report on category 13: downstream leased assets, due to site closures.

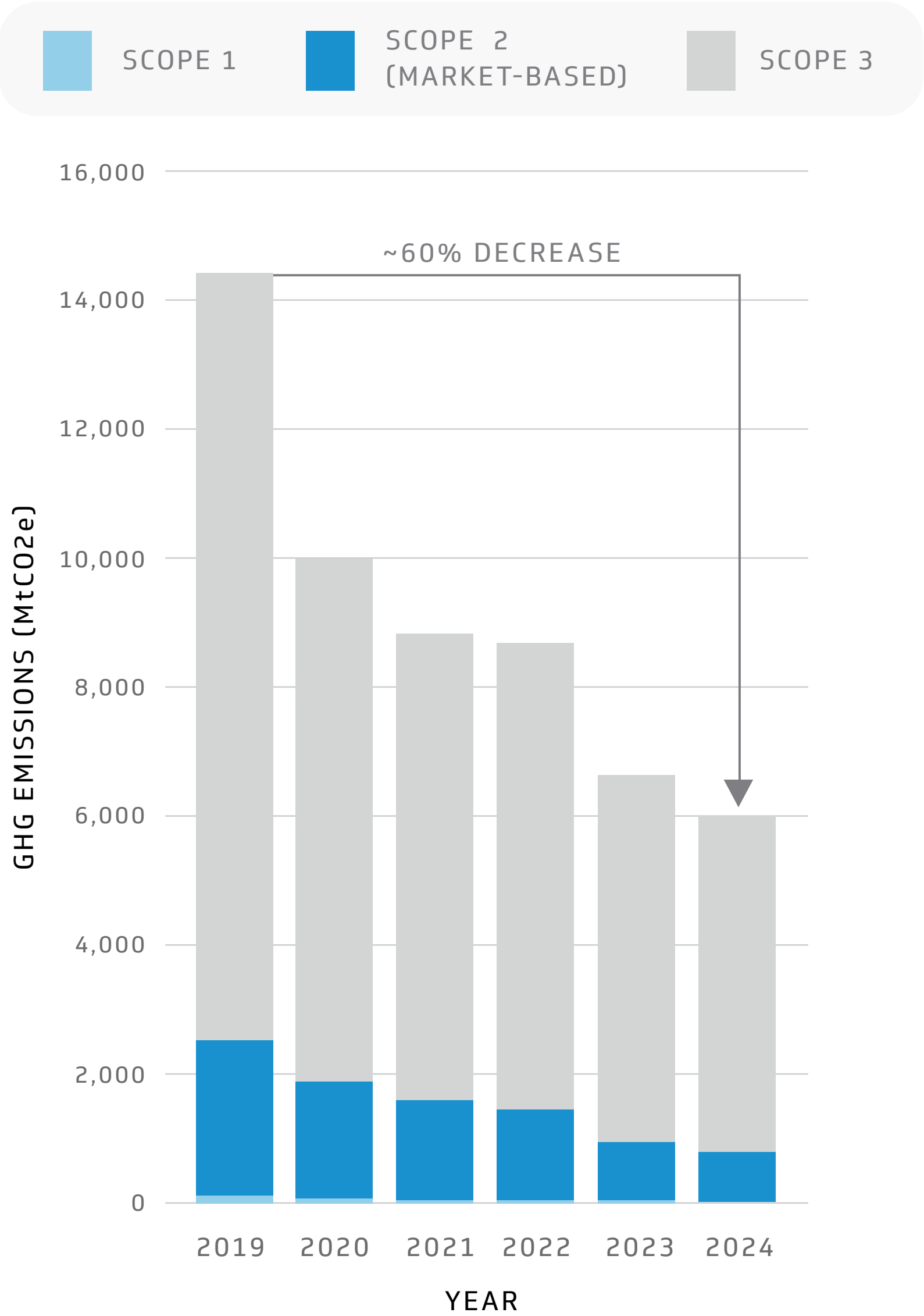
**In order to release our 2024 calculations in a timely manner, we estimated activity for October-December based on average activity for previous months of the year or based on prior year actuals. We plan to update our 2024 numbers in our 2025 Sustainability Report to reflect actual activity. We do not anticipate a material change.*

KFORCE GHG EMISSIONS 2019-2024

LOCATION-BASED EMISSIONS CALCULATIONS						
EMISSIONS TYPE	2019 (MtCO2e)	2020 (MtCO2e)	2021 (MtCO2e)	2022 (MtCO2e)	2023 (MtCO2e)	2024 (MtCO2e)
TOTAL SCOPE 1 EMISSIONS	82	64	58	73	48	45
TOTAL SCOPE 2 EMISSIONS	2,213	1,790	1,516	1,211	808	672
TOTAL SCOPE 1 & 2 EMISSIONS	2,294	1,854	1,574	1,284	856	681
TOTAL SCOPE 3 EMISSIONS	12,254	8,139	7,067	7,243	5,935	5,285
TOTAL SCOPE 1,2 & 3 EMISSIONS	14,548	9,993	8,641	8,527	6,791	6,002
MARKET-BASED EMISSIONS CALCULATIONS						
EMISSIONS TYPE	2019 (MtCO2e)	2020 (MtCO2e)	2021 (MtCO2e)	2022 (MtCO2e)	2023 (MtCO2e)	2024 (MtCO2e)
TOTAL SCOPE 1 EMISSIONS	82	64	58	73	48	45
TOTAL SCOPE 2 EMISSIONS	2,236	1,815	1,544	1,225	794	681
TOTAL SCOPE 1 & 2 EMISSIONS	2,318	1,879	1,602	1,298	842	717
TOTAL SCOPE 3 EMISSIONS	12,254	8,139	7,067	7,243	5,935	5,285
TOTAL SCOPE 1,2 & 3 EMISSIONS	14,572	10,018	8,669	8,541	6,776	6,010

KFORCE GHG EMISSIONS 2019-2024

MARKET-BASED

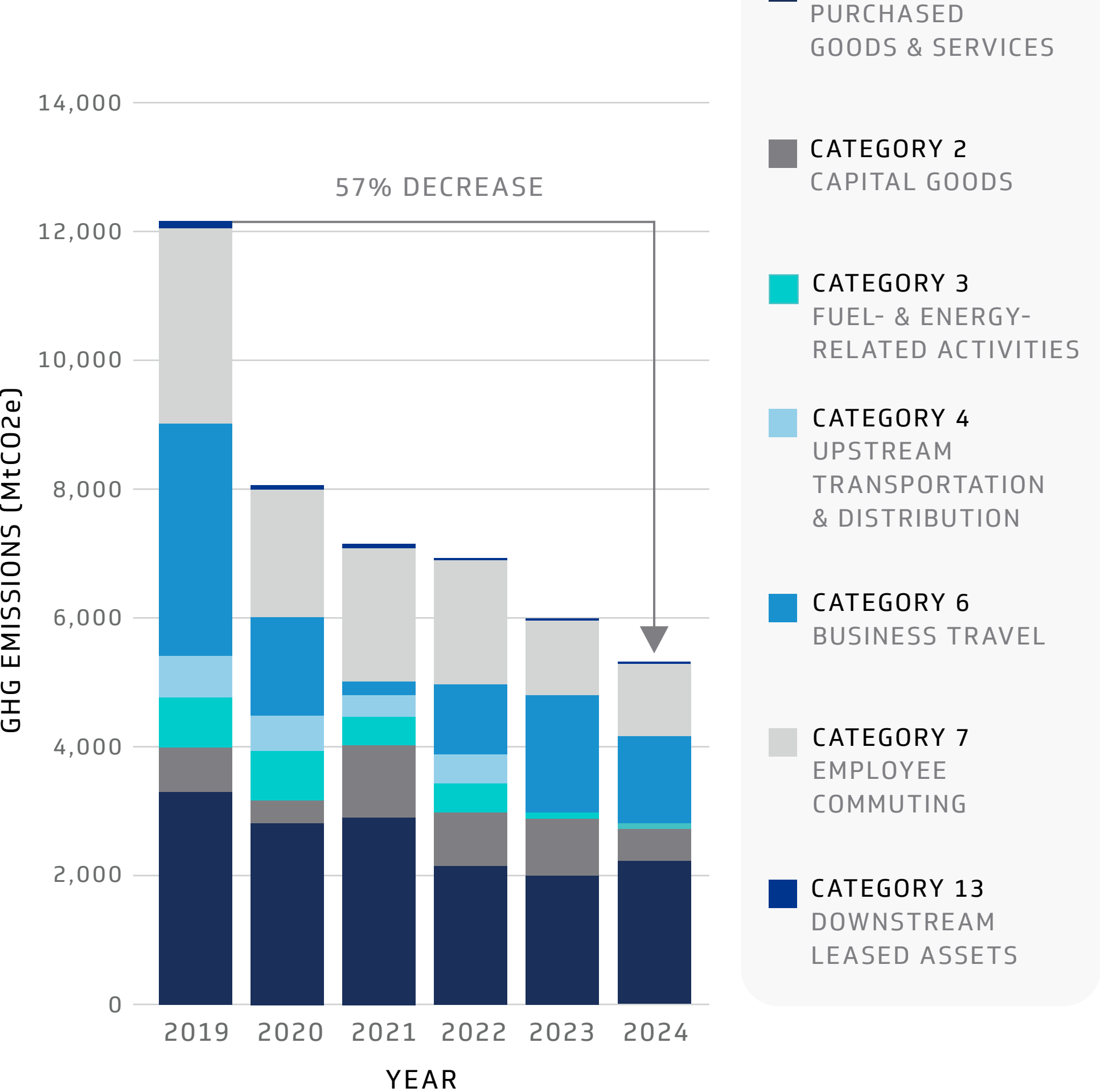


SCOPE 3 EMISSIONS 2019-2024

SCOPE 3 EMISSIONS BY CATEGORY						
EMISSIONS SOURCE	2019 (MtCO2e)	2020 (MtCO2e)	2021 (MtCO2e)	2022 (MtCO2e)	2023 (MtCO2e)	2024 (MtCO2e)
CATEGORY 1 PURCHASED GOODS & SERVICES	3,408	3,119	3,194	2,318	2,032	2,354
CATEGORY 2 CAPITAL GOODS	614	281	712	699	771	417
CATEGORY 3 FUEL- & ENERGY-RELATED ACTIVITIES	716	610	520	413	189	146
CATEGORY4 UPSTREAM TRANSPORTATION & DISTRIBUTION	793	494	452	434	25	17
CATEGORY 6 BUSINESS TRAVEL	3,448	1,447	277	1,270	1,695	1,371
CATEGORY 7 EMPLOYEE COMMUTING	3,201	2,139	1,908	2,087	1,206	976
CATEGORY 13 DOWNSTREAM LEASED ASSETS	75	49	3	21	16	4
TOTAL SCOPE 3 EMISSIONS	12,254	8,139	7,067	7,243	5,935	5,285

KFORCE SCOPE 3 EMISSIONS 2019-2024

CATEGORY BREAKDOWN



METHODOLOGY

We calculate our emissions using a methodology consistent with the GHG Protocol Corporate Accounting and Reporting Standard. We include calculations for both market-based and location-based methodologies, as defined by the World Resources Institute and the World Business Council for Sustainable Development. Our GHG inventory includes emissions arising from our own operations and the activities of our core internal employee population.

Emissions factors were sourced from various databases depending on the application to align with best practices. For scopes 1 and 2, factors used were from the EPA’s GHG Emission Factors Hub, Energy Star and Emissions & Generation Resource Integrated Database 2022 data, used for location-based calculations. For market-based calculations, emissions factors were sourced from 2024 Green-e® Residual Mix Emission Rates data.

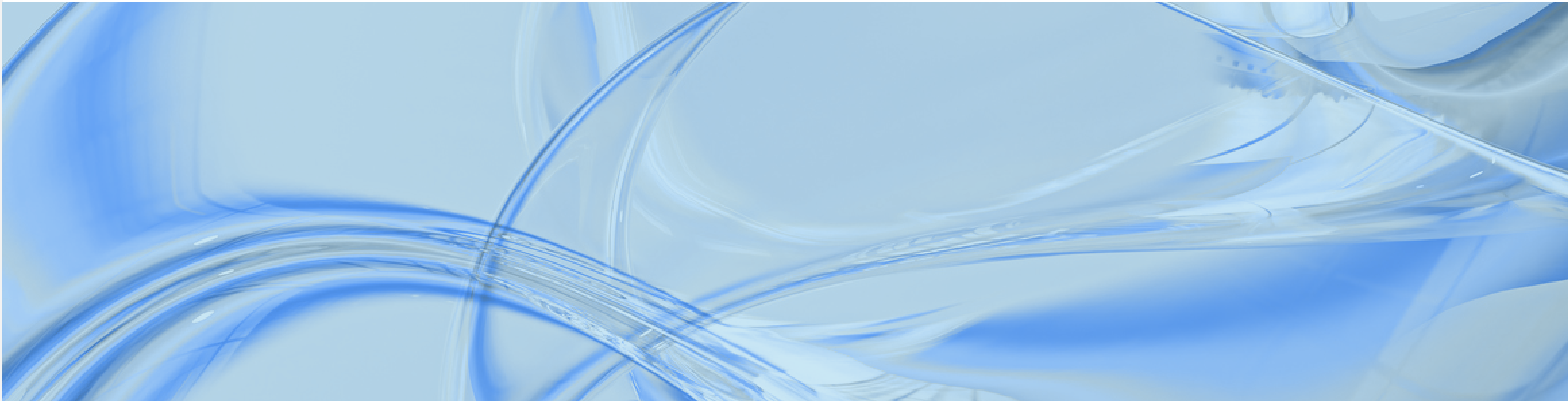
For our scope 3 calculations, we used the same factors as in our scopes 1 and 2 (where applicable), Ember’s 2023 Yearly Electricity Data and the U.K. Department for Environment Food & Rural Affairs’ (DEFRA) 2024 GHG conversion factors.

Beginning this year, we also utilized the CEDA 2024 database, or the Comprehensive Environmental Data Archive (CEDA) multi-region input model (MRIO) for supply chain emission factors. We adopted the CEDA database over the USEEIO as CEDA better reflects the global nature of supply chains and the complexity of goods and services production, since regional energy systems and emissions profiles vary significantly. We recognize that some of the changes in our emissions figures are attributed to the updated methodology applied.

Our GHG inventory includes emissions arising from the activities of our core internal employee population.

DATA LIMITATIONS

Kforce is committed to continuous improvement to our data collection practices and will continue to refine the calculation methodologies that we believe produce the most meaningful information for our stakeholders. In 2024, we continued to collect actual data from a majority of sites for our emissions calculations. Though data collection was attempted for all Kforce sites, in instances where electricity and natural gas data was not provided, estimates were made using past activity, where available, or the U.S. Energy Information Administration’s Commercial Buildings Energy Consumption Survey. For sites with no actual data available, the estimated consumption was used to calculate the resulting GHG emissions based on site attributes such as square footage, location and electricity grid region.



2025 commitments

We are eager to make additional improvements in the lives of our people, our firm governance, our community and the environment.

Change requires intent and dedication. Here are the areas we are committed to addressing this year.

 ENVIRONMENT

 PEOPLE

 GOVERNANCE

ESG OVERSIGHT

- Maintain the high level of excellence we’ve achieved by continuously evaluating our standards and processes
- Continue to educate management on current and evolving ESG topics and periodically update our board
- Continue to improve reporting and external transparency

CYBERSECURITY

- Further mature and enhance our information security and data privacy programs to maintain our strong posture through continuous improvement, continued use and oversight of artificial intelligence and automation activities

ANNUAL POLICY REVIEW

- Conduct our annual policy review to ensure our governing documents remain relevant and in line with all applicable laws and best practices

DATA

- Continue to focus on real-time human capital insights through increased leverage of our experience management platform
- Further increase visibility and transparency of internal company data to allow for better decision making across various departments and functions
- Leverage performance management, compensation and employee engagement reports and dashboards for data-driven decision making

TALENT MANAGEMENT

- Evolve our LEAP program by launching our senior leader program and welcoming new members into existing programs
- Implement a job architecture program that will help us ensure objectivity in career advancement, compensation and performance evaluations

DE&I

- Implement plan to increase connectivity between affinity groups
- Formalize a comprehensive DE&I policy that complies fully with all applicable federal anti-discrimination laws

EMISSIONS REDUCTION

- Continue to look for further opportunities to reduce our GHG emissions, including through further reductions in our real estate footprint

RENEWABLE ENERGY

- Continue to pursue opportunities to put our capital to work in the renewable energy space in exchange for tax credits under the IRA

REGULATION READINESS

- Ensure readiness for the California Climate Bills and pending SEC Climate Rule

ABOUT THIS REPORT

OUR 2024 SUSTAINABILITY REPORT SHARES OUR APPROACH TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE INITIATIVES. OUR GOAL IS TO HAVE A LASTING, POSITIVE IMPACT ON ALL PEOPLE CONNECTED TO KFORCE.

This report includes data and narratives from January 1 to December 31, 2024. To provide the appropriate context, in some cases, we may provide up to a 5-year lookback period. Our firm partners with third-party experts at Georgeson to provide guidance on our strategy, metrics and oversight of environmental, social and governance issues. Our sustainability efforts are not static. We will continue to report on our progress as we evolve.

This report is informed by the Financial Stability Board’s TCFD framework and is aligned with the SASB Professional & Commercial Services standard.

This report features stock photography that is representative of our workforce.

SASB

SUSTAINABILITY ACCOUNTING STANDARDS BOARD

SASB provides a set of industry-specific standards to help measure and communicate management of relevant sector ESG topics. We include in this index information regarding the metrics for the Professional Services industry that we believe are most applicable to Kforce’s current business. The provision of information below should not be construed as a characterization of that information as financially material, as that term is defined and interpreted under the rules and regulations of the U.S. Securities and Exchange Commission.

SASB CODE	SASB METRIC	KFORCE RESPONSE
DATA SECURITY		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	<p>The privacy and security of our data are paramount to us. Under the guidance of our Board of Directors, the Audit Committee and operational leaders at Kforce, we have implemented strategic measures and systems to safeguard our information assets against unauthorized access or misuse. Our ongoing commitment to cybersecurity and data privacy ensures that Kforce remains well-protected and well-prepared.</p> <p>Managing potential risks and including data privacy and cybersecurity is vital for our long-term success. Cybersecurity has robust risk management processes, integrated with our Enterprise Risk Management (ERM) program, along with executive and board oversight.</p> <p>Our ERM program routinely evaluates risks and tests plans to prepare for various scenarios, including cybersecurity threats and data privacy risks.</p> <p>Once risks, including data security risks, are identified, measured, mitigated, monitored and reported according to our ERM framework, our vice president of internal audit and general counsel manage our ERM process.</p> <p>Cybersecurity and data privacy fall within the operational risk category of our ERM framework. Each quarter of the year, we examine financial, operational, client and legal/HR risks, ensuring an in-depth analysis of all risks at least annually. During this in-depth analysis, the team collaborates with stakeholders to assess business impact, residual risk likelihood, external factors and mitigation efforts, deciding if additional actions are needed. To support the Audit Committee in its compliance and risk oversight responsibilities, the vice president of internal audit delivers a quarterly report detailing the ERM category for the relevant period. This report includes any changes in residual risk or other significant developments. The committee then offers guidance on current and future action plans. The entire Board of Directors receives a summary of the ERM report each quarter, along with an annual cyber review from the CIO and CISO about cyber strategy, risks and preparedness.</p> <p>We are confident that our ERM program effectively identifies, measures and monitors risks to our firm. Additionally, this process documents our primary mitigation efforts and promotes accountability among our stakeholders. Our internal audit team leverages the ERM program to formulate our risk-based audit plan, which is annually approved by the Audit Committee. Moreover, independent third-party partners periodically evaluate the program to benchmark and implement improvements.</p> <p>Our cybersecurity framework is based on the National Institute of Standards and Technology, NIST SP 800-53, ISO 27001, best practices and our structure and processes include:</p> <ul style="list-style-type: none">• Defense in depth network security, including data loss prevention technology, encryption, network detection and protection, and response and advanced endpoint security including XDR, cloud security, email security, virtual private networks and multifactor authentication• Threat and vulnerability management program to monitor, assess and remediate vulnerabilities and evolving threats• Continuous email, network and system monitoring and real-time response to threats• A dedicated cybersecurity operations center operating 24/7• Ongoing security simulations, exercises and training led by outside experts to expand team capabilities and board expertise• Third-party risk management program to assess security capabilities of new and existing vendors• Regular assessments and audits from independent, third-party vendors to evaluate, score and help us evolve our cybersecurity program• Annual cybersecurity awareness training completed by 100% of core employees, sophisticated simulation phishing campaigns to continuously keep employees on phishing alerts, and adaptive ongoing education to help employees identify, block and report threats• Monitoring, evaluating and addressing evolving threats to our business and industry• Regular engagement with the Audit Committee to ensure framework is robust and effective• Third-party monitoring of our security program to help identify threats and external penetration testing and assess risk management maturity processes and practices <p>More information can be found in the Risk Related to Cybersecurity and Technology section within Item 1A Risk Factors in our most recent Form 10-K filing.</p>

SASB CODE	SASB METRIC	KFORCE RESPONSE
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	<p>Kforce does not collect or store client information, other than in connection with sales or contracting activities. Any information to which our consultants are privy during the course of client engagements is maintained on the clients’ own systems and is not transferred to or otherwise shared with Kforce.</p> <p>Please see our Privacy Policy for information regarding our handling of information collected through our website and applications.</p> <p>Kforce’s Business Code of Conduct also includes a Data Security, Privacy and Protection Policy.</p>
SV-PS-230a.3	(1) Number of data breaches (2) percentage involving customers’ confidential business information (CBI) or personally identifiable information (PII) (3) number of customers affected	<ol style="list-style-type: none">During 2024 we did not experience any material data breachesZero data breaches involving CBI or PII in 2024Zero customers affected in 2024
WORKFORCE DIVERSITY & ENGAGEMENT		
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	<p>See the Workforce Demographics section of this report on page 37 for data graphic.</p> <p>By Gender:</p> <ul style="list-style-type: none">Executive management: 28% female, 72% maleNonexecutive management: 47% female, 53% maleAll other employees – noncontingent: 63% female, 37% maleAll other employees – contingent: 37% female, 63% male <p>By Race/Ethnicity:</p> <ul style="list-style-type: none">Executive management: 86% white, 12% people of color, 1% not specified, 1% otherNonexecutive management: 77% white, 16% people of color, 6% not specified, 1% otherAll other employees – noncontingent: 68% white, 24% people of color, 5% not specified, 3% otherAll other employees – contingent: 27% white, 42% people of color, 28% not specified, 4% other <p>Notes:</p> <ul style="list-style-type: none">Executive management is defined as VP and aboveNonexecutive management is defined as Directors and Senior DirectorsOther is defined as an individual that identifies as two or more racesContingent employees are defined as consultants on assignment at client sites, but who remain employees of Kforce
SV-PS-330a.2	1) Voluntary and (2) involuntary turnover rate for employees	<p>We’ve experienced a downward trend in our voluntary turnover rate since 2019. In 2024, that number was 10.6%.</p> <p>For additional detail, see the Voluntary Turnover Rate section of this report on page 27.</p>
SV-PS-330a.3	Employee engagement as a percentage	<p>Our overall employee engagement score is 79%. For additional information, see the Employee Engagement section of this report on page 27.</p>

SASB CODE	SASB METRIC	KFORCE RESPONSE
PROFESSIONAL INTEGRITY		
SV-PS-510a.1	Description of approach to ensuring professional integrity	<p>Our approach to ensuring professional integrity is comprised of several core policies. Our Code of Conduct—or Commitment to Integrity—and Supplier Code of Conduct are strengthened by our code of conduct training (4 training hours per employee in 2024, comprised of 10 modules and required upon hire and then annually for every employee, with a 100% completion rate in 2024), and our Open Door Policy and Whistleblower Hotline. In addition, we have publicly available company policies on the following topics:</p> <ul style="list-style-type: none">• Commitment to Integrity, Business Code of Conduct• Human Rights Policy• Privacy and Data Protection• Supplier Code of Conduct• Supplier Diversity Policy• Open Door Policy• Safe Work Environment Policy• Insider Trading Policy• Clawback Policy <p>The Code of Conduct includes sections on the following topics which we consider core to professional integrity:</p> <ul style="list-style-type: none">• Anti-harassment and bullying• Charitable contributions and volunteering• Confidential information and intellectual property• Data security, privacy and protection• Diversity, equity and inclusion• Environmental stewardship• Fair treatment and equal opportunity• No discrimination or retaliation• Our integrity (whistleblower) hotline• Pay practices• Political activities and contributions• Working with governments
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	We had \$0 in monetary losses as a result of legal proceedings associated with professional integrity in 2024.
ACTIVITY METRICS		
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	In 2024, we had a workforce of approximately 1,700 core associates. We have also had approximately18,000 highly skilled professionals on assignment with clients annually.
SV-PS-000.B	Employee hours worked, percentage billable	Not applicable

Data & metrics

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OVERVIEW

GOVERNANCE

PEOPLE

ENVIRONMENT

2025 COMMITMENTS

ABOUT THIS REPORT

SASB INDEX

DATA & METRICS

CATEGORY	METRIC	2023 DATA	2024 DATA
GOVERNANCE			
BOARD DIVERSITY	% diverse (gender and/or racial/ethnic diversity)	44%	44%
	Gender diversity	33%	33%
	Racial/ethnic diversity	11%	11%
DATA BREACHES	Material data breaches	0	0
	Breaches involving CBI	0	0
	Breaches involving PII	0	0
	Customers affected	0	0
COMPLIANCE TRAINING	Training hours per employee related to the Commitment to Integrity (Code of Conduct)	6,908 hours total	4 hours per employee
	Of employees completed annual Code of Conduct training	100%	100%
	Hours of Avoiding Discrimination training	1,500	1,066
AMOUNT CONTRIBUTED TO POLITICAL CAMPAIGNS PER YEAR	\$ contributed (note – it is our policy to not make political contributions or use any of our funds, assets or other resources to benefit any political candidates, parties, lobbyists or campaigns)	\$0	\$0
FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENTS OF INDIVIDUAL COUNTRIES	\$ received in subsidies or tax relief	\$0	\$0
SOCIAL			
PROFESSIONAL DEVELOPMENT	% of people that have been promoted that participated in a leadership program	84%	39%
	Total leadership trainings conducted	26	34
	Total leadership training participants	182	190
GENDER DIVERSITY	% females in executive management/nonexecutive management/all other employees	42%/63% (2023 definition of executive management/all other employees)	28%/47%/63%
RACIAL/ETHNIC DIVERSITY	% White - executive employees/nonexecutive/all other employees	81%/70% (2023 definition of executive management/all other employees)	86%/76%/69%
	% People of Color - executive employees/nonexecutive/all other employees	15%/23% (2023 definition of executive management/all other employees)	12%/16%/23%
	% Race/ethnicity not specified – executive employees/nonexecutive/all other employees	3%/5% (2023 definition of executive management/all other employees)	1%/5%/5%
	% Other race/ethnicity - executive employees/nonexecutive/all other employees	0%/3% (2023 definition of executive management/all other employees)	1%/2%/3%
HEALTH AND SAFETY	Total number of recordable injuries/illnesses	3	2
	Total number of cases with days away from work	1	0
	Total number of work-related fatalities	0	0
	Total Recordable Incident Rate (TRIR)	0.1	0.1
	Days away/restricted/transfer (DART)	0	0

CATEGORY	METRIC	2023 DATA	2024 DATA
SOCIAL			
SUPPLIER DIVERSITY	% of supplier spend with diverse suppliers	>30%	>30%
EMPLOYEE ENGAGEMENT	Prioritization - % answered yes to “I know what I should be focusing on right now”	89%	88%
	Role Clarity - % answered yes to “I clearly understand what is expected of me in my role”	89%	89%
	Authenticity and Inclusivity - % answered yes to “I feel comfortable being myself in our team”	88%	87%
	Survey response rate	70%	76%
EMPLOYEE WELLNESS	% of employees eligible to participate in our benefits program	100%	100%
	% of employees enrolled in at least one benefit	70%	65%
	% of employees returning to work after parental leave	90%	100%
PERFORMANCE MANAGEMENT	% of Professional Services employees eligible for performance management process	100%	100%
	% of Professional Services employees that completed a performance management session	96%	91%

ENVIRONMENTAL (GHG DATA)						
DESCRIPTION	METRIC	2019 (BASELINE YEAR)	2021	2022	2023*	2024**
SCOPE 1 EMISSIONS	MtCO2e	82	58	73	48	45
SCOPE 2 EMISSIONS (MARKET-BASED)	MtCO2e	2,236	1,544	1,225	794	681
SCOPE 2 EMISSIONS (LOCATION-BASED)	MtCO2e	2,213	1,516	1,211	808	672
TOTAL SCOPE 1 AND 2 (MARKET-BASED)	MtCO2e	2,318	1,602	1,298	842	726
SCOPE 3 EMISSIONS	MtCO2e	12,254	7,067	7,243	5,935	5,285
TOTAL SCOPE 1, 2 AND 3 EMISSIONS (MARKET-BASED FOR SCOPE 2)	MtCO2e	14,572	8,669	8,541	6,776	6,010
TOTAL SCOPE 1, 2 AND 3 REDUCTION	% Reduction compared to 2019 baseline	-	-41%	-41%	-53%	-59%
TOTAL EMISSIONS FROM PURCHASED AND CONSUMED ELECTRICITY (MARKET-BASED)	MtCO2e	2,232	1,539	1,225	786	666
TOTAL ELECTRICITY CONSUMPTION	MWh	5,484	3,972	3,205	2,139	1,798
RENEWABLE ENERGY SOURCED BY KFORCE	RECs purchased (MWh)	-	-	-	-	-
RENEWABLE ENERGY SOURCED BY SITES	RECs purchased (MWh)	-	-	-	105	98
INVESTMENT IN RENEWABLE ENERGY	\$ invested in renewable energy projects	-	-	-	-	-

* 2023 data has been updated to include actual usage data for October - December 2023, where available.

** For 2024, data has been estimated for October – December 2024 and will be updated in the 2025 report.

SCOPE 3 CATEGORY BREAKDOWN	2019 (MtCO2e) (BASELINE YEAR)	2021 (MtCO2e)	2022 (MtCO2e)	2023 (MtCO2e)	2024 (MtCO2e)
TOTAL SCOPE 3 EMISSIONS	12,254	7,067	7,243	5,935	5,285
CATEGORY 1 PURCHASED GOODS & SERVICES	3,408	3,194	2,318	2,032	2,354
CATEGORY 2 CAPITAL GOODS	614	712	699	771	417
CATEGORY 3 FUEL- & ENERGY-RELATED ACTIVITIES	716	520	413	189	146
CATEGORY 4 UPSTREAM TRANSPORTATION & DISTRIBUTION	793	452	434	25	17
CATEGORY 6 BUSINESS TRAVEL	3,448	277	1,270	1,695	1,371
CATEGORY 7 EMPLOYEE COMMUTING	3,201	1,908	2,087	1,206	976
CATEGORY 13 DOWNSTREAM LEASED ASSETS	75	3	21	16	4



WE LOVE WHAT WE DO.
WE LOVE WHO WE SERVE.®

2024 SUSTAINABILITY REPORT

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