

INVESTOR PRESENTATION



May 2024

SAFE HARBOR STATEMENT

This presentation and other documents referenced herein include, and our officers and representatives may from time to time make or provide, certain estimates and other forward-looking statements within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act, and Section 21E of the Exchange Act including, among others, statements with respect to the Company's future revenues, including opportunities to expand revenues without compromising margins, system-wide sales, earnings and income, profitability, the impact of any global pandemic including the coronavirus disease ("COVID-19"), strategies, including with respect to future acquisitions and conversion to franchises, system sales, revenue, expenses, or income at the corporate or franchisee level, our plans to expand geographically and increase national accounts, prospects, the benefits of our California trademark license arrangement, capital outlays, consequences, and all other statements that are not purely historical and that may constitute statements of future expectation. Forward-looking statements can be identified by words such as: "anticipate," "intend," "plan," "goal," "seek," "believe," "project," "estimate," "effect," "strategy," "future," "likely," "may," "should," "will," and similar references to future periods. While we believe these statements are accurate, forward-looking statements are not historical facts and are inherently uncertain. They are based only on current beliefs, expectations, and assumptions regarding the future of our business, future plans, and strategies, projections, anticipated events and trends, the economy, and other future conditions. We cannot assure you that these expectations will occur, and our actual results may be significantly different. You should not place undue reliance on forward-looking statements. Factors that may cause actual results to differ materially from those contemplated in any forward-looking statements made by us are sometimes presented within the forward-looking statements themselves or are otherwise discussed in filings we make with the United States Securities and Exchange Commission (SEC), including our Annual Report on Form 10-K for the year ended December 31, 2023 that is available on our website: <http://www.hirequest.com> or on the SEC's website. Any forward-looking statement made by us in this presentation is based only on information currently available to us and speaks only as of the date on which it is made. The Company disclaims any obligation to update or revise any forward-looking statement, whether written or oral, that may be made from time to time, based on the occurrence of future events, the receipt of new information, or otherwise, except as required by law.

© 2024 HireQuest, Inc. All Rights Reserved.

HIREQUEST – AT A GLANCE

*National Reach,
Local Ownership*

- **Leading national franchisor** of direct dispatch, executive search, and commercial staffing services
- Profitable franchise-business model with **multiple growth drivers**
- **Proprietary, purpose-built software** supports franchisees

400+

Locations

300+

Franchises

10,000+

Customers

73,000+

Employees

STRONG FINANCIAL PERFORMANCE

- Multiple recurring revenue streams
- Strong balance sheet with low debt
- Franchise-centric model proved resilient to pandemic
- Quarterly dividend

DIFFERENTIATED FRANCHISOR MODEL

- Profitable, franchise-centric model yields substantial operating leverage as the business grows
- Higher margins and less volatility than non-franchised staffing companies
- Asset light, scalable operations

ORGANIC & ACQUISITIVE GROWTH

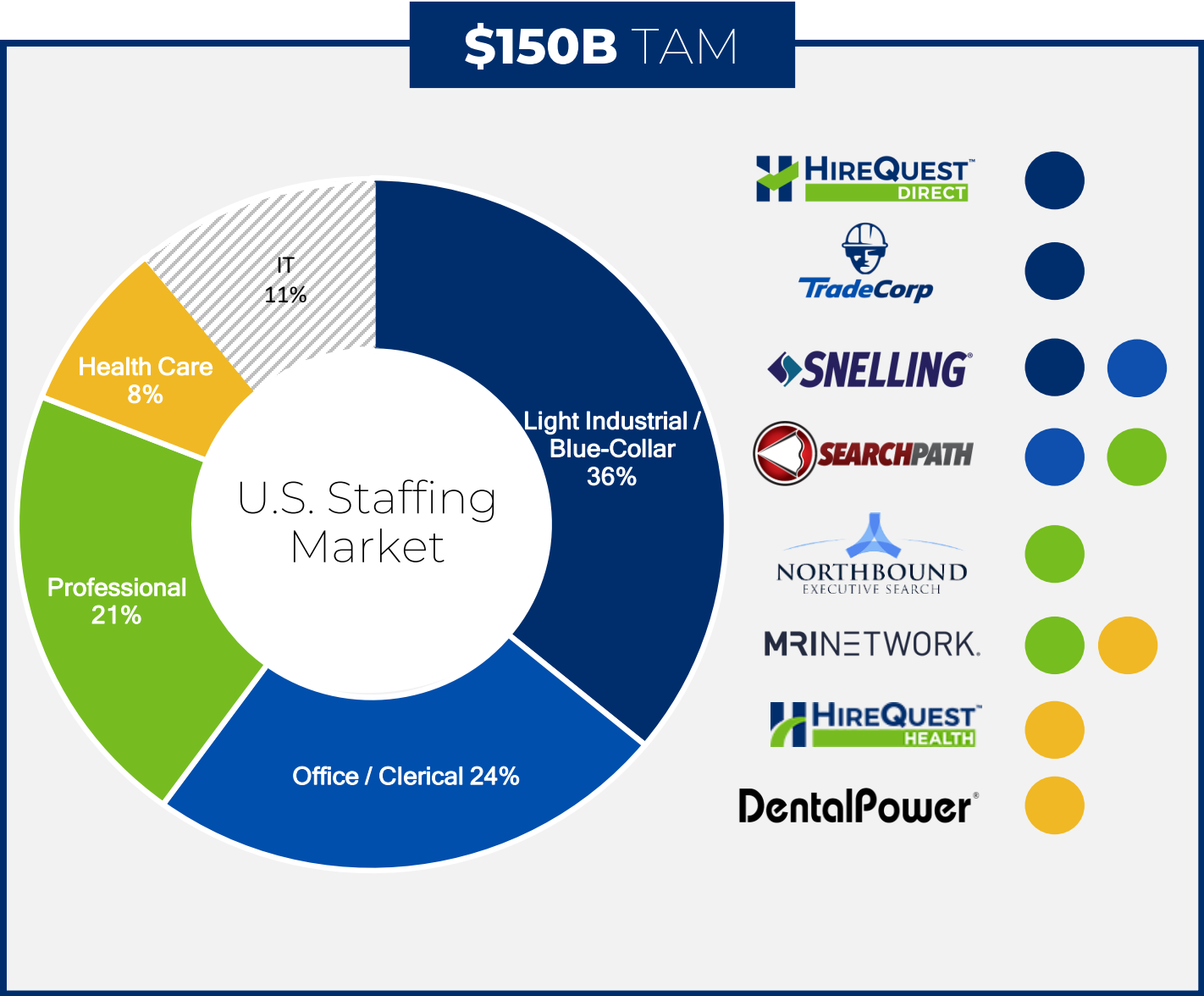
- Organic locations opened by new and existing franchisees
- Active M&A strategy – growing existing franchise offerings and creating new brands/offerings
 - +10 acquisitions since 2021
- Franchise model replicable outside of HQI's current core markets

STAFFING SOLUTIONS LEADER WITH DIVERSE SERVICE OFFERINGS

DIRECT DISPATCH STAFFING	 <ul style="list-style-type: none"> Flexible labor solutions, per diem Key Client Verticals: construction, hospitality, landscaping, janitorial, special events
COMMERCIAL STAFFING	 <ul style="list-style-type: none"> Short and long-term staffing solutions Staffing Services: skilled trades, permanent placement, medical Key Client Verticals: warehousing/logistics, hospitals, manufacturing, office workers, retail
EXECUTIVE & PROFESSIONAL SEARCH	 <ul style="list-style-type: none"> Executive and professional placement solutions tailored specifically to client expectations Staffing Services: executive search, short-term consulting Key Client Verticals: healthcare, accounting & finance, legal & compliance, engineering, IT, general management, consulting/temporary
VERTICAL-FOCUSED STAFFING	 <ul style="list-style-type: none"> Staffing solutions coupled with industry specific knowledge Staffing Services: on-demand, temp-to-hire, permanent placement Key Client Verticals: trucking (long-haul and last-mile), skilled trades, dental, medical

HIREQUEST TARGETING 89% OF THE TOTAL STAFFING MARKET

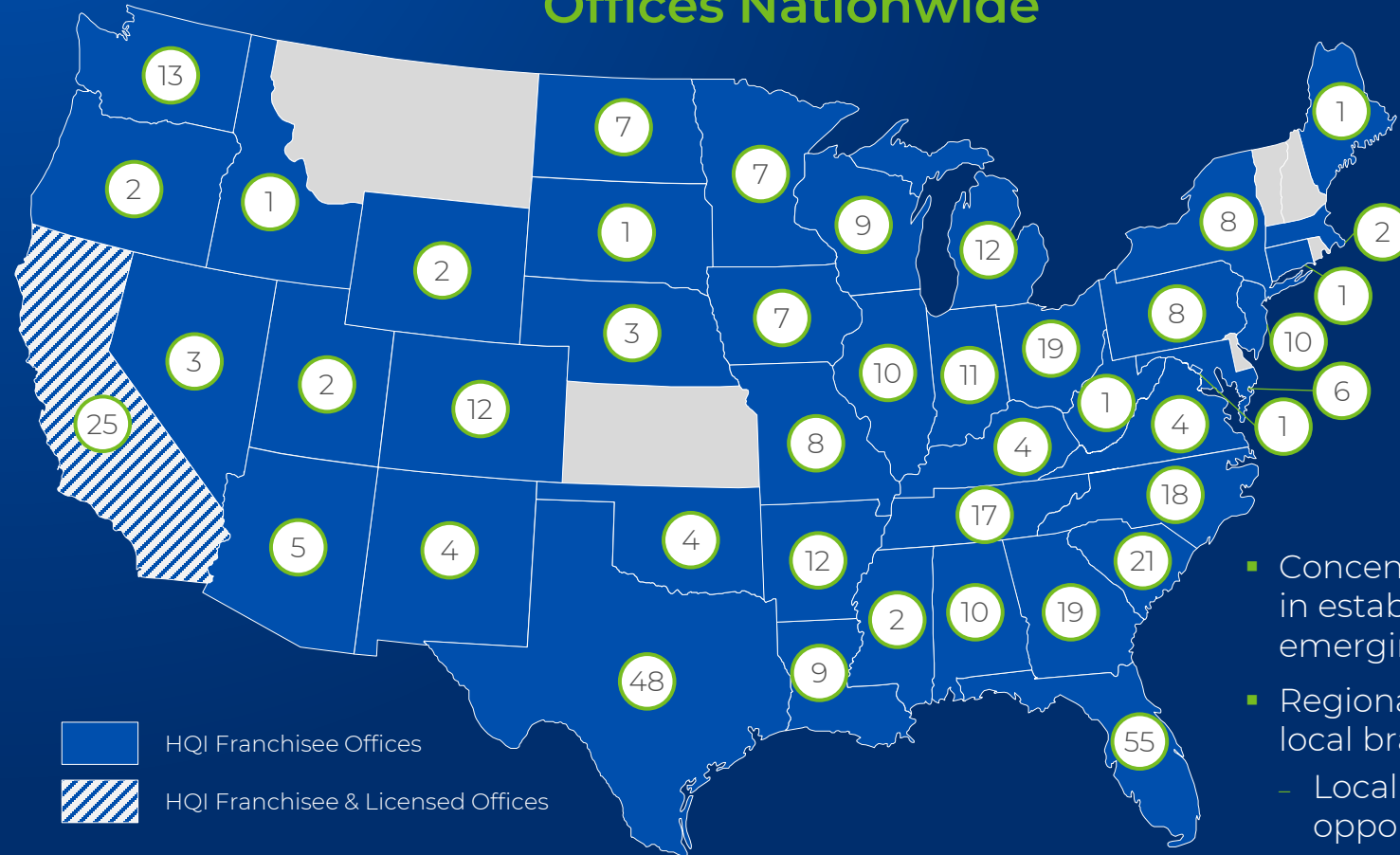
Current offerings target
virtually all segments of
the \$168 billion staffing
and recruiting market





Source: American Staffing Association – 2021 National Staffing Statistics – measured by sales.

GLOBAL COVERAGE

400+ Franchised and Licensed Offices Nationwide



 HQI Franchisee Offices
 HQI Franchisee & Licensed Offices

- Concentration of branches in established and emerging regions
- Regional branches provide local brand recognition
 - Local market opportunities and trends are more readily identified
- Diverse staffing offerings allow for multiple locations in many markets

18 Franchised International Offices



BENEFITS OF THE FRANCHISE SOLUTION

HIREQUEST INC.™ FRANCHISE MODEL

Incentive Alignment

- Franchisees are owners and drive branch-level performance and management expectations

Expense Control

- Less need for regional/middle management, significantly reduces operating expenditures
- Providing lower cost payroll financing and workers compensation insurance to franchisees

Enhanced Economic Resiliency

- Exposure to diverse set of customer verticals and recurring revenue streams helps mitigate HQI's exposure to economic risk

National Scale Drives Local Service

- National accounts, payroll financing and technology solutions reduce franchisee workload to drive stronger staffing operations at the local level

Traditional Staffing Model

Fluctuating Compensation

- Difficult to incentivize employees profitably - variable compensation structures across locations/verticals can result in inconsistent performance

Obstacles to Expense Control

- Additional management required as offerings and locations grow
- Small-mid scale competitors may have a harder time obtaining low-cost financing and adequate workers compensation programs at reasonable costs

Increased Exposure to Economic Risk

- Current economic environment largely impacts cyclical performance

FINANCIAL HIGHLIGHTS

Q1 '24 TTM METRICS

\$36.4M

Total Revenue¹

\$9.4M

Income from Operations¹

\$5.8M

Net Income²

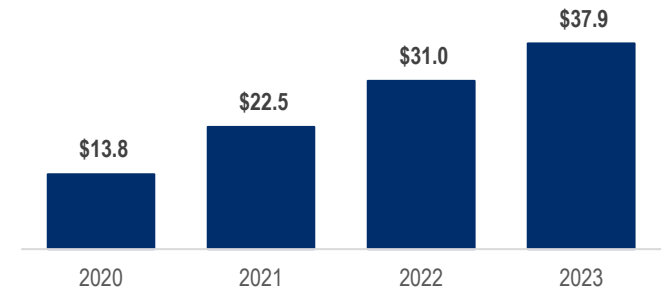
\$0.42

Diluted EPS²

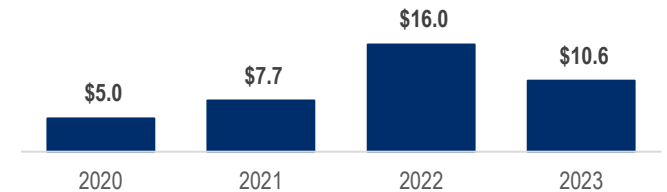
\$15.3M

Adjusted EBITDA³

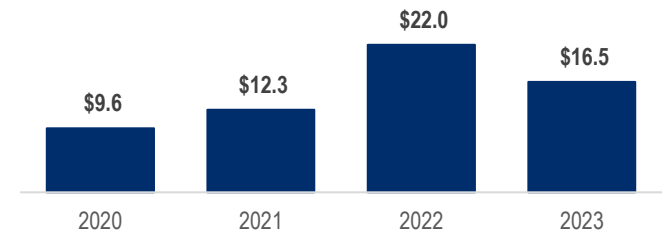
TOTAL REVENUE¹



INCOME FROM OPERATIONS¹



ADJUSTED EBITDA³



1) From continuing operations, Dental Power owned operations reclassified as discontinued operations.

2) Net Income and diluted EPS are for continuing operations and exclude income from discontinued operations.

3) Non-GAAP financial measure. EBITDA adjusted for stock-based compensation, WOTC related costs, impairment of notes receivable, and net acquisition-related charges. See appendix for further detail.

COMPELLING RECURRING REVENUE MODEL

Our three revenue streams generate uniquely high margins for the staffing industry

Franchise
Royalties

License
Fees

Service
Revenue

HYPOTHETICAL SINGLE TEMPORARY STAFFING BRANCH

~\$2.1 million Franchisee Revenue	×	~6.5% Blended Royalty Rate & Service Revenue	→	~\$136,500 HQI Revenue	−	~3% of System Sales	=	~\$73,500 (~3.5% of System Sales)
System Sales				Revenue to HQI		HQI Expenses		HQI Net Income

PATH FORWARD

Leveraging organic and growth strategies

Strategic Acquisitions

Near immediate return through conversion to franchise model

Expanding Verticals & Offerings

Significant expansion opportunities across the HQI portfolio

Growing Franchisees & Geographic Footprint

Leveraging opportunities to expand national reach

Enhancing National Account Presence

Addition of MRI / professional staffing increases exposure to new and existing national and global customers

HIREQUEST, INC.

David Hartley, Vice President of Corporate Development
111 Springhall Drive
Goose Creek, SC 80235
Tel (800) 835-6755
cdhartley@hirequest.com

IMS INVESTOR RELATIONS

Investor Relations
John Nesbett / Jennifer Belodeau
Tel (203) 972-9200
hirequest@imsinvestorrelations.com

Appendix



STATEMENT OF OPERATIONS

(in thousands, except per share data)

	Three months ended	
	March 31, 2024	March 31, 2023
Franchise royalties	\$ 7,831	\$ 9,323
Service revenue	588	534
Total revenue	8,419	9,857
Selling, general and administrative expenses	5,619	5,844
Depreciation and amortization	698	697
Income from operations	2,102	3,316
Other miscellaneous income	37	43
Interest income	136	46
Interest and other financing expense	(243)	(540)
Net income before income taxes	2,032	2,865
Provision (benefit) for income taxes	340	547
Income from continuing operations	1,692	2,318
Income from discontinued operations, net of tax	(73)	312
Net income	\$ 1,619	\$ 2,630
Basic earnings per share		
Continuing operations	\$ 0.12	\$ 0.17
Discontinued operations	-	0.02
Total	\$ 0.12	\$ 0.19
Diluted earnings per share		
Continuing operations	\$ 0.12	\$ 0.17
Discontinued operations	-	0.02
Total	\$ 0.12	\$ 0.19

SUMMARY BALANCE SHEETS

(in thousands)

	Period ended	
	March 31, 2024	December 31, 2023
ASSETS		
Current assets		
Cash	\$ 1,569	\$ 1,342
Accounts receivable, net of allowance for doubtful accounts	47,712	44,394
Other current assets	5,784	5,717
Total current assets	55,065	51,453
Property and equipment, net	4,239	4,280
Franchise agreements, net	21,014	21,440
Other intangible assets, net	10,031	10,162
Goodwill	5,870	5,870
Other assets	9,726	10,621
Total assets	\$ 105,945	\$ 103,826
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current liabilities		
Accounts payable	\$ 90	\$ 137
Line of credit	16,107	14,119
Term loan payable	476	514
Other current liabilities	20,412	20,941
Total current liabilities	37,085	35,711
Term loan payable, net of current portion	-	132
Other liabilities	4,985	5,251
Total liabilities	42,070	41,094
Stockholders' equity	63,875	62,732
Total liabilities and stockholders' equity	\$ 105,945	\$ 103,826

RECONCILIATION OF NON-GAAP FINANCIAL MEASURE

(in thousands)

Net Income to Adjusted EBITDA ¹	Twelve Months Ended			
	March 31, 2024	December 31, 2023	December 31, 2022	December 31, 2021
Net Income	\$ 5,124	\$ 6,135	\$ 12,458	\$ 11,850
Interest expense	1,089	1,386	368	157
Provision for income taxes	1,138	1,345	1,895	635
Depreciation & amortization	2,794	2,793	2,040	1,551
EBITDA	\$ 10,145	\$ 11,659	\$ 16,761	\$ 14,193
WOTC related costs	401	460	601	595
Non-cash compensation	1,482	1,482	1,673	1,628
Acquisition related charges, net	2,695	2,344	2,660	(4,399)
Impairment of notes receivable	540	540	350	307
Adjusted EBITDA ¹	\$ 15,264	\$ 16,486	\$ 22,045	\$ 12,324

1) Non-GAAP financial measure.