BBSI™

August 2026

INVESTOR PRESENTATION
NASDAQ: BBSI

Forward-Looking Statement

Statements in this presentation about future events and financial outlook are forward-looking statements. Such statements involve known and unknown risks, uncertainties and other factors that may cause the actual results, performance or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. Factors that could affect future results include: our ability to retain current clients and attract new clients; technology disruption, including the displacement of employees through the adoption of AI and automation by our clients; the outcome of audits and other determinations by the IRS; difficulties associated with integrating clients into our operations; economic trends in the Company's service areas and the potential effects of changing governmental policies, including those related to immigration, tariffs, other trade policies, or climate regulation; risks to our business and the business of our clients arising from current or future tariffs or other trade restrictions, supply chain issues, changes in labor force, or geopolitical instability, including the wars in Ukraine and Iran, other conflicts in the Middle East, and the potential for future conflicts or disruptions in other parts of the world; natural disasters; the potential for material deviations from expected future workers' compensation claims experience; changes in the workers' compensation regulatory environment in the Company's primary markets; PEO client benefit costs, particularly with regard to health insurance benefits; security breaches or failures in the Company's information technology systems; collectability of accounts receivable; changes in executive management; changes in effective payroll tax rates and federal and state income tax rates; the carrying values of deferred income tax assets and goodwill (which may be affected by our future operating results); the effects of inflation on our operating expenses and those of our clients; the impact of and potential changes to the Patient Protection and Affordable Care Act, escalating medical costs, and other health care legislative initiatives on our business; the impact of the One Big Beautiful Bill Act and other recently enacted legislation on our business; the effect of changing monetary policy, interest rates and conditions in the global capital markets on the Company's investment portfolio; and the availability of capital, borrowing capacity on our revolving credit facility, or letters of credit necessary to meet state-mandated surety deposit requirements for maintaining our status as a qualified self-insured employer for workers' compensation coverage or our insured program. Other important factors that may affect the Company's prospects are described in the Company's 2025 Annual Report on Form 10-K and in subsequent reports filed with the Securities and Exchange Commission under the Securities Exchange Act of 1934. Although forward-looking statements help to provide complete information about the Company, readers should keep in mind that forward-looking statements are less reliable than historical information. The Company undertakes no obligation to update or revise forward-looking statements in this presentation to reflect events or changes in circumstances that occur after the date of this presentation.

What We Do

BBSI provides comprehensive business solutions and expertise as a professional employer organization (PEO), empowering small businesses to grow and prosper.

Our Mission is Critical to Small Businesses

How We Help Small Businesses

High-touch PEO services, with a local service team:

- **People are our product**
- Services centered around the entire **employee lifecycle**
- **Local expertise** in BBSI branches combined with the scale and support of **national resources**
- Relationship-based approach, fostering **long-term partnership** with business owners
- **90%+ client retention** annually

Our PEO Services

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Business Strategy

- Organization structure
- Long-range planning
- Growth strategy
- Succession / Exit strategy

Payroll

- Dedicated Payroll Manager
- Electronic onboarding/off-boarding
- Time & attendance tools
- Self-service portal + human assistance
- Advanced reporting

HR

- Dedicated HR Consultant
- Employee handbook and policies
- 50-state compliance
- Recruiting
- Employee training
- Learning Management System (LMS)

Employee Benefits

- Dedicated Benefits Consultant
- Health plans (PPO + HMO)
- Dental plans
- Vision plans
- Life, AD&D and Disability
- HSA/FSA
- 401k

Risk & Safety

- Dedicated Risk Consultant
- Workers' compensation coverage
- Safety policies and training
- OSHA compliance
- Return-to-work resources

myBBSI Technology Platform

Client Portal

Proprietary myBBSI Portal

- Central Hub for BBSI Tools
- Custom Dashboard
- Employee Self-Service
- Payroll Processing
- Benefits Management
- Advanced Reporting

Workers’ Compensation Program

BBSI™

Every business is required to have workers’ compensation coverage

We provide better solutions

- Corporate expertise and resources
- Local underwriting and account management
- Holistic view that incorporates HR, talent management, culture, structure
- Integrated into payroll system
- Proactive safety advice and risk mitigation
- Blue and gray-collar friendly

Low insurance risk for shareholders

Fully-insured for 85%+ of our claims exposure

BBSI Benefits Program

Small businesses have access to health benefits through BBSI that they wouldn't otherwise

- ✓ Access to plan designs not available in the traditional small group market
- ✓ Full-service administration by BBSI
- ✓ Better pricing based on underwriting
- ✓ Managed seamlessly through the myBBSI Portal

Product launched in January 2023

- ✓ Expands BBSI's value proposition
- ✓ Expands addressable market towards white collar

No insurance risk for shareholders

Fully-insured for all claims exposure

We Compete in a Large PEO Market With Low Penetration

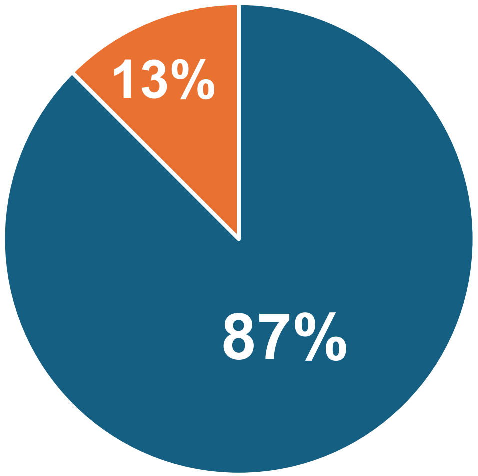
Target Market:
companies with <500 employees

This comprises:

- ✓ **99%** of firms with paid employees (6.3M businesses)
- ✓ **46%** of private sector employees (62M workers)
- ✓ **44%** of GDP
- ✓ **39%** of private sector payroll ($2.9T)

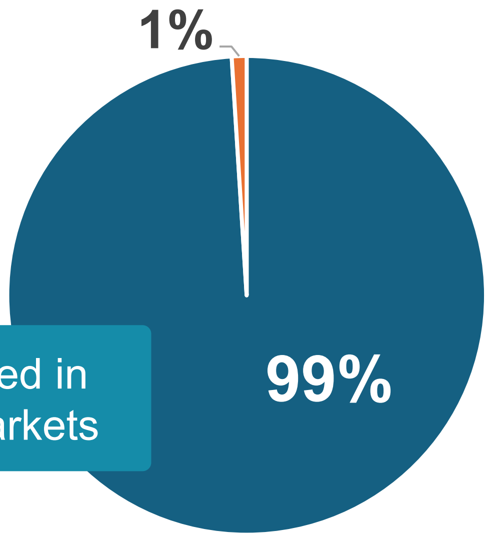
Current PEO Industry Penetration

- Small businesses not yet adopting PEO model
- PEO clients



Current BBSI Market Penetration

- Unpenetrated
- BBSI



Only ~2% Penetrated in our most mature markets

Source: SUSB, NES, ITA, SBGDP, Advocacy US Profile; NAPEO, "PEO Industry Footprint 2023."

This Market is Not Only Large, But Steadily Growing

Industry Size from 2020 to 2022	2020	2022	% Change Per Year
PEO Worksite Employees	**4.0 million**	**4.5 million**	**7%**
Annual WSE Wages	**$216 billion**	**$308 billion**	**19%**
Number of PEO Clients	**173,000**	**208,000**	**10%**

Source: NAPEO, "PEO Industry Footprint 2023."

Growth Strategy

- **In Existing Markets**
  - ✓ Significant white space remains in every market
  - ✓ We can easily scale existing branches by adding service teams
  - ✓ Largest branches have up to six service teams

- **In New Geographies**
  - ✓ "Asset-light" expansion – Hire local Market Development Manager (MDM) and serve clients with a virtual service team
  - ✓ Establish physical branch and phase-in service team when scale is achieved (15-20 clients)

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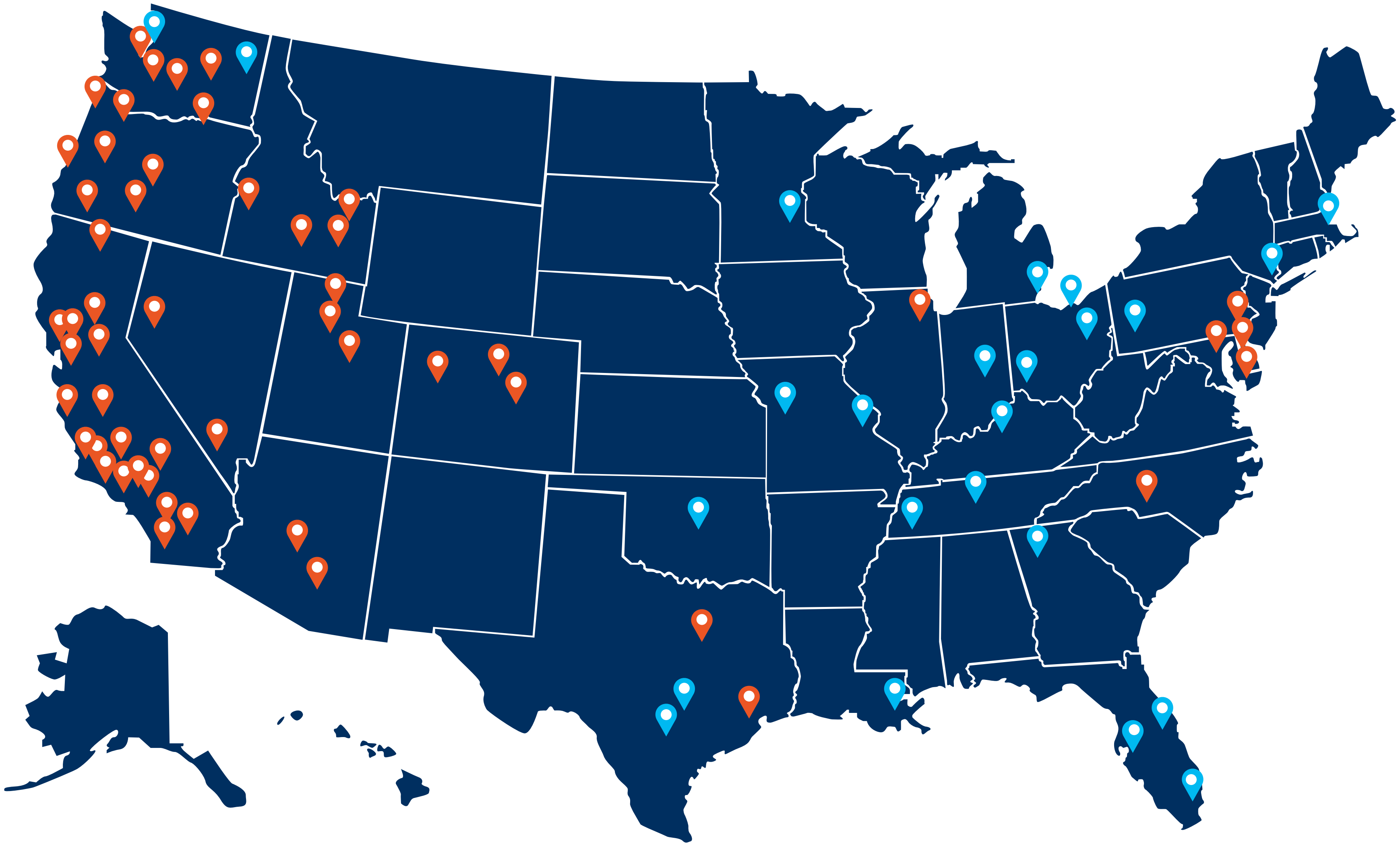
Market Position

Established Markets

Asset-light Markets with local MDM and virtual service team

Currently Serve Client Employees in all 50 states



Our Go-To-Market Strategy

An Omni-Channel Approach

Referral Partners

Trusted advisors and partners of small businesses

Higher yield than traditional direct-sale strategies

Examples:

- Property & Casualty Brokers
- Franchisors
- Accountants/Bookkeepers
- Banks/Lenders
- **New:** Employee Benefits Brokers

Primary Channel

Client Referrals

Well-established track record of clients referring to other business owners

Secondary

Direct

Optimizing our digital presence to capture interested parties across the country

Expanding

Growth Drivers

Billings Growth

Controllable Billings Growth

- + Client adds
- + Client retention
- + New client services – *Including medical benefits*

Growth from Existing Clients

- + Client payroll growth
  - ✓ Adding employees
  - ✓ Increasing wages (inflation)

We grow as our clients grow

Earnings Growth

Profit Margin Expansion

- Operating leverage through scale
- Margin expansion with new product offerings

Targets over a market cycle (annual average)**:**

10% Billings Growth

15% Earnings Growth

Competitive Differentiation

Similarities to other large PEOs

- ✓ HR expertise for small business
- ✓ Medical benefits
- ✓ Payroll
- ✓ Risk mitigation
- ✓ Proprietary customer portal

How BBSI is Different

- + We are **local** and **high-touch**, serving our clients from a physical branch location – no 800-number
- + We don't take insurance risk – both on health and 85%+ of workers' comp
- + We are blue, gray and white-collar friendly
- + We primarily sell through referral networks who bring in high intent, highly qualified leads

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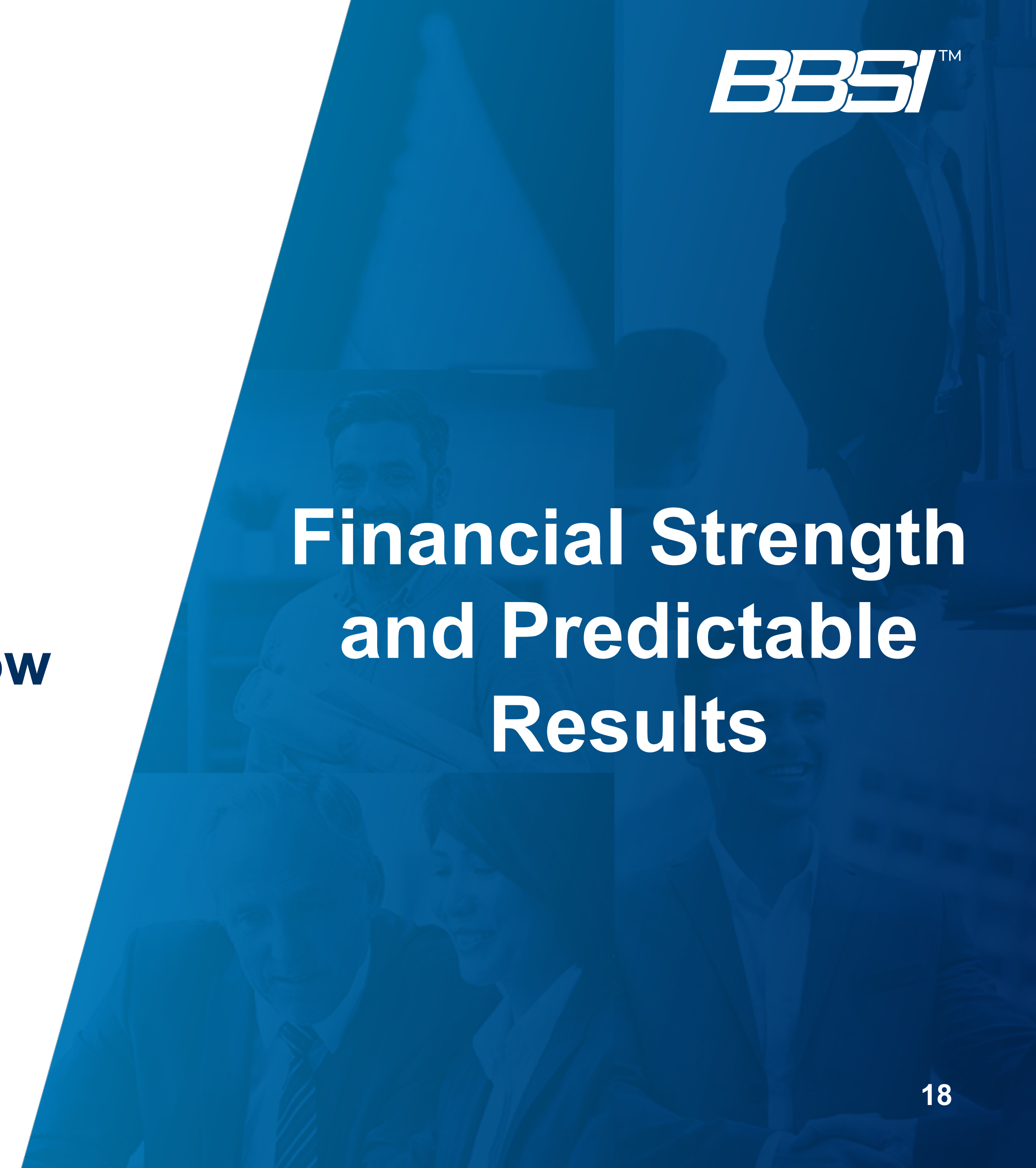
FINANCIAL OVERVIEW

Financial Highlights

- **No debt**
- **Little-to-no insurance risk**
- **Annual recurring revenue**
- **Capital-light business model**
- **Strong, consistent free cash flow**
  - ✓ $50M+ per year
- **Active shareholder return plan**
  - ✓ Dividend
  - ✓ Stock buyback program



Financial Strength and Predictable Results

Capital Allocation Priorities

Financial metrics as of Jun. 30, 2026

1 Reinvest in Business

- Product / technology enhancements
- Sales & marketing investment
- Asset-light expansion

2 Potential Acquisitions

- Accelerate geographic expansion
- Add new product

3 Dividend

- Raised dividend by 7% to $0.08 (Q2-24)
- 17% dividend payout ratio[1] (TTM)

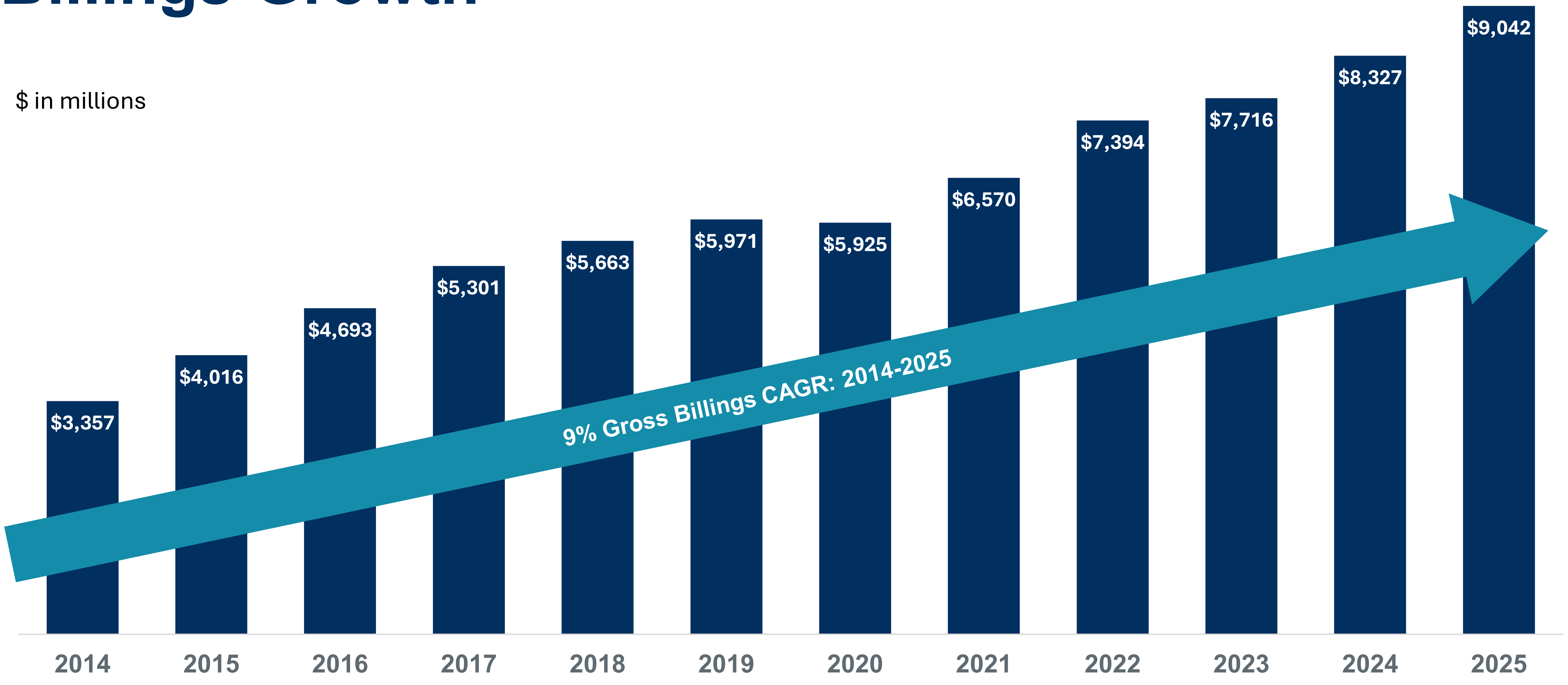
[1]Excludes an $11.6 million tax-effected, non-recurring charge in Q1-26 related to a U.S. Tax Court decision on prior-year tax credits.

4 Share Repurchases

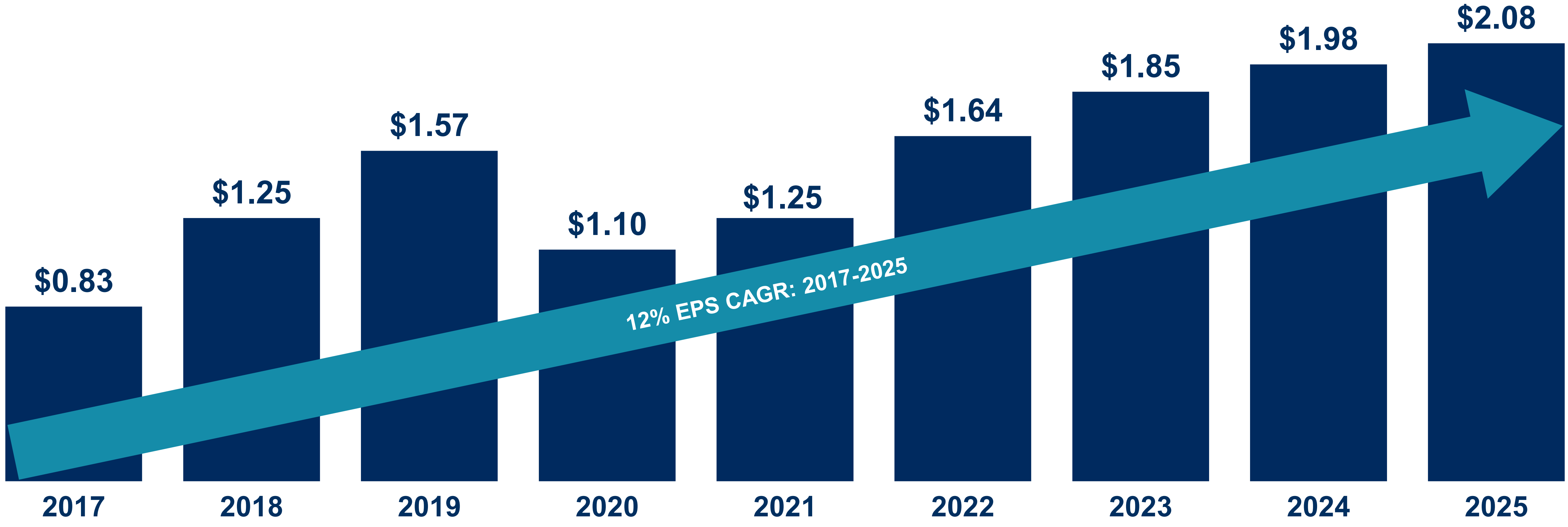
- $60M repurchased (TTM)
- $100M repurchase program announced Aug. 2025

Annual Gross Billings Growth

$ in millions



Annual Diluted EPS Growth



Historical diluted EPS figures presented herein have been retroactively adjusted to reflect the impact of the four-for-one stock split of June 2024.

Key Financial Stats

Trading Data (August 7, 2026)

Stock Price	**$33.18**
52 Week High/Low	$49.65 / $25.33
Institutional Holdings	96%
Insider Holdings	4%

Valuation Measures

Market Cap	**$804M**
Enterprise Value	$736M
P/E[1] (TTM)	18.1x
Dividend Payout Ratio[1] (TTM)	17%
Stock Repurchased (TTM)	$59.7M

Financial Highlights (Jun. 30, 2026)

Gross Billings (TTM)	**$9.2B**
Income from Ops. (TTM)	$52.2M
Diluted EPS[1] (TTM)	$1.83
Unrestricted Cash and Investments (MRQ)	$67.9M
Total Bank Debt (MRQ)	$0.0M

Operations Metrics (Jun. 30, 2026)

Average WSEs (MRQ)	139,712
Ending WSEs (MRQ)	141,561

2026 Financial Outlook

Gross Billings	3-4%
Growth in WSEs	2-3%
Gross Margin as a % of Gross Billings	2.70-2.75%
Effective Annual Tax Rate[1]	26-27%

Source: S&P Capital IQ & Company filings.
FY = full year; TTM = trailing twelve months from latest quarterly release; MRQ = most recent quarter; WSE = Worksite employee
[1]Excludes an $11.6 million tax-effected, non-recurring charge in Q1-26 related to a U.S. Tax Court decision on prior-year tax credits.

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