

Mastech Digital

Investor Presentation – May 2026



Who We Are

- Data-Science Led, Engineering enabled Digital Transformation firm
- Focused on making enterprises AI-ready through Data and AI services
- Two complementary business lines: Talent and Data & AI Services
- Serving 300+ enterprise Customers across Financial Services, Health Sciences, Connected Consumer & Retail, Manufacturing and Energy & Utilities
- NYSE-listed, minority-owned, with 6 global delivery offices

Transforming the World of Data to be AI-Ready

10+

Premium Data & AI Partners

100+

Assets & Accelerators

1500+

Employees

300+

Enterprise Customers



Mastech Digital | Data-Science Led, Engineering Enabled

Transforming The World of Data to be AI-Ready

Talent

~69% Revenue *

- Placing skilled technology professionals across a broad range of digital and mainstream IT disciplines.
- Includes intermediated arrangements through Managed Services Providers (MSP), System Integrators (SI) and certain direct client relationships.
- Foundational, stable revenue base

Data & AI

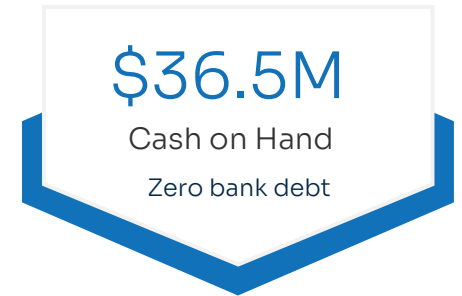
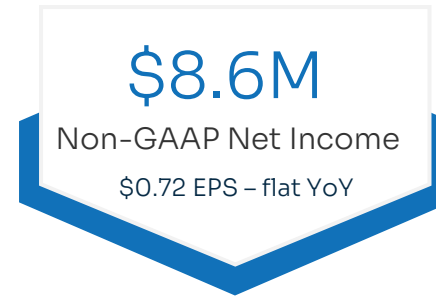
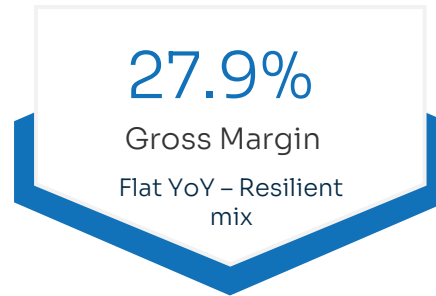
~31% Revenue *

- High Quality Engagements focused on making enterprises ready for the AI-First world
- Deep data expertise, strong industry orientation, and trusted direct, long-term client relationships give us a distinct first-mover advantage.
- Industry-segmented, high growth engine



2025: A Year of Transition

A foundational year of discipline, restructuring, and investment



Talent

\$130.0M
Achieved progressive bill-rate improvement culminating in Avg bill rate crossing \$90/hr for the first time

Data & AI

\$61.4M
Q4 bookings of \$12.5M. Strong client renewals signal confidence in the model entering 2026

EDGE Initiative (Efficiencies Driving Growth & Expansion)

Structural realignment launched Q3 2025 · Finance & Accounting transitioned to India (~\$1.2M annualized savings) · Reduced org complexity · Created investment capacity for 2026



2026: A Year of Execution

A year when we implement our vision to build an AI-first services company

➤ 01

Sustainable Growth

- Revenue quality over time
- Expand AI-adjacent talent capabilities
- Bookings momentum in Data & AI
- Deepen strategic client relationships

➤ 02

Employee Experience

- Expand solution footprint per client
- Industry-led AI workflows
- Outcome based engagement model
- Leverage 10+ premium partner ecosystem

➤ 03

Customer Value

- AI Ready Data Foundation Studios- Snowflake, Databricks, GCP, Azure, AWS, Informatica, Reltio
- AI Engineering & Industry solutions capabilities
- Move from capacity to outcome model
- 100+ proprietary assets & accelerators



Mastech Digital Leadership Team



Nirav Patel
President and
Chief Executive
Officer

Nirav brings over two decades of technology leadership, most recently as President and CEO of Bristlecone and previously with Cognizant, with a proven track record of scaling multibillion-dollar businesses and driving AI-led digital transformation.



Kannan S.
Chief Financial
and
Operations Officer

Kannan brings over 25 years of finance and operations leadership, having held senior roles at Omega Healthcare, Cognizant, and Sutherland where he built best in class finance and M&A operations and drove enterprise-wide transformation projects.



Shipra Sharma
Chief AI Officer

With nearly two decades of experience in AI, analytics, and data-driven product development, Shipra has led large-scale digital and AI transformation initiatives across global enterprises, with leadership roles at Bristlecone and Mu Sigma.



Sarah Peiker
President –
Talent Services

Sarah brings over two decades of talent solutions leadership, having held senior roles at ManpowerGroup and most recently as CEO of Orion Talent, where she built a strong track record of driving growth and delivering results across global markets.



Jennifer Lacey
Head– Legal &
General Counsel

A homegrown Mastech leader, Jenna has spent over 13 years with the company, rising from Corporate Counsel to General Counsel — overseeing all legal, compliance, and administrative functions with a deep institutional knowledge of the business.



Peter Ku
Chief Business
Officer, Financial
Services &
Platforms

A financial services industry authority with over 30 years under his belt, Peter has spent his career helping banks, insurers, and fintechs harness data and AI — most notably as Chief Industry Strategist at Informatica.



Debasis Satpathy
Chief Business
Officer,
Health Sciences

Debasis Satpathy (Deb), brings nearly 20 years of experience building and commercializing Data and AI businesses across LTIMindtree, Wipro, IGATE, and Satyam, with a particular focus on life sciences and healthcare ecosystems.



Jacob Samuel
Chief Business
Officer,
Consumer &
Connected Retail

Jacob is a digital transformation strategist who combines design thinking, systems thinking, and product ingenuity to help enterprises reimagine their businesses — with prior leadership roles at Gartner, S&P Global, and McGraw-Hill Education.



Saurabh Sharma
Chief Business
Officer,
Diversified and
Growth Markets

Saurabh is an industry veteran with a distinguished 27+ year career scaling Energy and Utilities, Manufacturing and Automotive portfolios. His prior companies include Ciklum, Guidehouse and Cognizant – the latter of which he was a part of for over 20 years.

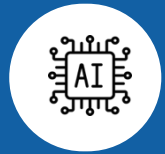


Sandhya Ramesh
Chief People
Officer

Sandhya brings over two decades of global HR leadership, having steered the people agenda at scale for organizations including Aptiv, Walmart, Cognizant, and HCL Technologies, with deep expertise in talent strategy, diversity and inclusion, and building high-impact employee experiences.



Investment Highlights



Extensive Capabilities in Data & AI

- **End-to-End Data Platform Engineering** – Cloud migration, lakehouse architecture, advanced analytics, and AI/ML across Snowflake, Databricks, GCP, Informatica, Reltio, & Azure
- **100+ Proprietary Assets & Accelerators** – Steward AI, self-healing pipelines, Automated incident classification and more — purpose-built tools that reduce time-to-value and implementation costs
- **Agentic AI & Industry Solutions Practice** – AI-orchestrated workflows across Health Sciences, Financial Services, Connected Consumer & Retail, Manufacturing and Energy & Utilities with proven 30–50% operational improvement outcomes



Deep Expertise & Marquee Clients with Recurring Relationships

- **250+ Satisfied Clients** – Trusted across Financial Services, Health Sciences, and Consumer & Retail G2000 companies Apple, Citibank, Zimmer Biomet, Dell, Costco, 7-Eleven
- **Long-Term Strategic Partnerships** – Recurring engagements built on measurable outcomes — Q4 2025 renewals drove ~37% YoY bookings growth to \$11.3M
- **Outcome-Driven Model** – Clients achieve 30%+ faster decisions, 50% faster patient turnarounds, and 95%+ accuracy on AI document extraction



Talented Global Team Led by Experienced Leadership

- **1,500+ Professionals** – Data engineers, AI specialists, solution architects, and data scientists spanning 6 global delivery offices with deep vertical alignment
- **Industry-Disrupting Leaders** – Domain veterans leading Health Sciences, FSP, and CCR verticals; architects proven in cloud migration, data lakes, and AI enablement
- **CEO-Led Strategic Clarity** – President & CEO Nirav Patel executing a focused transformation with the strongest pipeline entering 2026 in recent memory



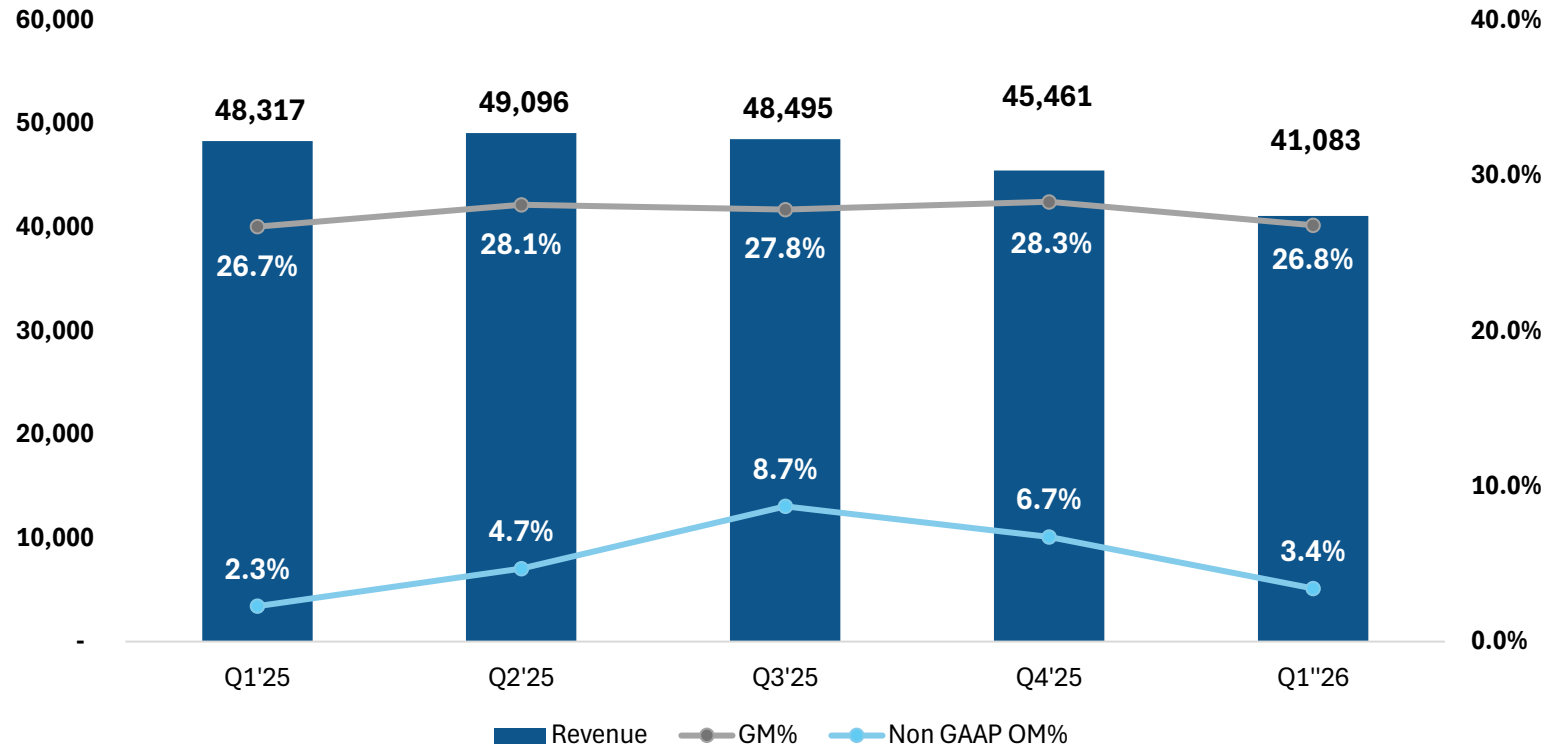
Financial Strength & Shareholder Focus

- **Fortified Balance Sheet** – \$36.5M cash, zero bank debt, \$19.9M available revolver — full flexibility to invest in growth with discipline
- **Resilient Profitability** – Non-GAAP net income \$8.6M (\$0.72 EPS) effectively flat YoY despite deliberate \$5M investment in organizational transformation
- **Active Capital Returns** – \$2.2M buyback in 2025; \$5M program authorized Feb 2026; EDGE initiative delivering ~\$1.2M annualized cost savings from Finance Transition to India

Financial Overview



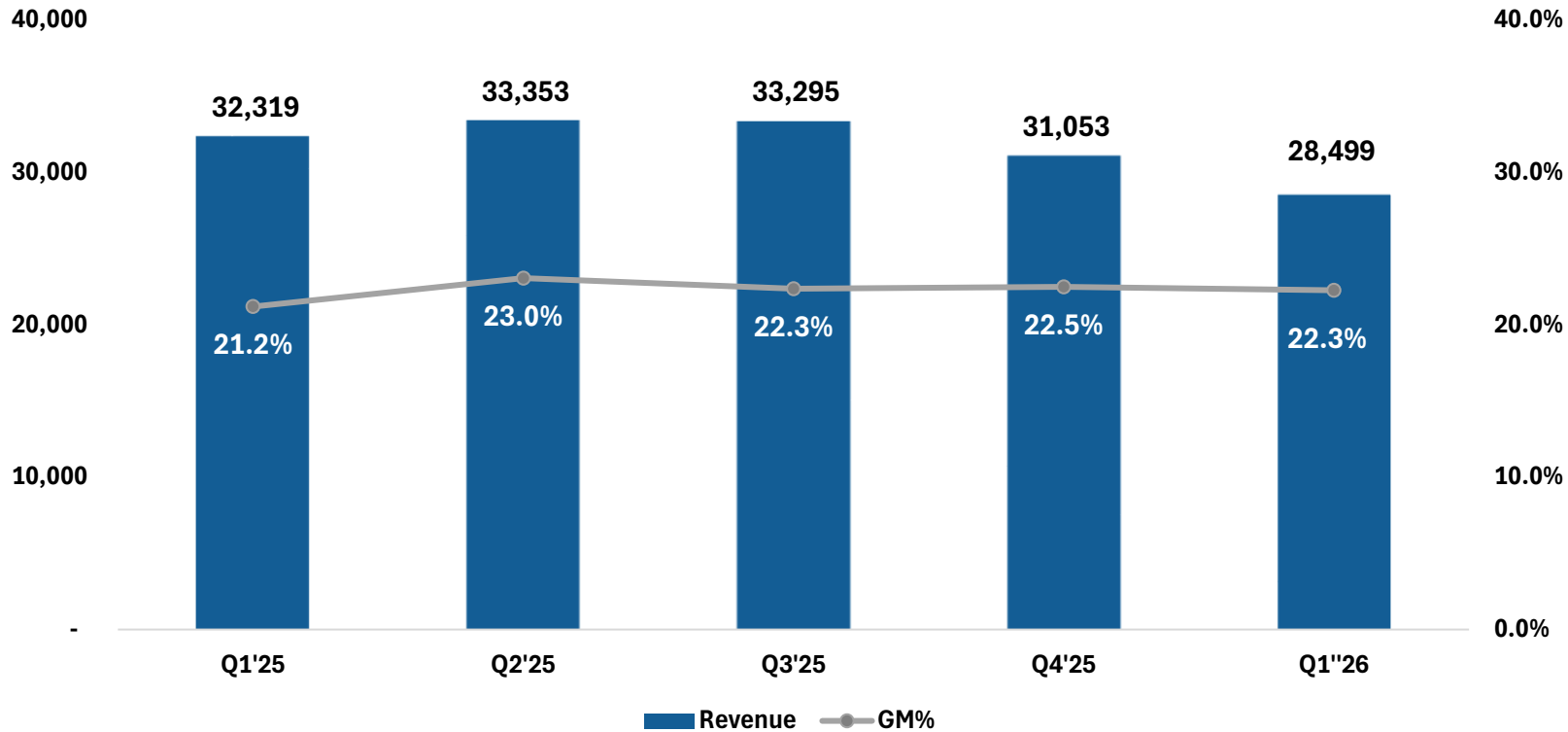
Mastech Digital – Revenue and Margins (In \$'000s)



Commercial Metrics	Q1'25	Q2'25	Q3'25	Q4'25	Q1'26
YoY Revenue Growth %	3.2%	-0.9%	-6.5%	-10.4%	-15.0%
Non-GAAP Diluted EPS	\$ 0.06	\$ 0.15	\$ 0.29	\$ 0.21	\$ 0.11



Talent – Revenue & GM (In \$'000s)



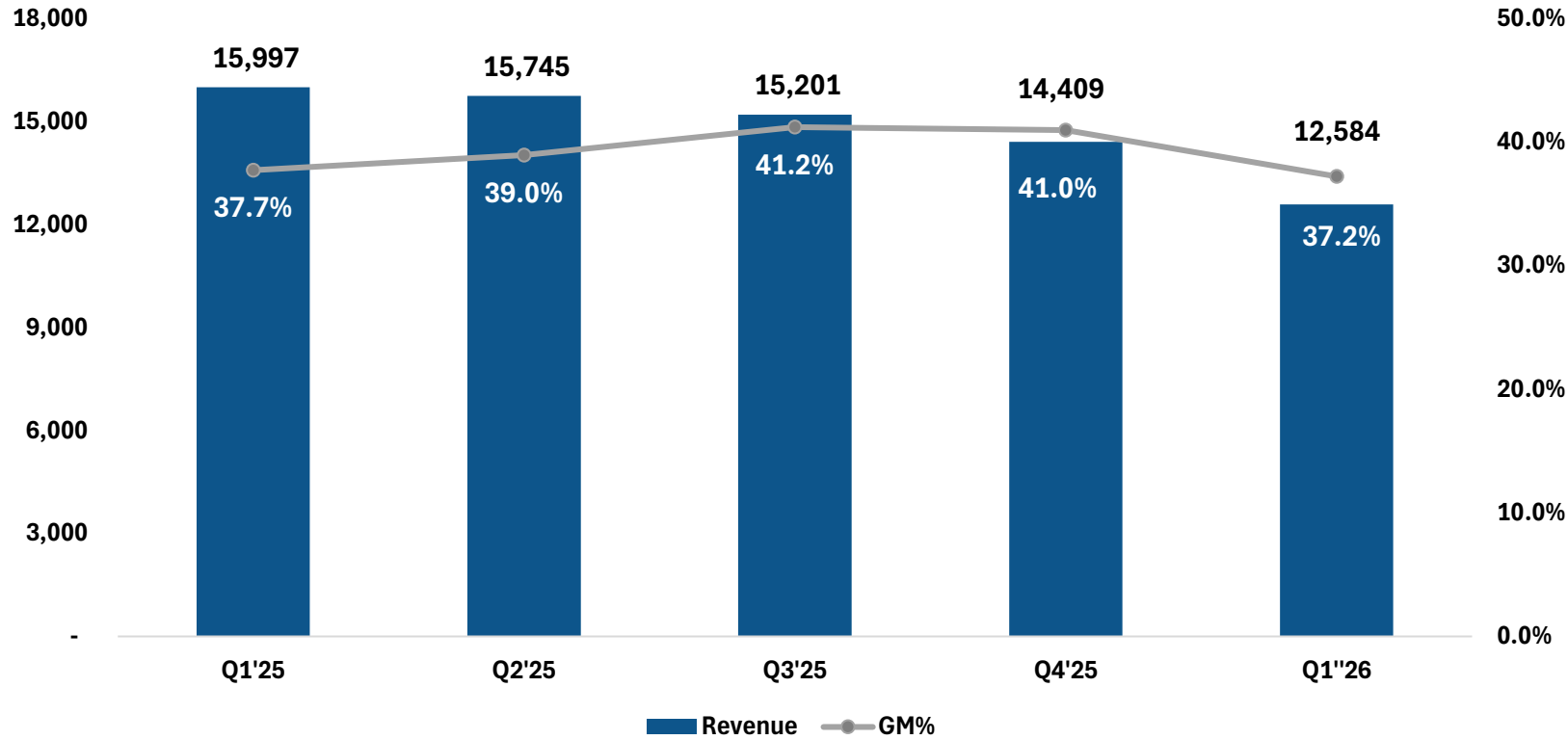
Talent
~69% Revenue

- Q1 2026 Revenue declined 11.8% year-over-year, driven by a deliberate exit of lower-margin positions and insourcing activity from a top ten client — in line with our expectation and previously disclosed
- Q1 2026 Margin profile improved year-over-year as a consequence of our quality-over-volume approach

Commercial Metrics	Q1'25	Q2'25	Q3'25	Q4'25	Q1'26
Billable Headcount	782	764	734	671	619
Avg. Bill rate	\$ 87.82	\$ 88.36	\$ 89.65	\$ 90.36	\$ 90.91



Data & AI – Revenue & GM (In \$'000s)



D&A
~31% Revenue

- Q1 2026 Results reflect continued macro headwinds driven by trade-related dynamics and geopolitical uncertainties
- Q1 2026 new bookings with TCV of \$7.0 million (nearly 2x Q1 2025 levels) – reflect early positive momentum from refocused go-to-market approach and investments in business, solutions and people

Commercial Metrics	Q1'25	Q2'25	Q3'25	Q4'25	Q1'26
Billable Headcount	603	572	540	520	528
Bookings (TCV, in \$'000s)	15,314	9,000	8,380	12,446	13,604



Balance Sheet and Cash Flow (In \$'000s)

	Q1'26	Q1'25	Delta
Balance Sheet Metrics			
Cash & Cash Equivalents	33,550	24,665	36.0%
Operating Working Capital	17,003	20,387	-16.6%
Total S/H Equity	91,061	86,947	4.7%
Total Assets	107,994	110,076	-1.9%
Return on Assets	1.0%	-5.2%	615 bps
Return on Equity	1.2%	-6.6%	777 bps
Net Income	264	(1,439)	118.3%

	Q1'26	Q1'25	Delta
Cash flow from operating activities			
Before change in Working capital	2,527	528	378.6%
Changes in working capital	(5,689)	(3,450)	-64.9%
Net cash provided by operating activities	(3,162)	(2,922)	-8.2%
Capital Expenditure	(66)	(114)	42.1%
Free Cash flow	(3,228)	(3,036)	-6.3%

Strong Financial Position

- \$33.6 million of cash & cash equivalents
- \$21.3 million available under revolving credit facility
- No bank debt

Capital Allocation Priorities

- Ample liquidity to continue to invest in AI-led transformation strategy
- \$5.0 million available under Board authorized share repurchase program

Appendix



Historical Financial Summary by Segment (in \$'000s)

	Q1 2025			Q2 2025			Q3 2025			Q4 2025			CY 2025			Q1 2026		
	Talent	Data & AI	Total	Talent	Data & AI	Total	Talent	Data & AI	Total	Talent	Data & AI	Total	Talent	Data & AI	Total	Talent	Data & AI	Total
Revenue	32,319	15,997	48,317	33,350	15,745	49,095	33,295	15,201	48,495	31,053	14,409	45,462	130,017	61,351	191,368	28,499	12,584	41,083
Total Direct Costs	25,462	9,963	35,425	25,662	9,612	35,274	25,854	9,181	35,035	24,072	8,507	32,579	101,049	37,263	138,313	22,158	7,900	30,058
Gross Profit	6,857	6,034	12,892	7,688	6,133	13,821	7,441	6,020	13,461	6,981	5,902	12,883	28,968	24,088	53,056	6,341	4,684	11,025
Gross Margin %	21.2%	37.7%	26.7%	23.1%	39.0%	28.2%	22.3%	39.6%	27.8%	22.5%	41.0%	28.3%	22.3%	39.3%	27.7%	22.3%	37.2%	26.8%
Operating Expense	6,366	5,425	11,791	6,584	4,926	11,511	5,098	4,142	9,241	4,903	4,920	9,823	22,952	19,413	42,365	4,790	4,831	9,621
Non GAAP Op. Profit	491	610	1,101	1,104	1,206	2,310	2,343	1,877	4,220	2,078	982	3,060	6,016	4,675	10,691	1,551	(147)	1,404
Non-GAAP Op. Margin %	1.5%	3.8%	2.3%	3.3%	7.7%	4.7%	7.0%	12.3%	8.7%	6.7%	6.8%	6.7%	4.6%	7.6%	5.6%	5.4%	-1.2%	3.4%
GAAP Adjustments	1,643	1,311	2,954	1,271	1,012	2,283	1,711	1,689	3,400	1,095	958	2,053	5,720	4,970	10,690	555	798	1,353
GAAP Op. Income	(1,152)	(701)	(1,853)	(167)	194	27	632	188	820	983	24	1,007	296	(295)	1	996	(945)	51
GAAP Op. Margin %	-3.6%	-4.4%	-3.8%	-0.5%	1.2%	0.1%	1.9%	1.2%	1.7%	3.2%	0.2%	2.2%	0.2%	-0.5%	0.0%	3.0%	-7.5%	0.1%



Balance Sheet

(in \$'000s)

ASSETS	31st Mar 2026	31st Mar 2025
CURRENT ASSETS		
Cash	33,550	24,665
Accounts Receivable	22,116	24,120
Allowance for Uncollectable Accounts	(269)	(311)
Unbilled Receivables	5,868	8,337
Advances	13	9
Prepaid and Other Assets	2,521	3,582
Prepaid Income Taxes	2,767	4,061
Related Party Receivables	-	-
Total Current Assets	66,566	64,463
NET EQUIPMENT AND LEASEHOLD IMPROVEMENTS	1,390	1,932
Deferred Income Taxes	-	-
Investments	-	-
OTHER ASSETS		
Operating Lease Assets	2,266	3,514
Deferred Financing Costs, net of amort.	71	165
Other Non-current Assets	1,398	1,839
Deferred Income Tax Assets	1,941	1,295
Total Other Assets	5,676	6,813
INTANGIBLE ASSETS		
Goodwill	27,210	27,210
Intangibles	33,099	33,099
Amortization	(25,947)	(23,441)
Net Intangible Assets	34,362	36,868
Total Assets	107,994	110,076

LIABILITIES AND SHAREHOLDERS' EQUITY	31st Mar 2026	31st Mar 2025
CURRENT LIABILITIES		
Accounts payable	3,360	3,742
Accrued payroll and related costs	10,453	13,448
Accrued income taxes	-	(10)
Other accrued liabilities	691	757
Contingent Consideration – Current	1	-
Short-term Operating Lease Liability	1,312	1,291
Deferred revenue	214	218
Inter Company Accounts	(18)	(35)
Total Current Liabilities	16,013	19,411
NON CURRENT LIABILITIES		
Deferred income taxes	-	-
Long-term Operating Lease Liability	810	2,158
Other Long Term Liabilities	110	1,560
Total Non Current Liabilities	920	3,718
Total Liabilities	16,933	23,129
SHAREHOLDERS' EQUITY		
Common Stock (3.7MM shares @ .01/share)	140	135
Additional Paid In Capital	44,562	39,199
Retained Earnings	56,427	55,817
Net Income/Loss	264	(1,439)
Accumulated Comprehensive Income	(3,201)	(1,880)
Treasury Stock	(7,131)	(4,885)
Total Shareholders' equity	91,061	86,947
Total liabilities and shareholders' equity	107,994	110,076



Cash Flow Statement (in \$'000s)

	As at 31st March 2026	As at 31st March 2025
OPERATING ACTIVITIES		
Net income (loss)	264	(1,439)
Adjustments to reconcile net income (loss) to cash provided by (used in) operating activities :		
Depreciation and amortization	803	832
Bad debt expense	(6)	-
Interest amortization of deferred financing costs	24	24
Stock-based compensation expense	750	895
Deferred income taxes, net	637	3
Operating lease assets and liabilities, net	20	15
Amortization of deferred compensation	125	125
Unrealized FX on monetary items	(102)	73
Working capital items:		
Accounts receivable and unbilled receivables	(1,313)	(703)
Prepaid and other current assets	210	(127)
Accounts payable	(78)	(942)
Accrued payroll and related costs	(4,452)	(1,729)
Other accrued liabilities	(217)	162
Deferred revenue	173	(111)
Net cash flows provided by (used in) operating activities	(3,162)	(2,922)
INVESTING ACTIVITIES		
Recovery of (payment for) non-current deposits	(15)	(19)
Capital expenditures	(66)	(114)
Net cash flows (used in) investing activities	(81)	(133)
FINANCING ACTIVITIES		
Proceeds from the issuance of common shares	3	-
Proceeds from the exercise of stock options	681	27
Net cash flows provided by (used in) financing activities	684	27
Effect of exchange rate changes on cash and cash equivalents	(424)	(49)
Net change in cash and cash equivalents	(2,983)	(3,077)
Cash and cash equivalents, beginning of period	36,533	27,742
Cash and cash equivalents, end of period	33,550	24,665



Notes

1. This presentation includes GAAP and Non-GAAP financial measures.
2. Non-GAAP Operating Income excludes stock-based compensation expense, amortization of acquired intangible assets, Finance transition cost, and other non-recurring items. Non-GAAP Net Income further adjusts for the related tax effects on the above items.
3. Free Cash Flow is defined as net cash provided by (used in) operating activities less capital expenditures. Free Cash Flow does not represent residual cash flow available for discretionary expenditures.
4. Bookings for the Data & AI segment are defined as the total contract value of new engagements entered into during a specified period, including adjustments for changes in contract scope and early terminations. Bookings are not necessarily indicative of future revenues, as actual realization depends on project execution and client retention.
5. Billable Headcount represents the number of revenue-generating consultants actively deployed on client engagements as of the last business day of the reporting period. This metric excludes bench personnel and internal support staff.
6. Average Bill Rate is calculated as total Talent segment revenue divided by cumulative billable hours of deployed consultants during the reporting period, expressed as an hourly rate.
7. All financial data is presented in thousands of U.S. dollars unless otherwise noted. Per share amounts are presented in U.S. dollars. Certain prior-period amounts have been reclassified to conform with the current-period presentation

Let's transform your tomorrow.

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