

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**

The financial results of Robert Half International Inc. (the “Company”) are prepared in conformity with accounting principles generally accepted in the United States of America (“GAAP”) and the rules of the SEC. To help readers understand the Company’s financial performance, the Company supplements its GAAP financial results with the following non-GAAP measures: adjusted gross margin; adjusted selling, general and administrative expense; segment income; combined segment income; and as adjusted revenue growth rates.

The following measures: adjusted gross margin; adjusted selling, general and administrative expense; and segment income include gains and losses on investments held to fund the Company’s obligations under employee deferred compensation plans. The Company provides these measures because they are used by management to review its operational results.

Combined segment income is income before income taxes, adjusted for interest income, net and amortization of intangible assets. The Company provides combined segment income because it is how management evaluates segment performance.

Variations in the Company’s financial results include the impact of changes in foreign currency exchange rates and billing days. The Company provides “as adjusted” revenue growth calculations to remove the impact of these items. These calculations show the year-over-year revenue growth rates for the Company’s functional specializations and segments on both a reported basis and also on an as adjusted basis for global, U.S. and international operations. This information is presented for each of the six most recent quarters. The Company has provided this data because it focuses on the Company’s revenue growth rates attributable to operating activities and aids in evaluating revenue trends over time. The Company expresses year-over-year revenue changes as calculated percentages using the same number of billing days and constant currency exchange rates.

In order to calculate constant currency revenue growth rates, as reported amounts are retranslated using foreign currency exchange rates from the prior year’s comparable period. Management then calculates a global, weighted-average number of billing days for each reporting period based upon input from all countries and all functional specializations and segments. In order to remove the fluctuations caused by comparable periods having different billing days, the Company calculates same billing day revenue growth rates by dividing each comparative period’s reported revenues by the calculated number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based upon the per billing day amounts. The term “as adjusted” means that the impact of different billing days and currency fluctuations are removed from the revenue growth rate calculation.

The non-GAAP financial measures provided herein may not provide information that is directly comparable to that provided by other companies in the Company’s industry, as other companies may calculate such financial results differently. The Company’s non-GAAP financial measures are not measurements of financial performance under GAAP and should not be considered as alternatives to amounts presented in accordance with GAAP. The Company does not consider these non-GAAP financial measures to be a substitute for, or superior to, the information provided by GAAP financial results. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures is provided on the following pages.

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**ADJUSTED SUMMARY OF OPERATIONS RECONCILIATION (UNAUDITED)**  
(in thousands)

	Quarter Ended March 31,						Relationships			
	2022			2021			2022	2021	2022	2021
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported	Adjusted		
<b>SERVICE REVENUES:</b>										
Finance and accounting	\$ 801,690	\$ —	\$ 801,690	\$ 600,387	\$ —	\$ 600,387	44.2%	42.9%	44.2%	42.9%
Administrative and customer support	284,906	—	284,906	220,467	—	220,467	15.7%	15.8%	15.7%	15.8%
Technology	213,327	—	213,327	172,239	—	172,239	11.7%	12.3%	11.7%	12.3%
Elimination of intersegment revenues	(144,200)	—	(144,200)	(103,818)	—	(103,818)	(7.9%)	(7.4%)	(7.9%)	(7.4%)
Total contract talent solutions	1,155,723	—	1,155,723	889,275	—	889,275	63.7%	63.6%	63.7%	63.6%
Permanent placement talent solutions	186,782	—	186,782	111,703	—	111,703	10.3%	8.0%	10.3%	8.0%
Protiviti	472,329	—	472,329	397,402	—	397,402	26.0%	28.4%	26.0%	28.4%
Total service revenues	\$ 1,814,834	\$ —	\$ 1,814,834	\$ 1,398,380	\$ —	\$ 1,398,380	100.0%	100.0%	100.0%	100.0%
<b>GROSS MARGIN:</b>										
Contract talent solutions	\$ 461,861	\$ —	\$ 461,861	\$ 344,931	\$ —	\$ 344,931	40.0%	38.8%	40.0%	38.8%
Permanent placement talent solutions	186,449	—	186,449	111,498	—	111,498	99.8%	99.8%	99.8%	99.8%
Protiviti	123,536	(3,846)	119,690	105,282	1,688	106,970	26.2%	26.5%	25.3%	26.9%
Total	\$ 771,846	\$ (3,846)	\$ 768,000	\$ 561,711	\$ 1,688	\$ 563,399	42.5%	40.2%	42.3%	40.3%
<b>SELLING GENERAL AND ADMINISTRATIVE EXPENSE:</b>										
Contract talent solutions	\$ 305,334	\$ 23,281	\$ 328,615	\$ 278,547	\$ (9,151)	\$ 269,396	26.4%	31.3%	28.4%	30.3%
Permanent placement talent solutions	146,247	2,874	149,121	94,867	(1,149)	93,718	78.3%	84.9%	79.8%	83.9%
Protiviti	62,613	—	62,613	49,648	—	49,648	13.3%	12.5%	13.3%	12.5%
Total	\$ 514,194	\$ 26,155	\$ 540,349	\$ 423,062	\$ (10,300)	\$ 412,762	28.3%	30.3%	29.8%	29.5%
<b>OPERATING/SEGMENT INCOME:</b>										
Contract talent solutions	\$ 156,527	\$ (23,281)	\$ 133,246	\$ 66,384	\$ 9,151	\$ 75,535	13.5%	7.5%	11.5%	8.5%
Permanent placement talent solutions	40,202	(2,874)	37,328	16,631	1,149	17,780	21.5%	14.9%	20.0%	15.9%
Protiviti	60,923	(3,846)	57,077	55,634	1,688	57,322	12.9%	14.0%	12.1%	14.4%
Total	\$ 257,652	\$ (30,001)	\$ 227,651	\$ 138,649	\$ 11,988	\$ 150,637	14.2%	9.9%	12.5%	10.8%
(Income) loss from investments held in employee deferred compensation trusts	30,001	(30,001)	—	(11,988)	11,988	—	1.7%	(0.9%)	—	—
Amortization of intangible assets	417	—	417	576	—	576	0.0%	0.1%	0.0%	0.1%
Interest income, net	(166)	—	(166)	(45)	—	(45)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 227,400	\$ —	\$ 227,400	\$ 150,106	\$ —	\$ 150,106	12.5%	10.7%	12.5%	10.7%

(1) Changes in the Company's deferred compensation obligations are included in selling, general and administrative expense or, in the case of Protiviti, costs of services, while the related investment (income) loss is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment (income) loss from investments held in employee deferred compensation trusts to the same line item, which includes the corresponding change in obligation. These adjustments have no impact to income before income taxes.

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**COMBINED SEGMENT INCOME RECONCILIATION (UNAUDITED):**

	<b>Quarter Ended March 31,</b>	
	<b>2022</b>	<b>2021</b>
Income before income taxes .....	\$ 227,400	\$ 150,106
Interest income, net .....	(166)	(45)
Amortization of intangible assets .....	417	576
Combined segment income	\$ 227,651	\$ 150,637

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**REVENUE GROWTH RATES (%) (UNAUDITED):**

	Year-Over-Year Growth Rates (As Reported)						Non-GAAP Year-Over-Year Growth Rates (As Adjusted)					
	2020	2021				2022	2020	2021				2022
	Q4	Q1	Q2	Q3	Q4	Q1	Q4	Q1	Q2	Q3	Q4	Q1
<b>Global</b>												
Finance and accounting	-21.1	-14.4	33.7	44.6	39.1	33.5	-21.6	-14.5	31.0	43.5	39.8	34.6
Administrative and customer support	-17.0	-8.1	93.1	60.8	37.6	29.2	-18.2	-8.7	89.5	60.0	38.4	30.5
Technology	-11.4	-12.4	19.9	33.8	21.4	23.9	-11.9	-12.4	17.9	33.1	21.8	24.6
Elimination of intersegment revenues (1)	81.6	124.4	244.5	188.4	74.3	38.9	81.5	127.3	240.9	187.5	75.1	40.1
Total contract talent solutions	-23.1	-18.6	29.9	35.0	31.3	30.0	-23.8	-18.9	27.2	34.0	31.9	31.0
Permanent placement talent solutions	-27.7	-7.3	102.2	79.4	73.0	67.2	-28.5	-8.1	96.9	77.7	73.8	68.8
Total talent solutions	-23.6	-17.5	36.1	39.4	35.3	34.1	-24.3	-17.8	33.2	38.4	36.0	35.2
Protiviti	18.9	35.1	61.6	56.1	36.7	18.9	17.9	34.7	58.8	55.1	37.4	20.0
Total	-15.2	-7.2	42.6	43.9	35.7	29.8	-15.9	-7.6	39.7	42.9	36.3	30.9
<b>United States</b>												
Contract talent solutions	-24.1	-20.3	27.5	35.5	33.4	33.4	-23.9	-19.4	27.7	35.5	33.6	33.4
Permanent placement talent solutions	-31.3	-12.4	109.3	85.1	78.6	78.3	-31.0	-11.4	109.6	85.1	78.9	78.3
Total talent solutions	-24.8	-19.6	33.6	40.0	37.2	37.8	-24.6	-18.6	33.8	40.0	37.4	37.8
Protiviti	22.9	35.5	62.6	53.7	31.7	17.0	23.3	37.1	62.8	53.7	31.9	17.0
Total	-15.3	-8.7	41.1	43.8	35.6	31.7	-15.0	-7.6	41.3	43.8	35.8	31.7
<b>International</b>												
Contract talent solutions	-19.3	-12.3	38.6	33.0	24.0	18.5	-23.5	-17.0	25.1	29.1	26.3	23.5
Permanent placement talent solutions	-19.3	5.2	87.8	67.3	61.9	44.7	-23.0	0.3	70.5	62.1	64.0	50.0
Total talent solutions	-19.3	-10.1	44.8	37.7	29.2	22.5	-23.4	-14.8	30.9	33.7	31.6	27.5
Protiviti	4.3	33.8	57.6	65.9	58.3	26.2	-1.7	26.1	43.5	61.4	61.2	32.3
Total	-14.7	-2.0	48.0	44.3	36.2	23.4	-19.2	-7.2	33.9	40.1	38.6	28.7

(1) Service revenues for finance and accounting, administrative and customer support and technology include intersegment revenues, which represent revenues from services provided to Protiviti in connection with the Company's blended business solutions. Intersegment revenues for each functional specialization are aggregated and then eliminated as a single line item.

The non-GAAP financial measures included in the table above adjust for the following items:

*Foreign Currency Translation.* The "As Reported" revenue growth rates are based upon reported revenues, which include the impact of changes in foreign currency exchange rates. In order to calculate "Constant Currency" revenue growth rates, as reported amounts are retranslated using foreign exchange rates from the prior year's comparable period.

*Billing Days.* The "As Reported" revenue growth rates are based upon reported revenues. Management calculates a global, weighted-average number of billing days for each reporting period based upon inputs from all countries and all functional specializations. In order to remove the fluctuations caused by comparable periods having different billing days, the Company calculates "same billing day" revenue growth rates by dividing each comparative period's reported revenues by the calculated number of billing days for that period to arrive at a "per billing day" amount. The "same billing day" growth rates are then calculated based upon the "per billing day" amounts.

The term "As Adjusted" means that the impact of different billing days and constant currency fluctuations are removed from the revenue growth rate calculation. A reconciliation of the non-GAAP year-over-year revenue growth rates to the "As Reported" year-over-year revenue growth rates is included herein, on Pages 5 - 7.

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):**

	<u>Year-Over-Year Revenue Growth – GLOBAL</u>					
	<u>Q4 2020</u>	<u>Q1 2021</u>	<u>Q2 2021</u>	<u>Q3 2021</u>	<u>Q4 2021</u>	<u>Q1 2022</u>
<b>Finance and accounting</b>						
As Reported .....	-21.1	-14.4	33.7	44.6	39.1	33.5
Billing Days Impact .....	-0.3	0.7	-0.4	-0.3	0.3	-0.2
Currency Impact .....	-0.2	-0.8	-2.3	-0.8	0.4	1.3
As Adjusted .....	<u>-21.6</u>	<u>-14.5</u>	<u>31.0</u>	<u>43.5</u>	<u>39.8</u>	<u>34.6</u>
<b>Administrative and customer support</b>						
As Reported .....	-17.0	-8.1	93.1	60.8	37.6	29.2
Billing Days Impact .....	-0.1	1.1	0.0	-0.2	0.1	-0.2
Currency Impact .....	-1.1	-1.7	-3.6	-0.6	0.7	1.5
As Adjusted .....	<u>-18.2</u>	<u>-8.7</u>	<u>89.5</u>	<u>60.0</u>	<u>38.4</u>	<u>30.5</u>
<b>Technology</b>						
As Reported .....	-11.4	-12.4	19.9	33.8	21.4	23.9
Billing Days Impact .....	0.0	1.1	0.0	-0.1	0.1	-0.2
Currency Impact .....	-0.5	-1.1	-2.0	-0.6	0.3	0.9
As Adjusted .....	<u>-11.9</u>	<u>-12.4</u>	<u>17.9</u>	<u>33.1</u>	<u>21.8</u>	<u>24.6</u>
<b>Elimination of intersegment revenues</b>						
As Reported .....	81.6	124.4	244.5	188.4	74.3	38.9
Billing Days Impact .....	-0.1	2.7	0.0	-0.4	0.1	-0.2
Currency Impact .....	0.0	0.2	-3.6	-0.5	0.7	1.4
As Adjusted .....	<u>81.5</u>	<u>127.3</u>	<u>240.9</u>	<u>187.5</u>	<u>75.1</u>	<u>40.1</u>
<b>Total contract talent solutions</b>						
As Reported .....	-23.1	-18.6	29.9	35.0	31.3	30.0
Billing Days Impact .....	0.0	1.0	0.0	-0.2	0.1	-0.2
Currency Impact .....	-0.7	-1.3	-2.7	-0.8	0.5	1.2
As Adjusted .....	<u>-23.8</u>	<u>-18.9</u>	<u>27.2</u>	<u>34.0</u>	<u>31.9</u>	<u>31.0</u>
<b>Permanent placement talent solutions</b>						
As Reported .....	-27.7	-7.3	102.2	79.4	73.0	67.2
Billing Days Impact .....	0.0	1.1	0.0	-0.2	0.1	-0.3
Currency Impact .....	-0.8	-1.9	-5.3	-1.5	0.7	1.9
As Adjusted .....	<u>-28.5</u>	<u>-8.1</u>	<u>96.9</u>	<u>77.7</u>	<u>73.8</u>	<u>68.8</u>
<b>Total talent solutions</b>						
As Reported .....	-23.6	-17.5	36.1	39.4	35.3	34.1
Billing Days Impact .....	0.0	1.1	0.0	-0.2	0.2	-0.2
Currency Impact .....	-0.7	-1.4	-2.9	-0.8	0.5	1.3
As Adjusted .....	<u>-24.3</u>	<u>-17.8</u>	<u>33.2</u>	<u>38.4</u>	<u>36.0</u>	<u>35.2</u>
<b>Protiviti</b>						
As Reported .....	18.9	35.1	61.6	56.1	36.7	18.9
Billing Days Impact .....	0.0	1.6	0.0	-0.3	0.2	-0.2
Currency Impact .....	-1.0	-2.0	-2.8	-0.7	0.5	1.3
As Adjusted .....	<u>17.9</u>	<u>34.7</u>	<u>58.8</u>	<u>55.1</u>	<u>37.4</u>	<u>20.0</u>
<b>Total</b>						
As Reported .....	-15.2	-7.2	42.6	43.9	35.7	29.8
Billing Days Impact .....	0.0	1.1	0.0	-0.2	0.1	-0.2
Currency Impact .....	-0.7	-1.5	-2.9	-0.8	0.5	1.3
As Adjusted .....	<u>-15.9</u>	<u>-7.6</u>	<u>39.7</u>	<u>42.9</u>	<u>36.3</u>	<u>30.9</u>

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):**

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>						
	<b>Q4 2020</b>	<b>Q1 2021</b>	<b>Q2 2021</b>	<b>Q3 2021</b>	<b>Q4 2021</b>	<b>Q1 2022</b>
<b>Contract talent solutions</b>						
As Reported .....	-24.1	-20.3	27.5	35.5	33.4	33.4
Billing Days Impact .....	0.2	0.9	0.2	0.0	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-23.9</u>	<u>-19.4</u>	<u>27.7</u>	<u>35.5</u>	<u>33.6</u>	<u>33.4</u>
<b>Permanent placement talent solutions</b>						
As Reported .....	-31.3	-12.4	109.3	85.1	78.6	78.3
Billing Days Impact .....	0.3	1.0	0.3	0.0	0.3	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-31.0</u>	<u>-11.4</u>	<u>109.6</u>	<u>85.1</u>	<u>78.9</u>	<u>78.3</u>
<b>Total talent solutions</b>						
As Reported .....	-24.8	-19.6	33.6	40.0	37.2	37.8
Billing Days Impact .....	0.2	1.0	0.2	0.0	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-24.6</u>	<u>-18.6</u>	<u>33.8</u>	<u>40.0</u>	<u>37.4</u>	<u>37.8</u>
<b>Protiviti</b>						
As Reported .....	22.9	35.5	62.6	53.7	31.7	17.0
Billing Days Impact .....	0.4	1.6	0.2	0.0	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>23.3</u>	<u>37.1</u>	<u>62.8</u>	<u>53.7</u>	<u>31.9</u>	<u>17.0</u>
<b>Total</b>						
As Reported .....	-15.3	-8.7	41.1	43.8	35.6	31.7
Billing Days Impact .....	0.3	1.1	0.2	0.0	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-15.0</u>	<u>-7.6</u>	<u>41.3</u>	<u>43.8</u>	<u>35.8</u>	<u>31.7</u>

**ROBERT HALF INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):**

<b><u>Year-Over-Year Revenue Growth – INTERNATIONAL</u></b>							
	<b><u>Q4 2020</u></b>	<b><u>Q1 2021</u></b>	<b><u>Q2 2021</u></b>	<b><u>Q3 2021</u></b>	<b><u>Q4 2021</u></b>	<b><u>Q1 2022</u></b>	
<b>Contract talent solutions</b>							
As Reported .....	-19.3	-12.3	38.6	33.0	24.0	18.5	
Billing Days Impact .....	-1.0	1.4	-0.8	-0.5	0.1	-0.4	
Currency Impact .....	-3.2	-6.1	-12.7	-3.4	2.2	5.4	
As Adjusted .....	<u>-23.5</u>	<u>-17.0</u>	<u>25.1</u>	<u>29.1</u>	<u>26.3</u>	<u>23.5</u>	
<b>Permanent placement talent solutions</b>							
As Reported .....	-19.3	5.2	87.8	67.3	61.9	44.7	
Billing Days Impact .....	-1.0	1.7	-1.1	-0.6	0.1	-0.5	
Currency Impact .....	-2.7	-6.6	-16.2	-4.6	2.0	5.8	
As Adjusted .....	<u>-23.0</u>	<u>0.3</u>	<u>70.5</u>	<u>62.1</u>	<u>64.0</u>	<u>50.0</u>	
<b>Total talent solutions</b>							
As Reported .....	-19.3	-10.1	44.8	37.7	29.2	22.5	
Billing Days Impact .....	-1.0	1.5	-0.8	-0.5	0.2	-0.4	
Currency Impact .....	-3.1	-6.2	-13.1	-3.5	2.2	5.4	
As Adjusted .....	<u>-23.4</u>	<u>-14.8</u>	<u>30.9</u>	<u>33.7</u>	<u>31.6</u>	<u>27.5</u>	
<b>Protiviti</b>							
As Reported .....	4.3	33.8	57.6	65.9	58.3	26.2	
Billing Days Impact .....	-1.4	2.1	-0.8	-0.7	0.1	-0.5	
Currency Impact .....	-4.6	-9.8	-13.3	-3.8	2.8	6.6	
As Adjusted .....	<u>-1.7</u>	<u>26.1</u>	<u>43.5</u>	<u>61.4</u>	<u>61.2</u>	<u>32.3</u>	
<b>Total</b>							
As Reported .....	-14.7	-2.0	48.0	44.3	36.2	23.4	
Billing Days Impact .....	-1.1	1.6	-0.9	-0.6	0.1	-0.4	
Currency Impact .....	-3.4	-6.8	-13.2	-3.6	2.3	5.7	
As Adjusted .....	<u>-19.2</u>	<u>-7.2</u>	<u>33.9</u>	<u>40.1</u>	<u>38.6</u>	<u>28.7</u>	