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; combined segment income; and as adjusted revenue growth rates.

The following measures: adjusted gross margin and adjusted selling, general and administrative expenses 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 and amortization of intangible assets. The Company provides combined segment income because it is how management evaluates performance.

As adjusted revenue growth rates represent year-over-year revenue growth rates after removing the impacts on reported revenues from the changes in the number of billing days and foreign currency exchange rates. The Company provides 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 impacts from the changes in billing days and foreign currency exchange rates are calculated as follows:

- Billing days impact is calculated by dividing each comparative period's reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management calculates a global, weighted-average number of billing days for each reporting period based upon inputs from all countries and all functional specializations and segments.
- Foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year's comparable period.

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.

NON-GAAP FINANCIAL MEASURES ADJUSTED GROSS MARGIN (UNAUDITED):

(in thousands)

_		Quarter End	ed N	Iarch 31,				onships	íps		
	As Re	ted		As Ad	just	ed	As Re	ported	As Adjusted		
	2023		2022		2023		2022	2023	2022	2023	2022
Gross Margin											
Contract talent solutions \$	423,625	\$	461,861	\$	423,625	\$	461,861	39.8%	40.0%	39.8%	40.0%
Permanent placement talent solutions	156,395		186,449		156,395		186,449	99.8%	99.8%	99.8%	99.8%
Total talent solutions	580,020		648,310		580,020		648,310	47.5%	48.3%	47.5%	48.3%
Protiviti	109,712		123,536		114,484		119,690	22.2%	26.2%	23.2%	25.3%
Total \$	689,732	\$	771,846	\$	694,504	\$	768,000	40.2%	42.5%	40.5%	42.3%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the quarters ended March 31, 2023 and 2022:

				Qua	rter Ended	March 31,	2023							Qua	rter Ended	March 31,	2022			
		ct talent tions	placeme	anent nt talent tions	Total solut		Prot	tiviti	То	tal	Contrac solut	et talent tions	Perma placement solut	ıt talent	Total solut		Prot	iviti	Tot	tal
	\$	% of Revenue	s	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	s	% of Revenue
Gross Margin																				
As Reported	\$423,625	39.8%	\$156,395	99.8%	\$580,020	47.5 %	\$109,712	22.2%	\$689,732	40.2%	\$461,861	40.0%	\$186,449	99.8%	\$648,310	48.3 %	\$123,536	26.2%	\$771,846	42.5%
Adjustments (1)							4,772	1.0%	4,772	0.3%							(3,846)	(0.9%)	(3,846)	(0.2%)
As Adjusted	\$423,625	39.8%	\$156,395	99.8%	\$580,020	47.5 %	\$114,484	23.2%	\$694,504	40.5%	\$461,861	40.0%	\$186,449	99.8%	\$648,310	48.3 %	\$119,690	25.3%	\$768,000	42.3%

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

NON-GAAP FINANCIAL MEASURES

ADJUSTED SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):

(in thousands)

		Quarter End	led March 31,				
	As Re	ported	As Ad	justed	As Report	ted As Ac	ljusted
	2023	2022	2023	2022	2023	2022 2023	2022
Selling, General and Administrative Expenses							
Contract talent solutions	\$ 341,722	\$ 305,334	\$ 321,479	\$ 328,615	32.1% 26	6.4% 30.2%	28.4%
Permanent placement talent solutions	134,844	146,247	132,568	149,121	86.0% 78	8.3% 84.6%	79.8%
Total talent solutions	476,566	451,581	454,047	477,736	39.0% 33	3.6% 37.1%	35.6%
Protiviti	75,663	62,613	75,663	62,613	15.3% 13	3.3% 15.3%	13.3%
Total	\$ 552,229	\$ 514,194	\$ 529,710	\$ 540,349	32.2% 28	8.3% 30.9%	29.8%

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the quarters ended March 31, 2023 and 2022:

	Quarter Ended March 31, 2023									Quarter Ended March 31, 2022										
	Contract soluti		Perma placemer soluti	t talent	Total t soluti		Prot	iviti	Tot	tal	Contrac solut		Perm placeme solut	nt talent	Total solut		Prot	iviti	То	tal
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	<u> </u>	% of Revenue	\$	% of Revenue	<u> </u>	% of Revenue	s	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Selling, General and Administrative Expenses																				
As Reported	\$341,722	32.1%	\$134,844	86.0%	\$476,566	39.0 %	\$ 75,663	15.3%	\$552,229	32.2%	\$305,334	26.4%	\$146,247	78.3%	\$451,581	33.6%	\$ 62,613	13.3%	\$514,194	28.3%
Adjustments (1)	(20,243)	(1.9%)	(2,276)	(1.4%)	(22,519)	(1.9)%			(22,519)	(1.3%)	23,281	2.0%	2,874	1.5%	26,155	2.0%			26,155	1.5%
As Adjusted	\$321,479	30.2%	\$132,568	84.6%	\$454,047	37.1 %	\$ 75,663	15.3%	\$529,710	30.9%	\$328,615	28.4%	\$149,121	79.8%	\$477,736	35.6%	\$ 62,613	13.3%	\$540,349	29.8%

⁽¹⁾ Changes in the Company's deferred compensation obligations related to talent solutions operations are included in selling, general and administrative expenses, while the related investment (income) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income before income taxes.

NON-GAAP FINANCIAL MEASURES COMBINED SEGMENT INCOME (UNAUDITED): (in thousands)

The following tables provide reconciliations of the non-GAAP combined segment income to reported income before income taxes for the quarters ended March 31, 2023 and 2022:

	202	2023 2022					
	\$	% of Revenue	\$	% of Revenue			
Income before income taxes	\$ 168,898	9.8%	\$ 227,400	12.5%			
Interest income, net	(4,825)	(0.2%)	(166)	0.0%			
Amortization of intangible assets	721	0.0%	417	0.0%			
Combined segment income	\$ 164,794	9.6%	\$ 227,651	12.5%			

NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATES (%) (UNAUDITED):

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		Year-O	ver-Year (As Rep	Growth orted)	Rates	Non	-GAAP Y	ear-Ove (As Ad		rowth Ra	ites	
	2021		202	22		2023	2021		20:	22		2023
	Q4	Q1	Q2	Q3	Q4	Q1	Q4	Q1	Q2	Q3	Q4	Q1
Global												
Finance and accounting	39.1	33.5	22.1	9.9	-0.1	-3.0	39.8	34.6	24.4	12.8	2.9	-3.1
Administrative and customer support	37.6	29.2	4.2	-10.3	-21.2	-23.0	38.4	30.5	6.3	-7.8	-18.8	-23.2
Technology	21.4	23.9	12.3	0.6	-2.1	-9.0	21.8	24.6	13.9	2.5	0.5	-9.3
Elimination of intersegment revenues (1)	74.3	38.9	-3.8	-23.1	-14.5	-12.8	75.1	40.1	-1.9	-20.8	-11.5	-12.7
Total contract talent solutions	31.3	30.0	19.2	8.1	-4.0	-7.8	31.9	31.0	21.3	10.7	-1.2	-8.0
Permanent placement talent solutions	73.0	67.2	39.3	16.5	-1.4	-16.1	73.8	68.8	42.6	20.3	2.4	-15.8
Total talent solutions	35.3	34.1	21.7	9.2	-3.7	-9.0	36.0	35.2	24.0	12.0	-0.8	-9.1
Protiviti	36.7	18.9	8.4	2.0	0.8	4.6	37.4	20.0	10.8	4.8	4.0	4.4
Total	35.7	29.8	17.9	7.1	-2.4	-5.4	36.3	30.9	20.2	9.9	0.6	-5.6
United States												
Contract talent solutions	33.4	33.4	22.7	11.3	-3.4	-8.6	33.6	33.4	22.7	11.3	-2.9	-9.9
Permanent placement talent solutions	78.6	78.3	44.3	22.4	1.4	-16.9	78.9	78.3	44.3	22.4	1.9	-18.1
Total talent solutions	37.2	37.8	25.2	12.6	-2.9	-9.7	37.4	37.8	25.2	12.6	-2.4	-11.0
Protiviti	31.7	17.0	8.3	4.1	3.6	7.5	31.9	17.0	8.3	4.1	4.1	5.9
Total	35.6	31.7	20.2	10.0	-1.1	-5.2	35.8	31.7	20.2	10.0	-0.6	-6.6
International												
Contract talent solutions	24.0	18.5	7.0	-3.2	-6.3	-4.7	26.3	23.5	16.6	8.7	5.3	-1.2
Permanent placement talent solutions	61.9	44.7	28.0	2.9	-7.5	-14.0	64.0	50.0	39.0	15.4	4.3	-10.5
Total talent solutions	29.2	22.5	10.5	-2.2	-6.5	-6.4	31.6	27.5	20.3	9.8	5.2	-2.9
Protiviti	58.3	26.2	8.6	-6.3	-9.2	-5.7	61.2	32.3	20.6	7.3	3.7	-1.5
Total	36.2	23.4	10.0	-3.3	-7.3	-6.2	38.6	28.7	20.4	9.1	4.8	-2.5

⁽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:

Billing Days. The "As Reported" revenue growth rates are based upon reported revenues. Management calculates the billing day impact by dividing each comparative period's reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management 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.

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. The foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year's comparable period.

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 6-8.

NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Billing Days Impact 0,3 0,2 0,0 0,2 0,8 1,3 Currency Impact 3,9 3,46 2,44 12,8 2,9 3,14 Administrative and customer support 37,6 29,2 4,2 -10,3 -21,2 -23,0 Billing Days Impact 0,7 1,5 2,1 2,4 1,7 0,9 As Adjusted 38,4 30,5 6,3 -7,8 -18,8 23,2 Technology 3,46 2,14 2,14 2,15 2,15 2,1	Year-Over-Year Re	venue Growth	- GLOBAL				
As Reported 39,1 33,5 22,1 9,9 0,1 3,0 Billing Days Impact 0,3 0,2 0,0 0,2 0,8 1,3 Currency Impact 39,8 34,6 24,4 12,8 2,9 3,1 As Adjusted 39,8 34,6 24,4 12,8 2,9 3,1 Administrative and customer support As Reported 37,6 29,2 4,2 -10,3 -21,2 -23,0 Billing Days Impact 0,1 -0,2 0,0 0,1 0,7 -1,1 Currency Impact 37,6 29,2 4,2 -10,3 -21,2 -23,0 Billing Days Impact 0,1 -0,2 0,0 0,1 0,7 -1,1 Currency Impact 38,4 30,5 6,3 -7,8 -18,8 -23,2 Technology 38,4 30,5 6,3 -7,8 -18,8 -23,2 Billing Days Impact 0,1 -0,2 0,0 0,2 0,8 -1,4 Currency Impact 0,5 1,3 2,3 2,7 2,1 1,1 As Adjusted 36,7 18,9 8,4 2,0 0,8 4,6 Technology 38,4 30,5 30,5 30,5 30,5 30,5 Tennology 38,4 30,5 30,5 30,5 30,5 Tennology 38,4 30,5 30,5 30,5 30,5 Tennology 38,4 30,5 30,5 30,5 Tennology 38,4 30,5 30,5 30,5 Tennolo		Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023
Billing Days Impact 0.3 -0.2 0.0 0.2 0.8 1.3 Currency Impact 0.4 1.3 2.3 2.7 2.2 1.2 As Adjusted 39.8 34.6 24.4 12.8 2.9 3.1 Administrative and customer support As Reported 37.6 29.2 4.2 -10.3 -21.2 -23.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.7 -1.1 Currency Impact 0.7 1.5 2.1 2.4 1.7 0.9 As Adjusted 38.4 30.5 6.3 -7.8 -18.8 23.2 Technology 3.4 2.3 1.2 2.3 0.6 -2.1 -9.0 As Reported 21.4 23.9 12.3 0.6 -2.1 -9.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.9 -1.3 Currency Impact 0.3 0.9 1.6 1.8 1.7 1.0 As Adjusted 21.8 24.6 13.9 2.5 0.5 -0.3 Elimination of intersegment revenues 2.8 2.8 2.8 2.5 0.5 -0.3 Elimination of intersegment revenues 2.8 2.8 2.8 2.8 2.8 2.8 As Reported 74.3 38.9 -3.8 -23.1 -14.5 12.8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.3 Currency Impact 0.7 1.4 1.9 2.1 2.2 1.4 As Adjusted 75.1 40.1 -1.9 -20.8 -11.5 -12.7 Total contract talent solutions 2.1 2.1 2.2 2.0 1.1 As Adjusted 31.9 31.0 21.3 10.7 -1.2 8.0 Permanent placement talent solutions 3.1 3.0 0.1 0.2 0.0 0.1 0.8 -1.3 As Adjusted 73.0 67.2 39.3 16.5 -1.4 16.1 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 73.8 68.8 42.6 20.3 2.4 15.8 Total talent solutions 3.5 3.41 21.7 9.2 3.7 9.0 Billing Days Impact 0.1 0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.7 18.9 8.4 2.0 0.8 -1.1 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.7 18.9 8.4 2.0 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Elling Days Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjust	· · · · · · · · · · · · · · · · · · ·						
Currency Impact 0.4 1.3 2.3 2.7 2.2 1.2 As Adjusted 37.6 29.2 4.2 10.3 -2.1 2.3 Billing Days Impact 0.1 -0.2 0.0 0.1 0.7 -1.1 Currency Impact 38.4 30.5 6.3 -7.8 -18.8 23.2 Currency Impact 38.4 30.5 6.3 -7.8 -18.8 23.2 As Reported 38.4 30.5 6.3 -7.8 -18.8 23.2 As Reported 21.4 23.9 12.3 0.6 -2.1 -9.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.9 -1.1 Currency Impact 0.3 0.9 1.6 1.8 1.7 1.0 As Reported 21.8 24.6 13.9 2.5 0.5 -9.3 Elimination of intersegment revenues -1.8 As Adjusted 74.3 38.9 -3.8 -23.1 -14.5 -12.8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.1 As Adjusted 74.3 38.9 -3.8 -23.1 -14.5 -12.8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.1 As Adjusted 75.1 40.1 -1.9 -20.8 -1.15 -12.7 Total contract talent solutions -1.2 -1.2 As Adjusted 75.1 40.1 -1.9 -20.8 -1.15 -12.7 Total contract talent solutions -1.2 -1.2 -1.2 As Adjusted 31.9 31.0 21.3 10.7 -1.2 -8.0 Permanent placement talent solutions -1.2 -1.2 -1.2 -1.2 As Adjusted 31.9 31.0 21.3 10.7 -1.2 -8.0 Permanent placement talent solutions -1.2 -1.			33.5	22.1	9.9	-0.1	-3.0
As Adjusted 39,8 34,6 24,4 12,8 2,9 3,1		0.5	-0.2	0.0	0.2	0.8	-1.3
Administrative and customer support As Reported 37.6 29.2 4.2 -10.3 -21.2 -23.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.7 -1.1 Currency Impact 0.7 1.5 2.1 2.4 1.7 0.9 As Adjusted 38.4 30.5 6.3 -7.8 -18.8 -23.2 Technology			1.3	2.3	2.7	2.2	1.2
As Reported 37.6 29.2 4.2 -10.3 -21.2 -23.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.7 -1.1 Currency Impact 38.4 30.5 6.3 -7.8 -18.8 -23.2 Technology		39.8	34.6	24.4	12.8	2.9	-3.1
Billing Days Impact 0.1 -0.2 0.0 0.1 0.7 -1.1							
Curency Impact 0.7 1.5 2.1 2.4 1.7 0.9 As Adjusted 38.4 30.5 6.3 7.8 -18.8 -23.2 Technotogy As Reported 21.4 23.9 12.3 0.6 -2.1 -9.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.9 -1.3 Currency Impact 0.3 0.9 1.6 1.8 1.7 1.0 As Adjusted 21.8 24.6 13.9 2.5 0.5 -9.3 Elimination of intersegment revenues 3 3.8 -3.8 23.1 -1.4.5 -1.2.8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.3 Currency Impact 31.3 30.0 19.2 8.1 4.0 -7.8 Billing Days Impact 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 <td>As Reported</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	As Reported						
Reserved Section Sec							-1.1
Technology							0.9
As Reported 21,4 23,9 12,3 0,6 -2,1 -9.0 Billing Days Impact 0.1 -0.2 0.0 0.1 0.9 -1.3 Currency Impact 21.8 24.6 13.9 2.5 0.5 -9.3 Elimination of intersegment revenues As Adjusted 74,3 38,9 -3.8 -23,1 -14,5 -12,8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.3 Currency Impact 0.7 1,4 1.9 2.1 2.2 1.4 As Adjusted 75,1 40,1 -1.9 -20.8 -11,5 -12,7 Total contract talent solutions As Reported 31,3 30,0 19,2 8,1 -4,0 -7.8 Billing Days Impact 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.2 0.1 0.3 3.3 3.6 3.0 1.4 As Adjusted 0.3 3.3 3.6 3.0 1.4 As Adjusted 0.3 3.3 3.6 3.0 1.4 As Adjusted 0.3 3.3 3.6 3.0 1.4 Sa Reported 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 0.5 1.3 2.4 2.0 0.0 0.2 0.8 1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 0.5 1.3 2.4 2.6 2.4 1.3 4.5 Currency Impact 0.5 1.3 2.4	,	38.4	30.5	6.3	<u>-7.8</u>	-18.8	-23.2
Billing Days Impact 0.1 -0.2 0.0 0.1 0.9 -1.3 Currency Impact 0.3 0.9 1.6 1.8 1.7 1.0 As Adjusted 21.8 24.6 13.9 2.5 0.5 -9.3 Elimination of intersegment revenues As Reported 74.3 38.9 -3.8 -23.1 -14.5 -12.8 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.3 Currency Impact 0.7 1.4 1.9 2.1 2.2 1.4 As Adjusted 75.1 40.1 -1.9 -20.8 -11.5 -12.7 Total contract talent solutions 31.3 30.0 19.2 8.1 4.0 -7.8 As Reported 31.3 30.0 19.2 8.1 4.0 -7.8 Billing Days Impact 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.1 -0.3 30.0 0.2 0.8 -							
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Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.3 Currency Impact 0.7 1.4 1.9 2.1 2.2 1.4 As Adjusted 75.1 40.1 -1.9 -20.8 -11.5 -12.7 Total contract talent solutions As Reported 31.3 30.0 19.2 8.1 -4.0 -7.8 Billing Days Impact 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Reported 31.9 31.0 21.3 10.7 -1.2 -8.0 Permanent placement talent solutions As Reported 73.0 67.2 39.3 16.5 -1.4 -16.1 Billing Days Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Reported 35.3 <t< td=""><td>e e e e e e e e e e e e e e e e e e e</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	e e e e e e e e e e e e e e e e e e e						
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Name							
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Billing Days Impact 0.1 -0.2 0.0 0.1 0.8 -1.3 Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 31.9 31.0 21.3 10.7 -1.2 -8.0 Permanent placement talent solutions As Reported 73.0 67.2 39.3 16.5 -1.4 -16.1 Billing Days Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Reported 36.7 18.9 8.4 2.0 0.8 <td></td> <td>21.2</td> <td>20.0</td> <td>10.2</td> <td>0.1</td> <td>4.0</td> <td>7.0</td>		21.2	20.0	10.2	0.1	4.0	7.0
Currency Impact 0.5 1.2 2.1 2.5 2.0 1.1 As Adjusted 31.9 31.0 21.3 10.7 -1.2 -8.0 Permanent placement talent solutions As Reported 73.0 67.2 39.3 16.5 -1.4 -16.1 Billing Days Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Reported 36.7 18.9 8.4 2.0 0.8 -4.6 Billing Days Impact 0.5 1.3							
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Permanent placement talent solutions							
As Reported 73.0 67.2 39.3 16.5 -1.4 -16.1 Billing Days Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported		31.9	31.0	21.3	10.7	-1.2	-8.0
Billing Days Impact 0.1 -0.3 0.0 0.2 0.8 -1.1 Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 4.6 Billing Days Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Im	-	72.0	67.0	20.2	16.5	1 /	16.1
Currency Impact 0.7 1.9 3.3 3.6 3.0 1.4 As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 4.6 Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 <							
As Adjusted 73.8 68.8 42.6 20.3 2.4 -15.8 Total talent solutions As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 -9.1 Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2							
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As Reported 35.3 34.1 21.7 9.2 -3.7 -9.0 Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 4.6 Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Reported 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2		75.6	00.0	42.0		2.4	-13.0
Billing Days Impact 0.2 -0.2 0.0 0.1 0.8 -1.2 Currency Impact 0.5 1.3 2.3 2.7 2.1 1.1 As Adjusted 36.0 35.2 24.0 12.0 -0.8 -9.1 Protiviti As Reported 36.7 18.9 8.4 2.0 0.8 4.6 Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2		35 3	34 1	21.7	9.2	-3 7	-9.0
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Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2		20.0	30.2	21.0	12.0	0.0	
Billing Days Impact 0.2 -0.2 0.0 0.2 0.8 -1.5 Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2	As Reported	36.7	18 9	8.4	2.0	0.8	4 6
Currency Impact 0.5 1.3 2.4 2.6 2.4 1.3 As Adjusted 37.4 20.0 10.8 4.8 4.0 4.4 Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2							
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Total As Reported 35.7 29.8 17.9 7.1 -2.4 -5.4 Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2							4.4
Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2							
Billing Days Impact 0.1 -0.2 0.0 0.2 0.8 -1.4 Currency Impact 0.5 1.3 2.3 2.6 2.2 1.2	As Reported	35.7	29.8	17.9	7.1	-2.4	-5.4
Currency Impact							-1.4
							1.2
	As Adjusted		30.9	20.2	9.9	0.6	-5.6

NON-GAAP FINANCIAL MEASURES REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Year-Over-Year Revenu	ie Growth – U	NITED STA	<u>TES</u>			
	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023
Contract talent solutions						
As Reported	33.4	33.4	22.7	11.3	-3.4	-8.6
Billing Days Impact	0.2	0.0	0.0	0.0	0.5	-1.3
Currency Impact						
As Adjusted	33.6	33.4	22.7	11.3	-2.9	-9.9
Permanent placement talent solutions						
As Reported	78.6	78.3	44.3	22.4	1.4	-16.9
Billing Days Impact	0.3	0.0	0.0	0.0	0.5	-1.2
Currency Impact						
As Adjusted	78.9	78.3	44.3	22.4	1.9	-18.1
Total talent solutions						
As Reported	37.2	37.8	25.2	12.6	-2.9	-9.7
Billing Days Impact	0.2	0.0	0.0	0.0	0.5	-1.3
Currency Impact						
As Adjusted	37.4	37.8	25.2	12.6	-2.4	-11.0
Protiviti						
As Reported	31.7	17.0	8.3	4.1	3.6	7.5
Billing Days Impact	0.2	0.0	0.0	0.0	0.5	-1.6
Currency Impact						
As Adjusted	31.9	17.0	8.3	4.1	4.1	5.9
Total						
As Reported	35.6	31.7	20.2	10.0	-1.1	-5.2
Billing Days Impact	0.2	0.0	0.0	0.0	0.5	-1.4
Currency Impact						
As Adjusted	35.8	31.7	20.2	10.0	-0.6	-6.6

NON-GAAP FINANCIAL MEASURES REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Contract talent solutions 24.021 Q1 2022 Q2 2022 Q3 2022 Q4 2022 As Reported 24.0 18.5 7.0 -3.2 -6.3 Billing Days Impact 0.1 -0.4 0.2 0.5 2.1 Currency Impact 2.2 5.4 9.4 11.4 9.5 As Adjusted 26.3 23.5 16.6 8.7 5.3 Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6 As Adjusted 64.0 50.0 39.0 15.4 4.3	-4.7 -1.7 5.2 -1.2
As Reported 24.0 18.5 7.0 -3.2 -6.3 Billing Days Impact 0.1 -0.4 0.2 0.5 2.1 Currency Impact 2.2 5.4 9.4 11.4 9.5 As Adjusted 26.3 23.5 16.6 8.7 5.3 Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	-1.7 5.2
Billing Days Impact 0.1 -0.4 0.2 0.5 2.1 Currency Impact 2.2 5.4 9.4 11.4 9.5 As Adjusted 26.3 23.5 16.6 8.7 5.3 Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	-1.7 5.2
Currency Impact 2.2 5.4 9.4 11.4 9.5 As Adjusted 26.3 23.5 16.6 8.7 5.3 Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	5.2
As Adjusted 26.3 23.5 16.6 8.7 5.3 Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	
Permanent placement talent solutions As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	-1.2
As Reported 61.9 44.7 28.0 2.9 -7.5 Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	
Billing Days Impact 0.1 -0.5 0.2 0.6 2.2 Currency Impact 2.0 5.8 10.8 11.9 9.6	
Currency Impact 2.0 5.8 10.8 11.9 9.6	-14.0
	-1.6
As Adjusted 64.0 50.0 39.0 15.4 4.3	5.1
1.5 / Augusted 15.4 4.5	-10.5
Total talent solutions	
As Reported 29.2 22.5 10.5 -2.2 -6.5	-6.4
Billing Days Impact 0.2 -0.4 0.1 0.5 2.2	-1.7
Currency Impact 2.2 5.4 9.7 11.5 9.5	5.2
As Adjusted 31.6 27.5 20.3 9.8 5.2	-2.9
Protiviti	
As Reported 58.3 26.2 8.6 -6.3 -9.2	-5.7
Billing Days Impact 0.1 -0.5 0.2 0.5 2.1	-1.7
Currency Impact 2.8 6.6 11.8 13.1 10.8	5.9
As Adjusted 61.2 32.3 20.6 7.3 3.7	-1.5
Total	
As Reported 36.2 23.4 10.0 -3.3 -7.3	-6.2
Billing Days Impact 0.1 -0.4 0.2 0.5 2.2	-1.7
Currency Impact 2.3 5.7 10.2 11.9 9.9	5.4
As Adjusted 38.6 28.7 20.4 9.1 4.8	