

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; combined segment income; and 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.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED GROSS MARGIN (UNAUDITED):
(in thousands)

	Quarter Ended March 31,				Relationships				
	As Reported		As Adjusted		As Reported		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:

	Quarter Ended March 31, 2023						Quarter Ended March 31, 2022														
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% 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.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):
(in thousands)

	Quarter Ended March 31,				Relationships			
	As Reported		As Adjusted		As Reported		As Adjusted	
	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%	26.4%	30.2%	28.4%
Permanent placement talent solutions	134,844	146,247	132,568	149,121	86.0%	78.3%	84.6%	79.8%
Total talent solutions	476,566	451,581	454,047	477,736	39.0%	33.6%	37.1%	35.6%
Protiviti	75,663	62,613	75,663	62,613	15.3%	13.3%	15.3%	13.3%
Total	\$ 552,229	\$ 514,194	\$ 529,710	\$ 540,349	32.2%	28.3%	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 talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% 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.

ROBERT HALF INTERNATIONAL INC.
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:

	Quarter Ended March 31,			
	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%

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)					
	2021	2022				2023	2021	2022				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.

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

Year-Over-Year Revenue Growth – GLOBAL						
	Q4 2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023
Finance and accounting						
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	0.4	1.3	2.3	2.7	2.2	1.2
As Adjusted	<u>39.8</u>	<u>34.6</u>	<u>24.4</u>	<u>12.8</u>	<u>2.9</u>	<u>-3.1</u>
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	<u>38.4</u>	<u>30.5</u>	<u>6.3</u>	<u>-7.8</u>	<u>-18.8</u>	<u>-23.2</u>
Technology						
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	<u>21.8</u>	<u>24.6</u>	<u>13.9</u>	<u>2.5</u>	<u>0.5</u>	<u>-9.3</u>
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	<u>75.1</u>	<u>40.1</u>	<u>-1.9</u>	<u>-20.8</u>	<u>-11.5</u>	<u>-12.7</u>
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	<u>31.9</u>	<u>31.0</u>	<u>21.3</u>	<u>10.7</u>	<u>-1.2</u>	<u>-8.0</u>
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	<u>73.8</u>	<u>68.8</u>	<u>42.6</u>	<u>20.3</u>	<u>2.4</u>	<u>-15.8</u>
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	<u>36.0</u>	<u>35.2</u>	<u>24.0</u>	<u>12.0</u>	<u>-0.8</u>	<u>-9.1</u>
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	<u>37.4</u>	<u>20.0</u>	<u>10.8</u>	<u>4.8</u>	<u>4.0</u>	<u>4.4</u>
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 Adjusted	<u>36.3</u>	<u>30.9</u>	<u>20.2</u>	<u>9.9</u>	<u>0.6</u>	<u>-5.6</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	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	<u>33.6</u>	<u>33.4</u>	<u>22.7</u>	<u>11.3</u>	<u>-2.9</u>	<u>-9.9</u>
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	<u>78.9</u>	<u>78.3</u>	<u>44.3</u>	<u>22.4</u>	<u>1.9</u>	<u>-18.1</u>
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	<u>37.4</u>	<u>37.8</u>	<u>25.2</u>	<u>12.6</u>	<u>-2.4</u>	<u>-11.0</u>
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	<u>31.9</u>	<u>17.0</u>	<u>8.3</u>	<u>4.1</u>	<u>4.1</u>	<u>5.9</u>
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	<u>35.8</u>	<u>31.7</u>	<u>20.2</u>	<u>10.0</u>	<u>-0.6</u>	<u>-6.6</u>

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q4 2021</u>	<u>Q1 2022</u>	<u>Q2 2022</u>	<u>Q3 2022</u>	<u>Q4 2022</u>	<u>Q1 2023</u>
Contract talent solutions						
As Reported	24.0	18.5	7.0	-3.2	-6.3	-4.7
Billing Days Impact	0.1	-0.4	0.2	0.5	2.1	-1.7
Currency Impact	2.2	5.4	9.4	11.4	9.5	5.2
As Adjusted	<u>26.3</u>	<u>23.5</u>	<u>16.6</u>	<u>8.7</u>	<u>5.3</u>	<u>-1.2</u>
Permanent placement talent solutions						
As Reported	61.9	44.7	28.0	2.9	-7.5	-14.0
Billing Days Impact	0.1	-0.5	0.2	0.6	2.2	-1.6
Currency Impact	2.0	5.8	10.8	11.9	9.6	5.1
As Adjusted	<u>64.0</u>	<u>50.0</u>	<u>39.0</u>	<u>15.4</u>	<u>4.3</u>	<u>-10.5</u>
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	<u>31.6</u>	<u>27.5</u>	<u>20.3</u>	<u>9.8</u>	<u>5.2</u>	<u>-2.9</u>
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	<u>61.2</u>	<u>32.3</u>	<u>20.6</u>	<u>7.3</u>	<u>3.7</u>	<u>-1.5</u>
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	<u>38.6</u>	<u>28.7</u>	<u>20.4</u>	<u>9.1</u>	<u>4.8</u>	<u>-2.5</u>