

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

The financial results of Robert Half 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 expenses; 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 INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**ADJUSTED GROSS MARGIN (UNAUDITED):**  
(in thousands)

	Three Months Ended March 31,				Relationships			
	As Reported		As Adjusted		As Reported		As Adjusted	
	2024	2023	2024	2023	2024	2023	2024	2023
<b>Gross Margin</b>								
Contract talent solutions	\$ 350,570	\$ 423,625	\$ 350,570	\$ 423,625	39.5%	39.8%	39.5%	39.8%
Permanent placement talent solutions	124,548	156,395	124,548	156,395	99.8%	99.8%	99.8%	99.8%
Total talent solutions	475,118	580,020	475,118	580,020	47.0%	47.5%	47.0%	47.5%
Protiviti	87,679	109,712	96,036	114,484	18.9%	22.2%	20.7%	23.2%
Total	\$ 562,797	\$ 689,732	\$ 571,154	\$ 694,504	38.1%	40.2%	38.7%	40.5%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended March 31, 2024 and 2023:

	Three Months Ended March 31, 2024										Three Months Ended March 31, 2023									
	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
<b>Gross Margin</b>																				
As Reported	\$ 350,570	39.5%	\$ 124,548	99.8%	\$ 475,118	47.0%	\$ 87,679	18.9%	\$ 562,797	38.1%	\$ 423,625	39.8%	\$ 156,395	99.8%	\$ 580,020	47.5%	\$ 109,712	22.2%	\$ 689,732	40.2%
Adjustments (1)	—	—	—	—	—	—	8,357	1.8%	8,357	0.6%	—	—	—	—	—	—	4,772	1.0%	4,772	0.3%
As Adjusted	\$ 350,570	39.5%	\$ 124,548	99.8%	\$ 475,118	47.0%	\$ 96,036	20.7%	\$ 571,154	38.7%	\$ 423,625	39.8%	\$ 156,395	99.8%	\$ 580,020	47.5%	\$ 114,484	23.2%	\$ 694,504	40.5%

(1) Changes in the Company's employee deferred compensation plan obligations related to Protiviti operations are included in costs of services, while the related investment income is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income 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 INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**ADJUSTED SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):**  
(in thousands)

	Three Months Ended March 31,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		
	2024	2023	2024	2023	2024	2023	2024	2023	
<b>Selling, General and Administrative Expenses</b>									
Contract talent solutions	\$ 331,588	\$ 341,722	\$ 300,452	\$ 321,479	37.4%	32.1%	33.9%	30.2%	
Permanent placement talent solutions	116,576	134,844	112,693	132,568	93.4%	86.0%	90.3%	84.6%	
Total talent solutions	448,164	476,566	413,145	454,047	44.3%	39.0%	40.8%	37.1%	
Protiviti	73,431	75,663	73,431	75,663	15.8%	15.3%	15.8%	15.3%	
Total	\$ 521,595	\$ 552,229	\$ 486,576	\$ 529,710	35.3%	32.2%	33.0%	30.9%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the three months ended March 31, 2024 and 2023:

	Three Months Ended March 31, 2024						Three Months Ended March 31, 2023														
	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	
<b>Selling, General and Administrative Expenses</b>																					
As Reported	\$ 331,588	37.4%	\$ 116,576	93.4%	\$ 448,164	44.3%	\$ 73,431	15.8%	\$ 521,595	35.3%	\$ 341,722	32.1%	\$ 134,844	86.0%	\$ 476,566	39.0%	\$ 75,663	15.3%	\$ 552,229	32.2%	
Adjustments (1)	(31,136)	(3.5%)	(3,883)	(3.1%)	(35,019)	(3.5%)	—	—	(35,019)	(2.3%)	(20,243)	(1.9%)	(2,276)	(1.4%)	(22,519)	(1.9%)	—	—	(22,519)	(1.3%)	
As Adjusted	\$ 300,452	33.9%	\$ 112,693	90.3%	\$ 413,145	40.8%	\$ 73,431	15.8%	\$ 486,576	33.0%	\$ 321,479	30.2%	\$ 132,568	84.6%	\$ 454,047	37.1%	\$ 75,663	15.3%	\$ 529,710	30.9%	

(1) Changes in the Company's employee deferred compensation plan obligations related to talent solutions operations are included in selling, general and administrative expenses, while the related investment income is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income 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 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 three months ended March 31, 2024 and 2023:

	<b>Three Months Ended March 31,</b>			
	<b>2024</b>		<b>2023</b>	
	<b>\$</b>	<b>% of Revenue</b>	<b>\$</b>	<b>% of Revenue</b>
Income before income taxes	\$ 90,687	6.1%	\$ 168,898	9.8%
Interest income, net	(6,413)	(0.4%)	(4,825)	(0.2%)
Amortization of intangible assets	304	0.0%	721	0.0%
Combined segment income	\$ 84,578	5.7%	\$ 164,794	9.6%

**ROBERT HALF 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)					
	2022	2023				2024	2022	2023				2024
	Q4	Q1	Q2	Q3	Q4	Q1	Q4	Q1	Q2	Q3	Q4	Q1
<b>Global</b>												
Finance and accounting	-0.1	-3.0	-11.0	-16.0	-17.2	-17.5	2.9	-3.1	-10.8	-15.2	-17.8	-17.0
Administrative and customer support	-21.2	-23.0	-23.0	-21.5	-18.7	-8.9	-18.8	-23.2	-23.0	-21.2	-19.4	-8.3
Technology	-2.1	-9.0	-16.7	-21.3	-21.7	-18.6	0.5	-9.3	-16.2	-20.0	-21.8	-17.8
Elimination of intersegment revenues (1)	-14.5	-12.8	-16.5	-24.2	-26.6	-10.3	-11.5	-12.7	-16.5	-23.8	-27.2	-9.9
Total contract talent solutions	-4.0	-7.8	-14.3	-17.3	-17.2	-16.7	-1.2	-8.0	-14.0	-16.4	-17.7	-16.2
Permanent placement talent solutions	-1.4	-16.1	-25.4	-23.3	-22.0	-20.4	2.4	-15.8	-25.0	-22.5	-22.6	-19.8
Total talent solutions	-3.7	-9.0	-15.9	-18.1	-17.8	-17.2	-0.8	-9.1	-15.6	-17.3	-18.3	-16.7
Protiviti	0.8	4.6	-1.2	-6.0	-7.1	-6.1	4.0	4.4	-1.0	-4.9	-7.5	-5.4
Total	-2.4	-5.4	-12.0	-14.7	-14.7	-14.0	0.6	-5.6	-11.7	-13.8	-15.2	-13.4
<b>United States</b>												
Contract talent solutions	-3.4	-8.6	-16.0	-20.7	-20.5	-19.1	-2.9	-9.9	-15.9	-19.2	-20.3	-18.6
Permanent placement talent solutions	1.4	-16.9	-26.2	-26.9	-22.6	-19.3	1.9	-18.1	-26.1	-25.5	-22.5	-18.7
Total talent solutions	-2.9	-9.7	-17.4	-21.5	-20.7	-19.1	-2.4	-11.0	-17.2	-20.0	-20.6	-18.6
Protiviti	3.6	7.5	-2.4	-7.4	-7.3	-4.8	4.1	5.9	-2.3	-5.6	-7.2	-4.2
Total	-1.1	-5.2	-13.3	-17.5	-16.8	-14.9	-0.6	-6.6	-13.2	-15.9	-16.7	-14.3
<b>International</b>												
Contract talent solutions	-6.3	-4.7	-7.6	-3.1	-4.4	-8.4	5.3	-1.2	-6.2	-4.9	-7.5	-7.5
Permanent placement talent solutions	-7.5	-14.0	-23.4	-13.0	-20.6	-23.2	4.3	-10.5	-21.9	-14.2	-22.8	-22.1
Total talent solutions	-6.5	-6.4	-10.6	-4.8	-7.2	-10.8	5.2	-2.9	-9.2	-6.6	-10.1	-9.9
Protiviti	-9.2	-5.7	3.3	0.3	-6.1	-11.3	3.7	-1.5	4.2	-1.5	-8.9	-10.1
Total	-7.3	-6.2	-7.0	-3.5	-6.9	-10.9	4.8	-2.5	-5.8	-5.3	-9.8	-10.0

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

<b>Year-Over-Year Revenue Growth – GLOBAL</b>						
	<b>Q4 2022</b>	<b>Q1 2023</b>	<b>Q2 2023</b>	<b>Q3 2023</b>	<b>Q4 2023</b>	<b>Q1 2024</b>
<b>Finance and accounting</b>						
As Reported	-0.1	-3.0	-11.0	-16.0	-17.2	-17.5
Billing Days Impact	0.8	-1.3	0.1	1.6	0.1	0.7
Currency Impact	2.2	1.2	0.1	-0.8	-0.7	-0.2
As Adjusted	<u>2.9</u>	<u>-3.1</u>	<u>-10.8</u>	<u>-15.2</u>	<u>-17.8</u>	<u>-17.0</u>
<b>Administrative and customer support</b>						
As Reported	-21.2	-23.0	-23.0	-21.5	-18.7	-8.9
Billing Days Impact	0.7	-1.1	0.1	1.4	0.2	0.8
Currency Impact	1.7	0.9	-0.1	-1.1	-0.9	-0.2
As Adjusted	<u>-18.8</u>	<u>-23.2</u>	<u>-23.0</u>	<u>-21.2</u>	<u>-19.4</u>	<u>-8.3</u>
<b>Technology</b>						
As Reported	-2.1	-9.0	-16.7	-21.3	-21.7	-18.6
Billing Days Impact	0.9	-1.3	0.1	1.5	0.1	0.7
Currency Impact	1.7	1.0	0.4	-0.2	-0.2	0.1
As Adjusted	<u>0.5</u>	<u>-9.3</u>	<u>-16.2</u>	<u>-20.0</u>	<u>-21.8</u>	<u>-17.8</u>
<b>Elimination of intersegment revenues</b>						
As Reported	-14.5	-12.8	-16.5	-24.2	-26.6	-10.3
Billing Days Impact	0.8	-1.3	0.1	1.4	0.1	0.7
Currency Impact	2.2	1.4	-0.1	-1.0	-0.7	-0.3
As Adjusted	<u>-11.5</u>	<u>-12.7</u>	<u>-16.5</u>	<u>-23.8</u>	<u>-27.2</u>	<u>-9.9</u>
<b>Total contract talent solutions</b>						
As Reported	-4.0	-7.8	-14.3	-17.3	-17.2	-16.7
Billing Days Impact	0.8	-1.3	0.1	1.6	0.2	0.6
Currency Impact	2.0	1.1	0.2	-0.7	-0.7	-0.1
As Adjusted	<u>-1.2</u>	<u>-8.0</u>	<u>-14.0</u>	<u>-16.4</u>	<u>-17.7</u>	<u>-16.2</u>
<b>Permanent placement talent solutions</b>						
As Reported	-1.4	-16.1	-25.4	-23.3	-22.0	-20.4
Billing Days Impact	0.8	-1.1	0.1	1.5	0.1	0.7
Currency Impact	3.0	1.4	0.3	-0.7	-0.7	-0.1
As Adjusted	<u>2.4</u>	<u>-15.8</u>	<u>-25.0</u>	<u>-22.5</u>	<u>-22.6</u>	<u>-19.8</u>
<b>Total talent solutions</b>						
As Reported	-3.7	-9.0	-15.9	-18.1	-17.8	-17.2
Billing Days Impact	0.8	-1.2	0.1	1.5	0.2	0.6
Currency Impact	2.1	1.1	0.2	-0.7	-0.7	-0.1
As Adjusted	<u>-0.8</u>	<u>-9.1</u>	<u>-15.6</u>	<u>-17.3</u>	<u>-18.3</u>	<u>-16.7</u>
<b>Protiviti</b>						
As Reported	0.8	4.6	-1.2	-6.0	-7.1	-6.1
Billing Days Impact	0.8	-1.5	0.2	1.8	0.2	0.7
Currency Impact	2.4	1.3	0.0	-0.7	-0.6	0.0
As Adjusted	<u>4.0</u>	<u>4.4</u>	<u>-1.0</u>	<u>-4.9</u>	<u>-7.5</u>	<u>-5.4</u>
<b>Total</b>						
As Reported	-2.4	-5.4	-12.0	-14.7	-14.7	-14.0
Billing Days Impact	0.8	-1.4	0.2	1.6	0.1	0.7
Currency Impact	2.2	1.2	0.1	-0.7	-0.6	-0.1
As Adjusted	<u>0.6</u>	<u>-5.6</u>	<u>-11.7</u>	<u>-13.8</u>	<u>-15.2</u>	<u>-13.4</u>

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

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>						
	<b>Q4 2022</b>	<b>Q1 2023</b>	<b>Q2 2023</b>	<b>Q3 2023</b>	<b>Q4 2023</b>	<b>Q1 2024</b>
<b>Contract talent solutions</b>						
As Reported .....	-3.4	-8.6	-16.0	-20.7	-20.5	-19.1
Billing Days Impact .....	0.5	-1.3	0.1	1.5	0.2	0.5
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-2.9	-9.9	-15.9	-19.2	-20.3	-18.6
<b>Permanent placement talent solutions</b>						
As Reported .....	1.4	-16.9	-26.2	-26.9	-22.6	-19.3
Billing Days Impact .....	0.5	-1.2	0.1	1.4	0.1	0.6
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	1.9	-18.1	-26.1	-25.5	-22.5	-18.7
<b>Total talent solutions</b>						
As Reported .....	-2.9	-9.7	-17.4	-21.5	-20.7	-19.1
Billing Days Impact .....	0.5	-1.3	0.2	1.5	0.1	0.5
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-2.4	-11.0	-17.2	-20.0	-20.6	-18.6
<b>Protiviti</b>						
As Reported .....	3.6	7.5	-2.4	-7.4	-7.3	-4.8
Billing Days Impact .....	0.5	-1.6	0.1	1.8	0.1	0.6
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	4.1	5.9	-2.3	-5.6	-7.2	-4.2
<b>Total</b>						
As Reported .....	-1.1	-5.2	-13.3	-17.5	-16.8	-14.9
Billing Days Impact .....	0.5	-1.4	0.1	1.6	0.1	0.6
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-0.6	-6.6	-13.2	-15.9	-16.7	-14.3

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

<b><u>Year-Over-Year Revenue Growth – INTERNATIONAL</u></b>						
	<b><u>Q4 2022</u></b>	<b><u>Q1 2023</u></b>	<b><u>Q2 2023</u></b>	<b><u>Q3 2023</u></b>	<b><u>Q4 2023</u></b>	<b><u>Q1 2024</u></b>
<b>Contract talent solutions</b>						
As Reported .....	-6.3	-4.7	-7.6	-3.1	-4.4	-8.4
Billing Days Impact .....	2.1	-1.7	0.6	1.8	0.1	1.5
Currency Impact .....	9.5	5.2	0.8	-3.6	-3.2	-0.6
As Adjusted .....	<u>5.3</u>	<u>-1.2</u>	<u>-6.2</u>	<u>-4.9</u>	<u>-7.5</u>	<u>-7.5</u>
<b>Permanent placement talent solutions</b>						
As Reported .....	-7.5	-14.0	-23.4	-13.0	-20.6	-23.2
Billing Days Impact .....	2.2	-1.6	0.5	1.6	0.1	1.3
Currency Impact .....	9.6	5.1	1.0	-2.8	-2.3	-0.2
As Adjusted .....	<u>4.3</u>	<u>-10.5</u>	<u>-21.9</u>	<u>-14.2</u>	<u>-22.8</u>	<u>-22.1</u>
<b>Total talent solutions</b>						
As Reported .....	-6.5	-6.4	-10.6	-4.8	-7.2	-10.8
Billing Days Impact .....	2.2	-1.7	0.6	1.7	0.2	1.4
Currency Impact .....	9.5	5.2	0.8	-3.5	-3.1	-0.5
As Adjusted .....	<u>5.2</u>	<u>-2.9</u>	<u>-9.2</u>	<u>-6.6</u>	<u>-10.1</u>	<u>-9.9</u>
<b>Protiviti</b>						
As Reported .....	-9.2	-5.7	3.3	0.3	-6.1	-11.3
Billing Days Impact .....	2.1	-1.7	0.7	1.8	0.2	1.4
Currency Impact .....	10.8	5.9	0.2	-3.6	-3.0	-0.2
As Adjusted .....	<u>3.7</u>	<u>-1.5</u>	<u>4.2</u>	<u>-1.5</u>	<u>-8.9</u>	<u>-10.1</u>
<b>Total</b>						
As Reported .....	-7.3	-6.2	-7.0	-3.5	-6.9	-10.9
Billing Days Impact .....	2.2	-1.7	0.5	1.7	0.1	1.3
Currency Impact .....	9.9	5.4	0.7	-3.5	-3.0	-0.4
As Adjusted .....	<u>4.8</u>	<u>-2.5</u>	<u>-5.8</u>	<u>-5.3</u>	<u>-9.8</u>	<u>-10.0</u>