

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

	Three Months Ended June 30,				Relationships				Six Months Ended June 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
<b>Gross Margin</b>																	
Contract talent solutions	\$ 398,636	\$ 464,853	\$ 398,636	\$ 464,853	39.9%	39.9%	39.9%	39.9%	\$ 822,261	\$ 926,714	\$ 822,261	\$ 926,714	39.8%	39.9%	39.8%	39.9%	
Permanent placement talent solutions	148,975	199,664	148,975	199,664	99.8%	99.8%	99.8%	99.8%	305,370	386,113	305,370	386,113	99.8%	99.8%	99.8%	99.8%	
Total talent solutions	547,611	664,517	547,611	664,517	47.7%	48.7%	47.7%	48.7%	1,127,631	1,312,827	1,127,631	1,312,827	47.6%	48.5%	47.6%	48.5%	
Protiviti	112,558	151,030	117,882	139,617	22.9%	30.4%	24.0%	28.1%	222,270	274,566	232,366	259,307	22.6%	28.3%	23.6%	26.8%	
Total	\$ 660,169	\$ 815,547	\$ 665,493	\$ 804,134	40.3%	43.8%	40.6%	43.2%	\$ 1,349,901	\$ 1,587,393	\$ 1,359,997	\$ 1,572,134	40.2%	43.2%	40.5%	42.7%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended June 30, 2023 and 2022:

	Three Months Ended June 30, 2023										Three Months Ended June 30, 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	
<b>Gross Margin</b>																					
As Reported	\$398,636	39.9%	\$148,975	99.8%	\$547,611	47.7%	\$112,558	22.9%	\$660,169	40.3%	\$464,853	39.9%	\$199,664	99.8%	\$664,517	48.7%	\$151,030	30.4%	\$815,547	43.8%	
Adjustments (1)	—	—	—	—	—	—	5,324	1.1%	5,324	0.3%	—	—	—	—	—	—	(11,413)	(2.3%)	(11,413)	(0.6%)	
As Adjusted	\$398,636	39.9%	\$148,975	99.8%	\$547,611	47.7%	\$117,882	24.0%	\$665,493	40.6%	\$464,853	39.9%	\$199,664	99.8%	\$664,517	48.7%	\$139,617	28.1%	\$804,134	43.2%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the six months ended June 30, 2023 and 2022:

	Six Months Ended June 30, 2023										Six Months Ended June 30, 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	
<b>Gross Margin</b>																					
As Reported	\$822,261	39.8%	\$305,370	99.8%	\$1,127,631	47.6%	\$222,270	22.6%	\$1,349,901	40.2%	\$926,714	39.9%	\$386,113	99.8%	\$1,312,827	48.5%	\$274,566	28.3%	\$1,587,393	43.2%	
Adjustments (1)	—	—	—	—	—	—	10,096	1.0%	10,096	0.3%	—	—	—	—	—	—	(15,259)	(1.5%)	(15,259)	(0.5%)	
As Adjusted	\$822,261	39.8%	\$305,370	99.8%	\$1,127,631	47.6%	\$232,366	23.6%	\$1,359,997	40.5%	\$926,714	39.9%	\$386,113	99.8%	\$1,312,827	48.5%	\$259,307	26.8%	\$1,572,134	42.7%	

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

	Three Months Ended June 30,				Relationships				Six Months Ended June 30,				Relationships			
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
<b>Selling, General and Administrative Expenses</b>																
Contract talent solutions	\$ 337,742	\$ 284,090	\$ 317,320	\$ 331,286	33.8%	24.4%	31.8%	28.4%	\$ 679,464	\$ 589,424	\$ 638,799	\$ 659,901	32.9%	25.4%	30.9%	28.4%
Permanent placement talent solutions	129,846	155,900	127,245	162,913	87.0%	77.9%	85.3%	81.4%	264,690	302,147	259,813	312,034	86.5%	78.1%	84.9%	80.7%
Total talent solutions	467,588	439,990	444,565	494,199	40.7%	32.2%	38.7%	36.2%	944,154	891,571	898,612	971,935	39.8%	32.9%	37.9%	35.9%
Protiviti	74,316	69,404	74,316	69,404	15.1%	14.0%	15.1%	14.0%	149,979	132,017	149,979	132,017	15.2%	13.6%	15.2%	13.6%
Total	\$ 541,904	\$ 509,394	\$ 518,881	\$ 563,603	33.1%	27.3%	31.6%	30.3%	\$ 1,094,133	\$ 1,023,588	\$ 1,048,591	\$ 1,103,952	32.6%	27.8%	31.2%	30.0%

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 June 30, 2023 and 2022:

	Three Months Ended June 30, 2023						Three Months Ended June 30, 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
<b>Selling, General and Administrative Expenses</b>																				
As Reported	\$ 337,742	33.8%	\$ 129,846	87.0%	\$ 467,588	40.7%	\$ 74,316	15.1%	\$ 541,904	33.1%	\$ 284,090	24.4%	\$ 155,900	77.9%	\$ 439,990	32.2%	\$ 69,404	14.0%	\$ 509,394	27.3%
Adjustments (1)	(20,422)	(2.0%)	(2,601)	(1.7%)	(23,023)	(2.0%)	—	—	(23,023)	(1.5%)	47,196	4.0%	7,013	3.5%	54,209	4.0%	—	—	54,209	3.0%
As Adjusted	\$ 317,320	31.8%	\$ 127,245	85.3%	\$ 444,565	38.7%	\$ 74,316	15.1%	\$ 518,881	31.6%	\$ 331,286	28.4%	\$ 162,913	81.4%	\$ 494,199	36.2%	\$ 69,404	14.0%	\$ 563,603	30.3%

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the six months ended June 30, 2023 and 2022:

	Six Months Ended June 30, 2023						Six Months Ended June 30, 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
<b>Selling, General and Administrative Expenses</b>																				
As Reported	\$ 679,464	32.9%	\$ 264,690	86.5%	\$ 944,154	39.8%	\$ 149,979	15.2%	\$ 1,094,133	32.6%	\$ 589,424	25.4%	\$ 302,147	78.1%	\$ 891,571	32.9%	\$ 132,017	13.6%	\$ 1,023,588	27.8%
Adjustments (1)	(40,665)	(2.0%)	(4,877)	(1.6%)	(45,542)	(1.9%)	—	—	(45,542)	(1.4%)	70,477	3.0%	9,887	2.6%	80,364	3.0%	—	—	80,364	2.2%
As Adjusted	\$ 638,799	30.9%	\$ 259,813	84.9%	\$ 898,612	37.9%	\$ 149,979	15.2%	\$ 1,048,591	31.2%	\$ 659,901	28.4%	\$ 312,034	80.7%	\$ 971,935	35.9%	\$ 132,017	13.6%	\$ 1,103,952	30.0%

(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) 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 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 and six months ended June 30, 2023 and 2022:

	Three Months Ended June 30,				Six Months Ended June 30,			
	2023		2022		2023		2022	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes .....	\$ 151,211	9.2%	\$ 240,833	12.9%	\$ 320,109	9.5%	\$ 468,233	12.7%
Interest income, net .....	(5,320)	(0.3%)	(718)	0.0%	(10,145)	(0.2%)	(884)	0.0%
Amortization of intangible assets .....	721	0.0%	416	0.0%	1,442	0.0%	833	0.0%
Combined segment income .....	\$ 146,612	8.9%	\$ 240,531	12.9%	\$ 311,406	9.3%	\$ 468,182	12.7%

**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		2022				2023	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
<b>Global</b>												
Finance and accounting	33.5	22.1	9.9	-0.1	-3.0	-11.0	34.6	24.4	12.8	2.9	-3.1	-10.8
Administrative and customer support	29.2	4.2	-10.3	-21.2	-23.0	-23.0	30.5	6.3	-7.8	-18.8	-23.2	-23.0
Technology	23.9	12.3	0.6	-2.1	-9.0	-16.7	24.6	13.9	2.5	0.5	-9.3	-16.2
Elimination of intersegment revenues (1)	38.9	-3.8	-23.1	-14.5	-12.8	-16.5	40.1	-1.9	-20.8	-11.5	-12.7	-16.5
Total contract talent solutions	30.0	19.2	8.1	-4.0	-7.8	-14.3	31.0	21.3	10.7	-1.2	-8.0	-14.0
Permanent placement talent solutions	67.2	39.3	16.5	-1.4	-16.1	-25.4	68.8	42.6	20.3	2.4	-15.8	-25.0
Total talent solutions	34.1	21.7	9.2	-3.7	-9.0	-15.9	35.2	24.0	12.0	-0.8	-9.1	-15.6
Protiviti	18.9	8.4	2.0	0.8	4.6	-1.2	20.0	10.8	4.8	4.0	4.4	-1.0
Total	29.8	17.9	7.1	-2.4	-5.4	-12.0	30.9	20.2	9.9	0.6	-5.6	-11.7
<b>United States</b>												
Contract talent solutions	33.4	22.7	11.3	-3.4	-8.6	-16.0	33.4	22.7	11.3	-2.9	-9.9	-15.9
Permanent placement talent solutions	78.3	44.3	22.4	1.4	-16.9	-26.2	78.3	44.3	22.4	1.9	-18.1	-26.1
Total talent solutions	37.8	25.2	12.6	-2.9	-9.7	-17.4	37.8	25.2	12.6	-2.4	-11.0	-17.2
Protiviti	17.0	8.3	4.1	3.6	7.5	-2.4	17.0	8.3	4.1	4.1	5.9	-2.3
Total	31.7	20.2	10.0	-1.1	-5.2	-13.3	31.7	20.2	10.0	-0.6	-6.6	-13.2
<b>International</b>												
Contract talent solutions	18.5	7.0	-3.2	-6.3	-4.7	-7.6	23.5	16.6	8.7	5.3	-1.2	-6.2
Permanent placement talent solutions	44.7	28.0	2.9	-7.5	-14.0	-23.4	50.0	39.0	15.4	4.3	-10.5	-21.9
Total talent solutions	22.5	10.5	-2.2	-6.5	-6.4	-10.6	27.5	20.3	9.8	5.2	-2.9	-9.2
Protiviti	26.2	8.6	-6.3	-9.2	-5.7	3.3	32.3	20.6	7.3	3.7	-1.5	4.2
Total	23.4	10.0	-3.3	-7.3	-6.2	-7.0	28.7	20.4	9.1	4.8	-2.5	-5.8

(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>Q1 2022</b>	<b>Q2 2022</b>	<b>Q3 2022</b>	<b>Q4 2022</b>	<b>Q1 2023</b>	<b>Q2 2023</b>
<b>Finance and accounting</b>						
As Reported	33.5	22.1	9.9	-0.1	-3.0	-11.0
Billing Days Impact	-0.2	0.0	0.2	0.8	-1.3	0.1
Currency Impact	1.3	2.3	2.7	2.2	1.2	0.1
As Adjusted	<u>34.6</u>	<u>24.4</u>	<u>12.8</u>	<u>2.9</u>	<u>-3.1</u>	<u>-10.8</u>
<b>Administrative and customer support</b>						
As Reported	29.2	4.2	-10.3	-21.2	-23.0	-23.0
Billing Days Impact	-0.2	0.0	0.1	0.7	-1.1	0.1
Currency Impact	1.5	2.1	2.4	1.7	0.9	-0.1
As Adjusted	<u>30.5</u>	<u>6.3</u>	<u>-7.8</u>	<u>-18.8</u>	<u>-23.2</u>	<u>-23.0</u>
<b>Technology</b>						
As Reported	23.9	12.3	0.6	-2.1	-9.0	-16.7
Billing Days Impact	-0.2	0.0	0.1	0.9	-1.3	0.1
Currency Impact	0.9	1.6	1.8	1.7	1.0	0.4
As Adjusted	<u>24.6</u>	<u>13.9</u>	<u>2.5</u>	<u>0.5</u>	<u>-9.3</u>	<u>-16.2</u>
<b>Elimination of intersegment revenues</b>						
As Reported	38.9	-3.8	-23.1	-14.5	-12.8	-16.5
Billing Days Impact	-0.2	0.0	0.2	0.8	-1.3	0.1
Currency Impact	1.4	1.9	2.1	2.2	1.4	-0.1
As Adjusted	<u>40.1</u>	<u>-1.9</u>	<u>-20.8</u>	<u>-11.5</u>	<u>-12.7</u>	<u>-16.5</u>
<b>Total contract talent solutions</b>						
As Reported	30.0	19.2	8.1	-4.0	-7.8	-14.3
Billing Days Impact	-0.2	0.0	0.1	0.8	-1.3	0.1
Currency Impact	1.2	2.1	2.5	2.0	1.1	0.2
As Adjusted	<u>31.0</u>	<u>21.3</u>	<u>10.7</u>	<u>-1.2</u>	<u>-8.0</u>	<u>-14.0</u>
<b>Permanent placement talent solutions</b>						
As Reported	67.2	39.3	16.5	-1.4	-16.1	-25.4
Billing Days Impact	-0.3	0.0	0.2	0.8	-1.1	0.1
Currency Impact	1.9	3.3	3.6	3.0	1.4	0.3
As Adjusted	<u>68.8</u>	<u>42.6</u>	<u>20.3</u>	<u>2.4</u>	<u>-15.8</u>	<u>-25.0</u>
<b>Total talent solutions</b>						
As Reported	34.1	21.7	9.2	-3.7	-9.0	-15.9
Billing Days Impact	-0.2	0.0	0.1	0.8	-1.2	0.1
Currency Impact	1.3	2.3	2.7	2.1	1.1	0.2
As Adjusted	<u>35.2</u>	<u>24.0</u>	<u>12.0</u>	<u>-0.8</u>	<u>-9.1</u>	<u>-15.6</u>
<b>Protiviti</b>						
As Reported	18.9	8.4	2.0	0.8	4.6	-1.2
Billing Days Impact	-0.2	0.0	0.2	0.8	-1.5	0.2
Currency Impact	1.3	2.4	2.6	2.4	1.3	0.0
As Adjusted	<u>20.0</u>	<u>10.8</u>	<u>4.8</u>	<u>4.0</u>	<u>4.4</u>	<u>-1.0</u>
<b>Total</b>						
As Reported	29.8	17.9	7.1	-2.4	-5.4	-12.0
Billing Days Impact	-0.2	0.0	0.2	0.8	-1.4	0.2
Currency Impact	1.3	2.3	2.6	2.2	1.2	0.1
As Adjusted	<u>30.9</u>	<u>20.2</u>	<u>9.9</u>	<u>0.6</u>	<u>-5.6</u>	<u>-11.7</u>

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

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>						
	<b>Q1 2022</b>	<b>Q2 2022</b>	<b>Q3 2022</b>	<b>Q4 2022</b>	<b>Q1 2023</b>	<b>Q2 2023</b>
<b>Contract talent solutions</b>						
As Reported .....	33.4	22.7	11.3	-3.4	-8.6	-16.0
Billing Days Impact .....	0.0	0.0	0.0	0.5	-1.3	0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>33.4</u>	<u>22.7</u>	<u>11.3</u>	<u>-2.9</u>	<u>-9.9</u>	<u>-15.9</u>
<b>Permanent placement talent solutions</b>						
As Reported .....	78.3	44.3	22.4	1.4	-16.9	-26.2
Billing Days Impact .....	0.0	0.0	0.0	0.5	-1.2	0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>78.3</u>	<u>44.3</u>	<u>22.4</u>	<u>1.9</u>	<u>-18.1</u>	<u>-26.1</u>
<b>Total talent solutions</b>						
As Reported .....	37.8	25.2	12.6	-2.9	-9.7	-17.4
Billing Days Impact .....	0.0	0.0	0.0	0.5	-1.3	0.2
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>37.8</u>	<u>25.2</u>	<u>12.6</u>	<u>-2.4</u>	<u>-11.0</u>	<u>-17.2</u>
<b>Protiviti</b>						
As Reported .....	17.0	8.3	4.1	3.6	7.5	-2.4
Billing Days Impact .....	0.0	0.0	0.0	0.5	-1.6	0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>17.0</u>	<u>8.3</u>	<u>4.1</u>	<u>4.1</u>	<u>5.9</u>	<u>-2.3</u>
<b>Total</b>						
As Reported .....	31.7	20.2	10.0	-1.1	-5.2	-13.3
Billing Days Impact .....	0.0	0.0	0.0	0.5	-1.4	0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>31.7</u>	<u>20.2</u>	<u>10.0</u>	<u>-0.6</u>	<u>-6.6</u>	<u>-13.2</u>

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

<b><u>Year-Over-Year Revenue Growth – INTERNATIONAL</u></b>						
	<b><u>Q1 2022</u></b>	<b><u>Q2 2022</u></b>	<b><u>Q3 2022</u></b>	<b><u>Q4 2022</u></b>	<b><u>Q1 2023</u></b>	<b><u>Q2 2023</u></b>
<b>Contract talent solutions</b>						
As Reported .....	18.5	7.0	-3.2	-6.3	-4.7	-7.6
Billing Days Impact .....	-0.4	0.2	0.5	2.1	-1.7	0.6
Currency Impact .....	5.4	9.4	11.4	9.5	5.2	0.8
As Adjusted .....	<u>23.5</u>	<u>16.6</u>	<u>8.7</u>	<u>5.3</u>	<u>-1.2</u>	<u>-6.2</u>
<b>Permanent placement talent solutions</b>						
As Reported .....	44.7	28.0	2.9	-7.5	-14.0	-23.4
Billing Days Impact .....	-0.5	0.2	0.6	2.2	-1.6	0.5
Currency Impact .....	5.8	10.8	11.9	9.6	5.1	1.0
As Adjusted .....	<u>50.0</u>	<u>39.0</u>	<u>15.4</u>	<u>4.3</u>	<u>-10.5</u>	<u>-21.9</u>
<b>Total talent solutions</b>						
As Reported .....	22.5	10.5	-2.2	-6.5	-6.4	-10.6
Billing Days Impact .....	-0.4	0.1	0.5	2.2	-1.7	0.6
Currency Impact .....	5.4	9.7	11.5	9.5	5.2	0.8
As Adjusted .....	<u>27.5</u>	<u>20.3</u>	<u>9.8</u>	<u>5.2</u>	<u>-2.9</u>	<u>-9.2</u>
<b>Protiviti</b>						
As Reported .....	26.2	8.6	-6.3	-9.2	-5.7	3.3
Billing Days Impact .....	-0.5	0.2	0.5	2.1	-1.7	0.7
Currency Impact .....	6.6	11.8	13.1	10.8	5.9	0.2
As Adjusted .....	<u>32.3</u>	<u>20.6</u>	<u>7.3</u>	<u>3.7</u>	<u>-1.5</u>	<u>4.2</u>
<b>Total</b>						
As Reported .....	23.4	10.0	-3.3	-7.3	-6.2	-7.0
Billing Days Impact .....	-0.4	0.2	0.5	2.2	-1.7	0.5
Currency Impact .....	5.7	10.2	11.9	9.9	5.4	0.7
As Adjusted .....	<u>28.7</u>	<u>20.4</u>	<u>9.1</u>	<u>4.8</u>	<u>-2.5</u>	<u>-5.8</u>