

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; adjusted operating income; and adjusted revenue growth rates.

The following measures: adjusted gross margin, adjusted selling, general and administrative expenses and adjusted operating 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.

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	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Gross Margin																
Contract talent solutions . . .	\$ 297,367	\$ 336,161	\$ 297,367	\$ 336,161	39.1%	39.3%	39.1%	39.3%	\$ 594,300	\$ 686,731	\$ 594,300	\$ 686,731	39.0%	39.4%	39.0%	39.4%
Permanent placement talent solutions	114,551	130,801	114,551	130,801	99.9%	99.8%	99.9%	99.8%	226,412	255,349	226,412	255,349	99.8%	99.8%	99.8%	99.8%
Total talent solutions	411,918	466,962	411,918	466,962	47.1%	47.4%	47.1%	47.4%	820,712	942,080	820,712	942,080	46.9%	47.2%	46.9%	47.2%
Protiviti	97,556	109,717	110,357	112,947	19.7%	22.5%	22.3%	23.2%	187,807	197,396	196,569	208,983	19.3%	20.8%	20.2%	22.0%
Total	\$ 509,474	\$ 576,679	\$ 522,275	\$ 579,909	37.2%	39.2%	38.1%	39.4%	\$ 1,008,519	\$ 1,139,476	\$ 1,017,281	\$ 1,151,063	37.1%	38.6%	37.4%	39.0%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended June 30, 2025 and 2024:

	Three Months Ended June 30, 2025										Three Months Ended June 30, 2024									
	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	\$ 297,367	39.1%	\$ 114,551	99.9%	\$ 411,918	47.1%	\$ 97,556	19.7%	\$ 509,474	37.2%	\$ 336,161	39.3%	\$ 130,801	99.8%	\$ 466,962	47.4%	\$ 109,717	22.5%	\$ 576,679	39.2%
Adjustments (1)	—	—	—	—	—	—	12,801	2.6%	12,801	0.9%	—	—	—	—	—	—	3,230	0.7%	3,230	0.2%
As Adjusted	\$ 297,367	39.1%	\$ 114,551	99.9%	\$ 411,918	47.1%	\$ 110,357	22.3%	\$ 522,275	38.1%	\$ 336,161	39.3%	\$ 130,801	99.8%	\$ 466,962	47.4%	\$ 112,947	23.2%	\$ 579,909	39.4%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the six months ended June 30, 2025 and 2024:

	Six Months Ended June 30, 2025										Six Months Ended June 30, 2024									
	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	\$ 594,300	39.0%	\$ 226,412	99.8%	\$ 820,712	46.9%	\$ 187,807	19.3%	\$ 1,008,519	37.1%	\$ 686,731	39.4%	\$ 255,349	99.8%	\$ 942,080	47.2%	\$ 197,396	20.8%	\$ 1,139,476	38.6%
Adjustments (1)	—	—	—	—	—	—	8,762	0.9%	8,762	0.3%	—	—	—	—	—	—	11,587	1.2%	11,587	0.4%
As Adjusted	\$ 594,300	39.0%	\$ 226,412	99.8%	\$ 820,712	46.9%	\$ 196,569	20.2%	\$ 1,017,281	37.4%	\$ 686,731	39.4%	\$ 255,349	99.8%	\$ 942,080	47.2%	\$ 208,983	22.0%	\$ 1,151,063	39.0%

- (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 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	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Selling, General and Administrative Expenses																
Contract talent solutions . . .	\$ 318,871	\$ 308,886	\$ 278,944	\$ 298,015	42.0%	36.1%	36.7%	34.9%	\$ 595,083	\$ 640,474	\$ 569,186	\$ 598,467	39.1%	36.8%	37.4%	34.4%
Permanent placement talent solutions	111,218	116,285	106,292	114,653	97.0%	88.7%	92.7%	87.5%	217,353	232,861	214,529	227,346	95.8%	91.0%	94.6%	88.9%
Total talent solutions	430,089	425,171	385,236	412,668	49.2%	43.1%	44.1%	41.9%	812,436	873,335	783,715	825,813	46.4%	43.7%	44.8%	41.3%
Protiviti	77,845	75,965	77,845	75,965	15.7%	15.6%	15.7%	15.6%	155,661	149,700	155,661	149,700	16.0%	15.7%	16.0%	15.7%
Total	\$ 507,934	\$ 501,136	\$ 463,081	\$ 488,633	37.1%	34.0%	33.8%	33.2%	\$ 968,097	\$ 1,023,035	\$ 939,376	\$ 975,513	35.6%	34.7%	34.5%	33.1%

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, 2025 and 2024:

	Three Months Ended June 30, 2025										Three Months Ended June 30, 2024									
	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	\$ 318,871	42.0%	\$ 111,218	97.0%	\$ 430,089	49.2%	\$ 77,845	15.7%	\$ 507,934	37.1%	\$ 308,886	36.1%	\$ 116,285	88.7%	\$ 425,171	43.1%	\$ 75,965	15.6%	\$ 501,136	34.0%
Adjustments (1)	(39,927)	(5.3%)	(4,926)	(4.3%)	(44,853)	(5.1%)	—	—	(44,853)	(3.3%)	(10,871)	(1.2%)	(1,632)	(1.2%)	(12,503)	(1.2%)	—	—	(12,503)	(0.8%)
As Adjusted	\$ 278,944	36.7%	\$ 106,292	92.7%	\$ 385,236	44.1%	\$ 77,845	15.7%	\$ 463,081	33.8%	\$ 298,015	34.9%	\$ 114,653	87.5%	\$ 412,668	41.9%	\$ 75,965	15.6%	\$ 488,633	33.2%

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, 2025 and 2024:

	Six Months Ended June 30, 2025										Six Months Ended June 30, 2024									
	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	\$ 595,083	39.1%	\$ 217,353	95.8%	\$ 812,436	46.4%	\$ 155,661	16.0%	\$ 968,097	35.6%	\$ 640,474	36.8%	\$ 232,861	91.0%	\$ 873,335	43.7%	\$ 149,700	15.7%	\$ 1,023,035	34.7%
Adjustments (1)	(25,897)	(1.7%)	(2,824)	(1.2%)	(28,721)	(1.6%)	—	—	(28,721)	(1.1%)	(42,007)	(2.4%)	(5,515)	(2.1%)	(47,522)	(2.4%)	—	—	(47,522)	(1.6%)
As Adjusted	\$ 569,186	37.4%	\$ 214,529	94.6%	\$ 783,715	44.8%	\$ 155,661	16.0%	\$ 939,376	34.5%	\$ 598,467	34.4%	\$ 227,346	88.9%	\$ 825,813	41.3%	\$ 149,700	15.7%	\$ 975,513	33.1%

(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
ADJUSTED OPERATING INCOME (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	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Operating income (loss)																
Contract talent solutions . . .	\$ (21,504)	\$ 27,275	\$ 18,423	\$ 38,146	(2.8%)	3.2%	2.4%	4.5%	\$ (783)	\$ 46,257	\$ 25,114	\$ 88,264	(0.1%)	2.7%	1.6%	5.1%
Permanent placement talent solutions	3,333	14,516	8,259	16,148	2.9%	11.1%	7.2%	12.3%	9,059	22,488	11,883	28,003	4.0%	8.8%	5.2%	10.9%
Total talent solutions	(18,171)	41,791	26,682	54,294	(2.1%)	4.2%	3.1%	5.5%	8,276	68,745	36,997	116,267	0.5%	3.4%	2.1%	5.8%
Protiviti	19,711	33,752	32,512	36,982	4.0%	6.9%	6.6%	7.6%	32,146	47,696	40,908	59,283	3.3%	5.0%	4.2%	6.2%
Total	\$ 1,540	\$ 75,543	\$ 59,194	\$ 91,276	0.1%	5.1%	4.3%	6.2%	\$ 40,422	\$ 116,441	\$ 77,905	\$ 175,550	1.5%	3.9%	2.9%	6.0%

The following tables provide reconciliations of the non-GAAP adjusted operating income to reported operating income (loss) for the three months ended June 30, 2025 and 2024:

	Three Months Ended June 30, 2025										Three Months Ended June 30, 2024									
	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
Operating income (loss)																				
As Reported	\$ (21,504)	(2.8%)	\$ 3,333	2.9%	\$ (18,171)	(2.1%)	\$ 19,711	4.0%	\$ 1,540	0.1%	\$ 27,275	3.2%	\$ 14,516	11.1%	\$ 41,791	4.2%	\$ 33,752	6.9%	\$ 75,543	5.1%
Adjustments (1)	39,927	5.2%	4,926	4.3%	44,853	5.2%	12,801	2.6%	57,654	4.2%	10,871	1.3%	1,632	1.2%	12,503	1.3%	3,230	0.7%	15,733	1.1%
As Adjusted	\$ 18,423	2.4%	\$ 8,259	7.2%	\$ 26,682	3.1%	\$ 32,512	6.6%	\$ 59,194	4.3%	\$ 38,146	4.5%	\$ 16,148	12.3%	\$ 54,294	5.5%	\$ 36,982	7.6%	\$ 91,276	6.2%

The following tables provide reconciliations of the non-GAAP adjusted operating income (loss) to reported operating income for the six months ended June 30, 2025 and 2024:

	Six Months Ended June 30, 2025										Six Months Ended June 30, 2024									
	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
Operating income (loss)																				
As Reported	\$ (783)	(0.1%)	\$ 9,059	4.0%	\$ 8,276	0.5%	\$ 32,146	3.3%	\$ 40,422	1.5%	\$ 46,257	2.7%	\$ 22,488	8.8%	\$ 68,745	3.4%	\$ 47,696	5.0%	\$ 116,441	3.9%
Adjustments (1)	25,897	1.7%	2,824	1.2%	28,721	1.6%	8,762	0.9%	37,483	1.4%	42,007	2.4%	5,515	2.1%	47,522	2.4%	11,587	1.2%	59,109	2.1%
As Adjusted	\$ 25,114	1.6%	\$ 11,883	5.2%	\$ 36,997	2.1%	\$ 40,908	4.2%	\$ 77,905	2.9%	\$ 88,264	5.1%	\$ 28,003	10.9%	\$ 116,267	5.8%	\$ 59,283	6.2%	\$ 175,550	6.0%

- (1) Changes in the Company's employee deferred compensation plan obligations related to talent solutions operations are included in operating income (loss). 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
REVENUE GROWTH RATES (%) (UNAUDITED):

	Year-Over-Year Growth Rates (As Reported)						Non-GAAP Year-Over-Year Growth Rates (As Adjusted)					
	2024				2025		2024				2025	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
Global												
Finance and accounting	-17.5	-13.6	-9.2	-9.5	-12.3	-10.8	-17.0	-13.5	-10.5	-9.8	-10.0	-10.8
Administrative and customer support	-8.9	-9.8	-9.2	-8.8	-17.2	-13.0	-8.3	-9.8	-10.8	-9.4	-15.2	-13.3
Technology	-18.6	-13.1	-6.1	-3.5	-3.4	0.3	-17.8	-13.1	-7.6	-4.1	-1.3	0.4
Elimination of intersegment revenues (1)	-10.3	1.4	21.6	18.9	4.5	2.9	-9.9	1.3	19.4	17.8	6.8	2.5
Total contract talent solutions	-16.7	-14.5	-11.9	-11.5	-14.0	-11.1	-16.2	-14.4	-13.2	-11.8	-11.8	-11.1
Permanent placement talent solutions	-20.4	-12.2	-11.9	-11.1	-10.2	-12.5	-19.8	-12.0	-13.2	-11.4	-7.8	-12.6
Total talent solutions	-17.2	-14.2	-11.9	-11.4	-13.5	-11.3	-16.7	-14.0	-13.2	-11.7	-11.3	-11.3
Protiviti	-6.1	-0.9	6.4	5.3	2.7	1.8	-5.4	-0.9	4.5	4.5	4.7	1.5
Total	-14.0	-10.2	-6.3	-6.1	-8.4	-7.0	-13.4	-10.1	-7.7	-6.6	-6.2	-7.1
United States												
Contract talent solutions	-19.1	-15.7	-12.4	-10.3	-11.8	-10.7	-18.6	-15.8	-13.7	-11.2	-10.7	-10.7
Permanent placement talent solutions	-19.3	-11.5	-9.0	-9.6	-8.5	-13.2	-18.7	-11.7	-10.4	-10.4	-7.3	-13.2
Total talent solutions	-19.1	-15.2	-12.0	-10.2	-11.4	-11.0	-18.6	-15.3	-13.3	-11.1	-10.3	-11.0
Protiviti	-4.8	3.3	9.3	6.6	2.3	-0.7	-4.2	3.1	7.6	5.6	3.6	-0.7
Total	-14.9	-9.6	-5.2	-4.7	-6.9	-7.4	-14.3	-9.7	-6.7	-5.7	-5.7	-7.4
International												
Contract talent solutions	-8.4	-10.0	-10.6	-15.2	-20.7	-12.5	-7.5	-9.4	-11.7	-13.9	-16.2	-12.9
Permanent placement talent solutions	-23.2	-13.8	-18.6	-14.7	-14.5	-10.6	-22.1	-13.0	-19.8	-13.7	-10.1	-11.2
Total talent solutions	-10.8	-10.7	-11.9	-15.1	-19.8	-12.2	-9.9	-10.0	-13.0	-13.9	-15.3	-12.6
Protiviti	-11.3	-16.2	-5.6	0.2	4.4	13.1	-10.1	-15.9	-8.1	-0.4	7.9	10.7
Total	-10.9	-12.2	-10.2	-10.9	-13.6	-5.3	-10.0	-11.6	-11.7	-10.2	-9.4	-6.3

(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):

<u>Year-Over-Year Revenue Growth – GLOBAL</u>						
	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025
Finance and accounting						
As Reported	-17.5	-13.6	-9.2	-9.5	-12.3	-10.8
Billing Days Impact	0.7	-0.3	-1.5	-0.8	1.3	0.4
Currency Impact	-0.2	0.4	0.2	0.5	1.0	-0.4
As Adjusted	<u>-17.0</u>	<u>-13.5</u>	<u>-10.5</u>	<u>-9.8</u>	<u>-10.0</u>	<u>-10.8</u>
Administrative and customer support						
As Reported	-8.9	-9.8	-9.2	-8.8	-17.2	-13.0
Billing Days Impact	0.8	-0.3	-1.5	-0.8	1.3	0.4
Currency Impact	-0.2	0.3	-0.1	0.2	0.7	-0.7
As Adjusted	<u>-8.3</u>	<u>-9.8</u>	<u>-10.8</u>	<u>-9.4</u>	<u>-15.2</u>	<u>-13.3</u>
Technology						
As Reported	-18.6	-13.1	-6.1	-3.5	-3.4	0.3
Billing Days Impact	0.7	-0.3	-1.5	-0.7	1.4	0.5
Currency Impact	0.1	0.3	0.0	0.1	0.7	-0.4
As Adjusted	<u>-17.8</u>	<u>-13.1</u>	<u>-7.6</u>	<u>-4.1</u>	<u>-1.3</u>	<u>0.4</u>
Elimination of intersegment revenues						
As Reported	-10.3	1.4	21.6	18.9	4.5	2.9
Billing Days Impact	0.7	-0.3	-1.9	-1.0	1.6	0.5
Currency Impact	-0.3	0.2	-0.3	-0.1	0.7	-0.9
As Adjusted	<u>-9.9</u>	<u>1.3</u>	<u>19.4</u>	<u>17.8</u>	<u>6.8</u>	<u>2.5</u>
Total contract talent solutions						
As Reported	-16.7	-14.5	-11.9	-11.5	-14.0	-11.1
Billing Days Impact	0.6	-0.3	-1.4	-0.7	1.3	0.4
Currency Impact	-0.1	0.4	0.1	0.4	0.9	-0.4
As Adjusted	<u>-16.2</u>	<u>-14.4</u>	<u>-13.2</u>	<u>-11.8</u>	<u>-11.8</u>	<u>-11.1</u>
Permanent placement talent solutions						
As Reported	-20.4	-12.2	-11.9	-11.1	-10.2	-12.5
Billing Days Impact	0.7	-0.3	-1.4	-0.7	1.3	0.5
Currency Impact	-0.1	0.5	0.1	0.4	1.1	-0.6
As Adjusted	<u>-19.8</u>	<u>-12.0</u>	<u>-13.2</u>	<u>-11.4</u>	<u>-7.8</u>	<u>-12.6</u>
Total talent solutions						
As Reported	-17.2	-14.2	-11.9	-11.4	-13.5	-11.3
Billing Days Impact	0.6	-0.2	-1.4	-0.7	1.2	0.4
Currency Impact	-0.1	0.4	0.1	0.4	1.0	-0.4
As Adjusted	<u>-16.7</u>	<u>-14.0</u>	<u>-13.2</u>	<u>-11.7</u>	<u>-11.3</u>	<u>-11.3</u>
Protiviti						
As Reported	-6.1	-0.9	6.4	5.3	2.7	1.8
Billing Days Impact	0.7	-0.3	-1.7	-0.8	1.5	0.4
Currency Impact	0.0	0.3	-0.2	0.0	0.5	-0.7
As Adjusted	<u>-5.4</u>	<u>-0.9</u>	<u>4.5</u>	<u>4.5</u>	<u>4.7</u>	<u>1.5</u>
Total						
As Reported	-14.0	-10.2	-6.3	-6.1	-8.4	-7.0
Billing Days Impact	0.7	-0.3	-1.4	-0.8	1.4	0.4
Currency Impact	-0.1	0.4	0.0	0.3	0.8	-0.5
As Adjusted	<u>-13.4</u>	<u>-10.1</u>	<u>-7.7</u>	<u>-6.6</u>	<u>-6.2</u>	<u>-7.1</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025
Contract talent solutions						
As Reported	-19.1	-15.7	-12.4	-10.3	-11.8	-10.7
Billing Days Impact	0.5	-0.1	-1.3	-0.9	1.1	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-18.6	-15.8	-13.7	-11.2	-10.7	-10.7
Permanent placement talent solutions						
As Reported	-19.3	-11.5	-9.0	-9.6	-8.5	-13.2
Billing Days Impact	0.6	-0.2	-1.4	-0.8	1.2	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-18.7	-11.7	-10.4	-10.4	-7.3	-13.2
Total talent solutions						
As Reported	-19.1	-15.2	-12.0	-10.2	-11.4	-11.0
Billing Days Impact	0.5	-0.1	-1.3	-0.9	1.1	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-18.6	-15.3	-13.3	-11.1	-10.3	-11.0
Protiviti						
As Reported	-4.8	3.3	9.3	6.6	2.3	-0.7
Billing Days Impact	0.6	-0.2	-1.7	-1.0	1.3	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-4.2	3.1	7.6	5.6	3.6	-0.7
Total						
As Reported	-14.9	-9.6	-5.2	-4.7	-6.9	-7.4
Billing Days Impact	0.6	-0.1	-1.5	-1.0	1.2	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-14.3	-9.7	-6.7	-5.7	-5.7	-7.4

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q1 2024</u>	<u>Q2 2024</u>	<u>Q3 2024</u>	<u>Q4 2024</u>	<u>Q1 2025</u>	<u>Q2 2025</u>
Contract talent solutions						
As Reported	-8.4	-10.0	-10.6	-15.2	-20.7	-12.5
Billing Days Impact	1.5	-1.1	-1.6	-0.4	0.6	1.4
Currency Impact	-0.6	1.7	0.5	1.7	3.9	-1.8
As Adjusted	-7.5	-9.4	-11.7	-13.9	-16.2	-12.9
Permanent placement talent solutions						
As Reported	-23.2	-13.8	-18.6	-14.7	-14.5	-10.6
Billing Days Impact	1.3	-1.0	-1.6	-0.4	0.6	1.4
Currency Impact	-0.2	1.8	0.4	1.4	3.8	-2.0
As Adjusted	-22.1	-13.0	-19.8	-13.7	-10.1	-11.2
Total talent solutions						
As Reported	-10.8	-10.7	-11.9	-15.1	-19.8	-12.2
Billing Days Impact	1.4	-1.0	-1.6	-0.5	0.6	1.4
Currency Impact	-0.5	1.7	0.5	1.7	3.9	-1.8
As Adjusted	-9.9	-10.0	-13.0	-13.9	-15.3	-12.6
Protiviti						
As Reported	-11.3	-16.2	-5.6	0.2	4.4	13.1
Billing Days Impact	1.4	-1.0	-1.7	-0.4	0.7	1.7
Currency Impact	-0.2	1.3	-0.8	-0.2	2.8	-4.1
As Adjusted	-10.1	-15.9	-8.1	-0.4	7.9	10.7
Total						
As Reported	-10.9	-12.2	-10.2	-10.9	-13.6	-5.3
Billing Days Impact	1.3	-1.0	-1.6	-0.5	0.6	1.5
Currency Impact	-0.4	1.6	0.1	1.2	3.6	-2.5
As Adjusted	-10.0	-11.6	-11.7	-10.2	-9.4	-6.3