

Investor Presentation

June 2023



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Company Snapshot



NYSE symbol:
RHI



Headquarters:
**Menlo Park,
Calif.**



Full-time
internal staff*:
16,300

Q1 2023

Service
Revenues:
\$1.7 Billion

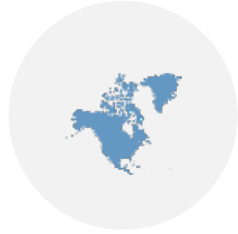
Net Income:
\$122 Million

Return on
Invested Capital:
30.8%

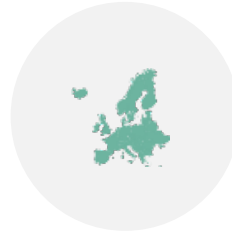
* As of Dec. 31, 2022. Includes approximately 7,000 employees engaged directly in Protiviti operations

Local Capabilities, Global Reach

North America



Europe



Asia-Pacific



South America



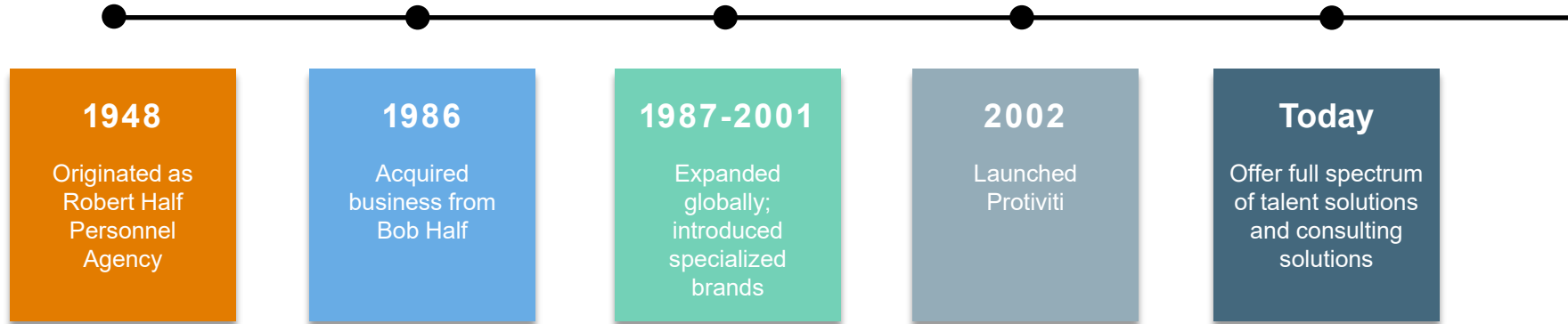
Middle East



The Most Respected Name in Talent Solutions and Consulting

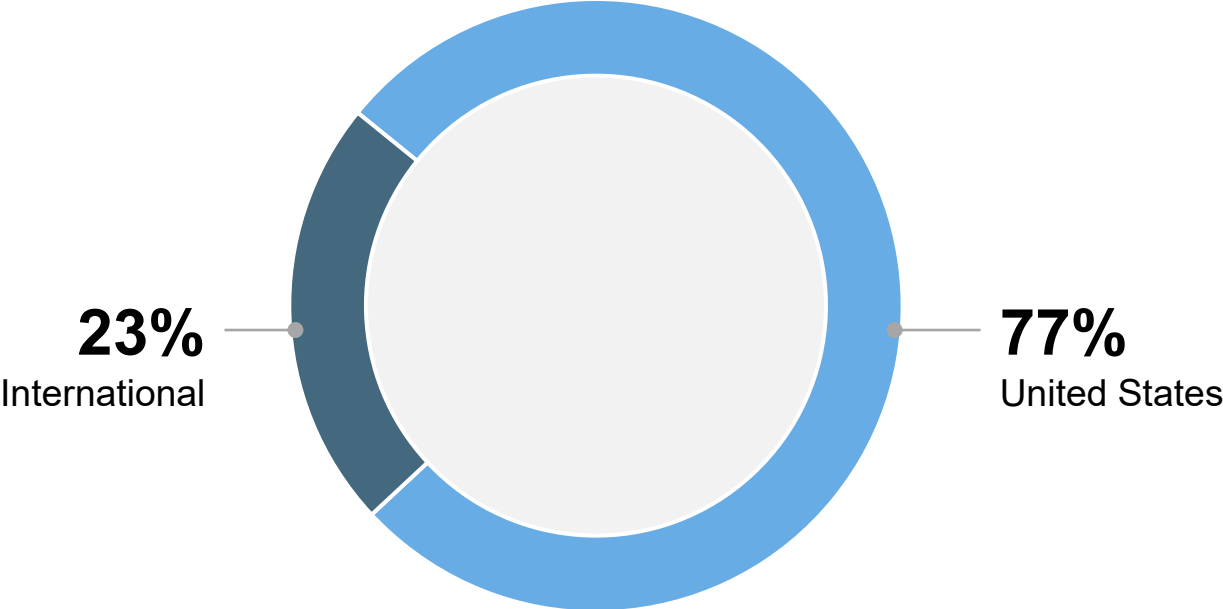


75 Years of Changing Lives and Helping Companies Succeed



U.S. Accounts for Almost 80% of Talent Solutions Revenues

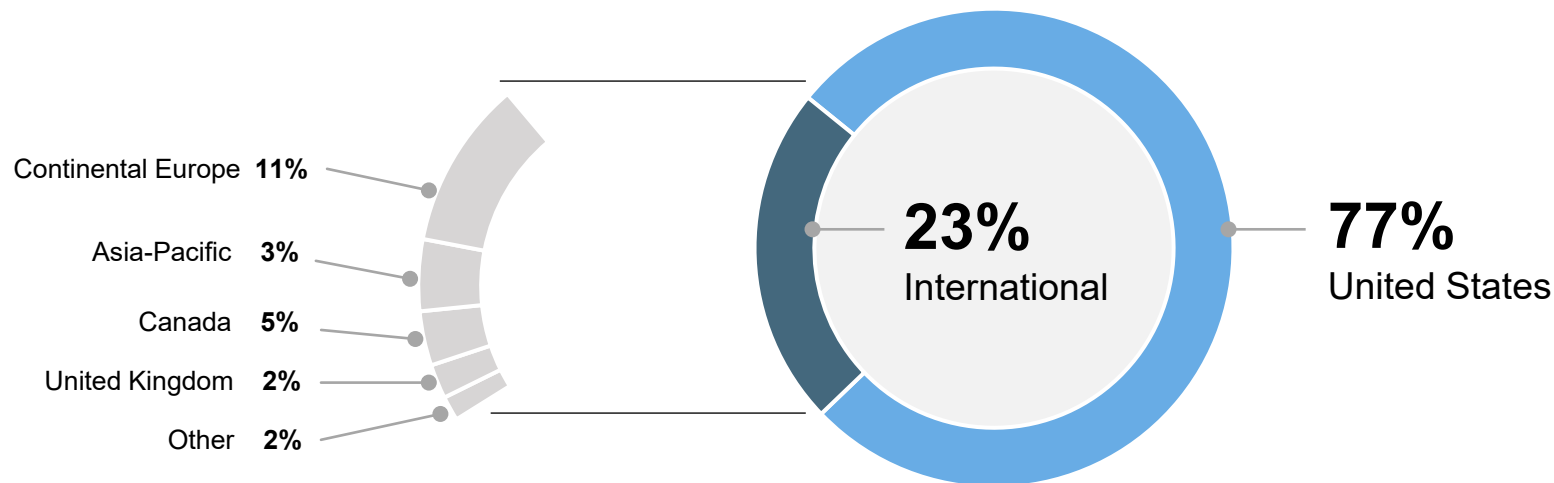
Talent Solutions Revenue Mix — Global



Q1 2023 Talent Solutions Revenues

Largest Portion of International Talent Solutions Revenues from Continental Europe

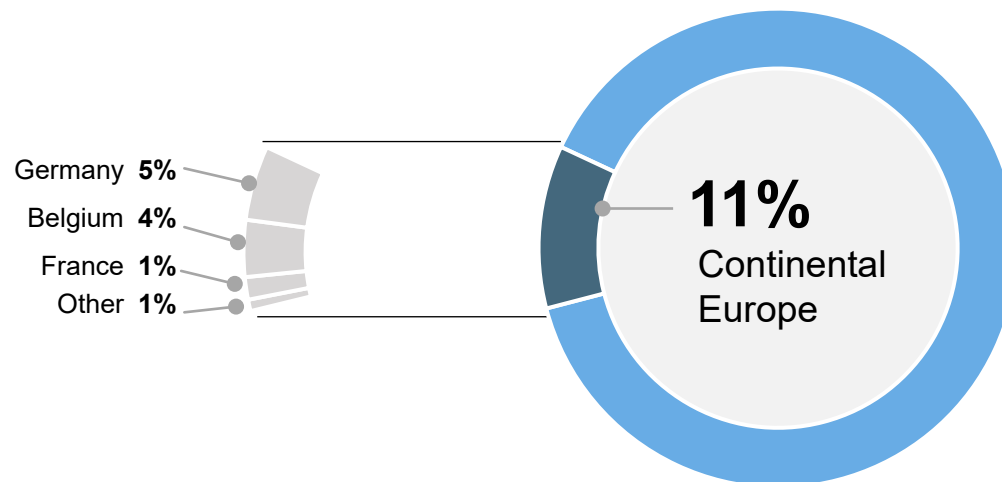
Talent Solutions Revenue Mix — International



Q1 2023 Talent Solutions Revenues

Germany and Belgium Produce Largest European Revenues

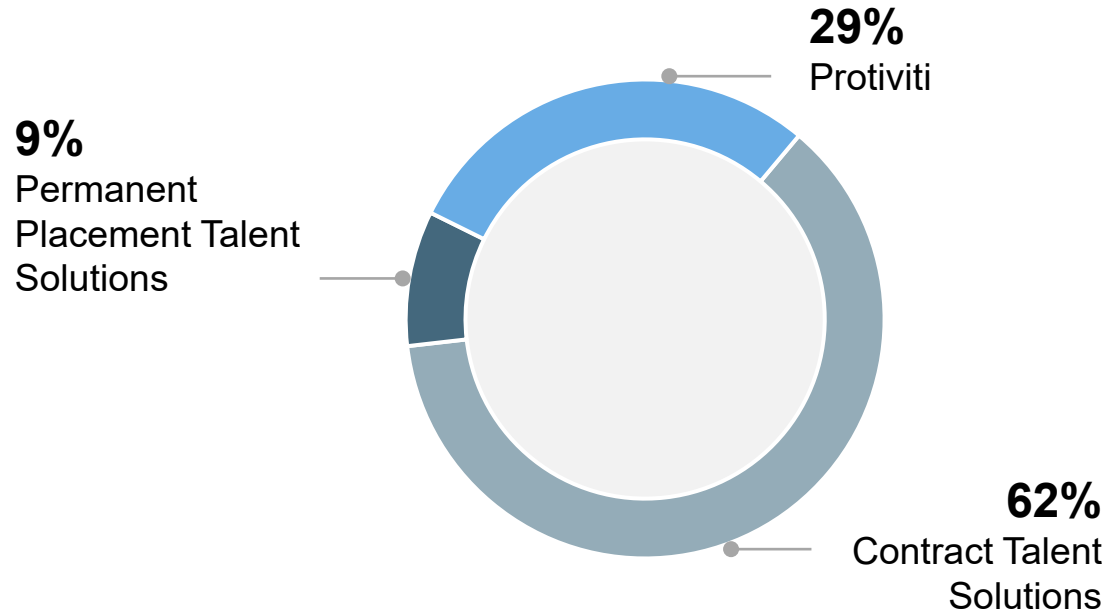
Talent Solutions Revenue Mix — Continental Europe



Q1 2023 Talent Solutions Revenues

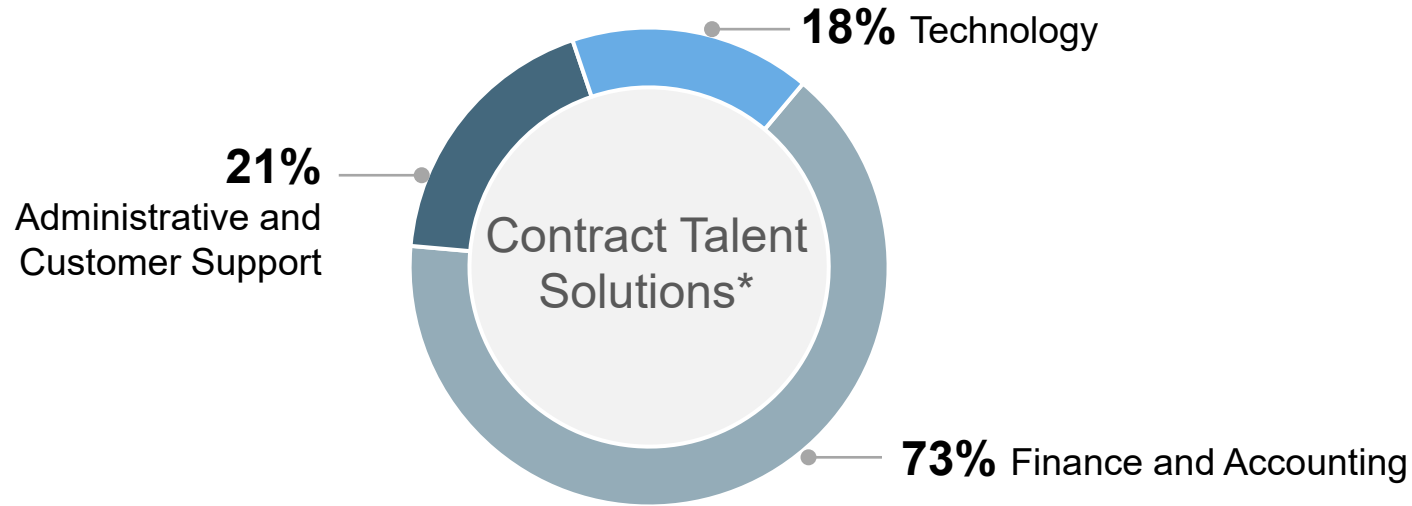
Revenue Mix by Segment

Q1 2023 Global Revenues



Revenue Mix by Functional Specialization

Q1 2023 Global Revenues

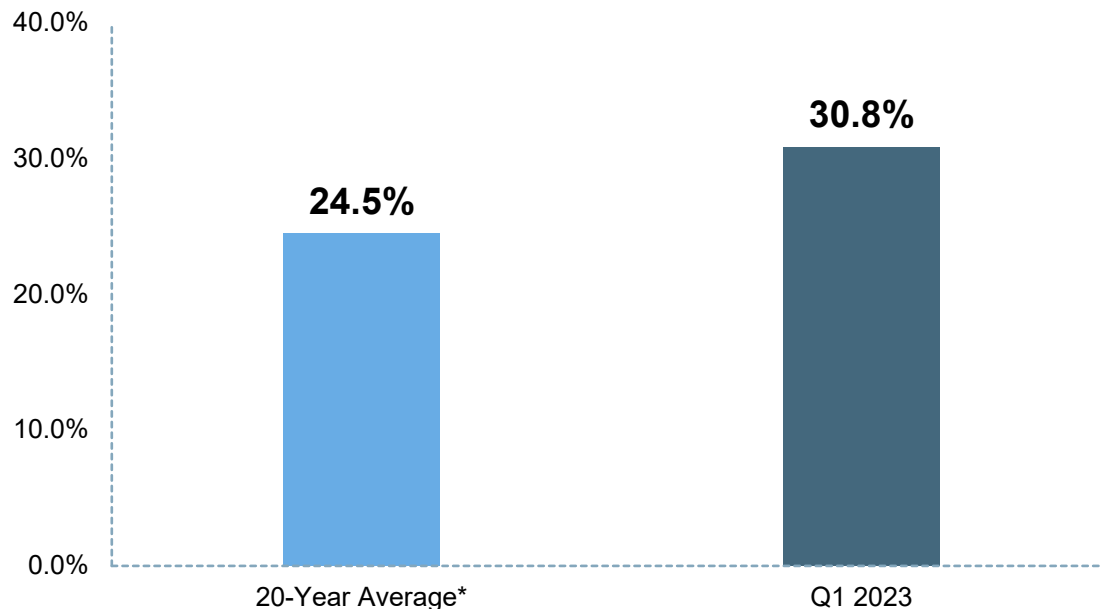


Q1 2023 Contract Talent Solutions Mix

* Service revenues for contract talent solutions add to more than 100% because they include intersegment revenues of 12%. Intersegment revenues 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.

Return on Invested Capital

Q1 2023 Versus 20-Year Average



Superior ROIC is rooted in our ability to generate industry-leading profitability on a judiciously employed capital base, including growth achieved primarily by organic means.

* Through March 31, 2023

Business Strategy

- Value proposition: Only full-time jobs require full-time staff.
- Clients value **specialization** in professional segments.
- Middle-market talent solutions accounts are smaller, less price-sensitive; clients are demanding; **quality is key**.
- Protiviti provides consulting, project management, co-sourcing and outsourcing, and managed solutions capabilities.
- Together with Protiviti, Robert Half offers a full spectrum of **blended talent solutions** and **consulting solutions**.



Structural Shift to Remote/Hybrid Talent Models

Increases **competitive advantage** through:

- Brand strength and awareness
- Global candidate database
- Local candidate relationships
- Proven AI-based matching technology



Balanced Suite of Consulting Solutions Driving Protiviti Growth

Protiviti/talent
solutions

Growing suite of consulting solutions

Internal Audit
and
Financial
Advisory

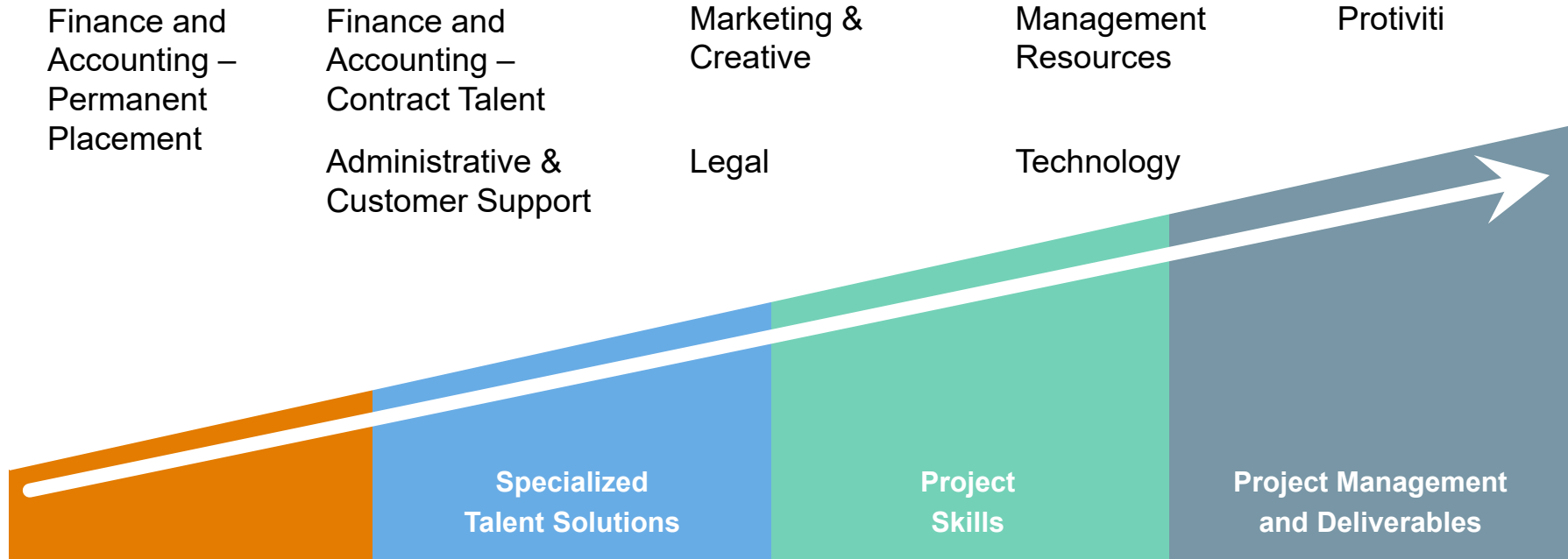
Technology
Consulting

Risk and
Compliance

Business
Performance
Improvement

protiviti®

Full Spectrum of Talent Solutions and Consulting Solutions



Full Complement of Talent Solutions and Consulting Solutions

We offer a uniquely flexible talent pool and deep consulting capability through our talent solutions and Protiviti brands.

Talent Solutions

We provide **world-class consulting and specialized talent solutions**, under one roof, at an attractive price.

Blended

Global and regional consulting firms that compete with Protiviti lack the **flexible resource capabilities** of our talent solutions operations.

Consulting

Talent solutions competitors lack **in-house access to Big 4 consulting methodologies** like those of Protiviti.

Marketing Approach

Positioned as quality leader
through advertising
and PR activities

Traditional media for broad brand awareness

- Radio
- Locally directed advertising and programs

Digital media for specific target audiences

- Search — paid and organic
- Digital advertising and retargeting
- Email/direct marketing
- Social media

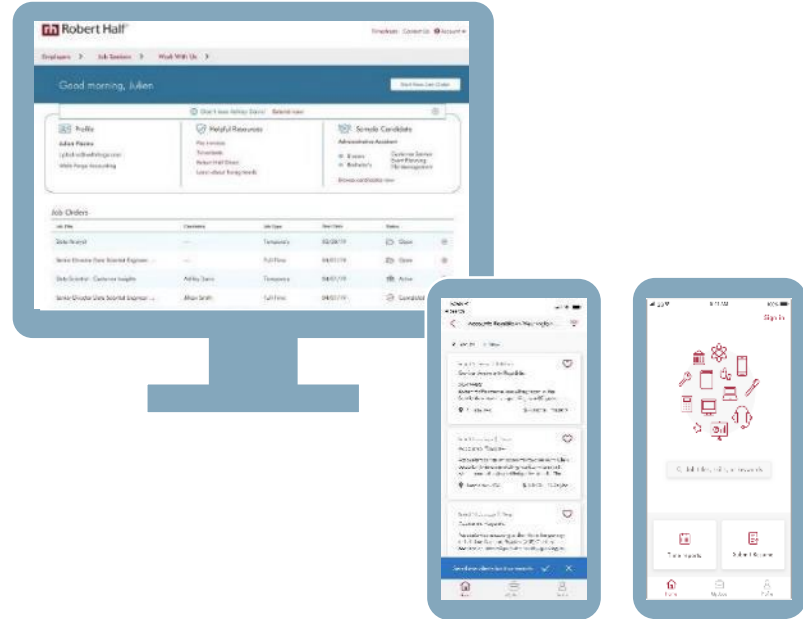
Most-recognized brand in the industry, supported by over \$1 billion in advertising over the last 25 years

Robert Half Digital Strategy

Winning the Digital Race

- World-class **customer and candidate experience**, both online and through award-winning mobile app
- **Data science, artificial intelligence and machine learning** power our digital experiences
- Integrated with **traditional recruiter choices**

**Blend of high-tech
and high-touch**



Financial Performance



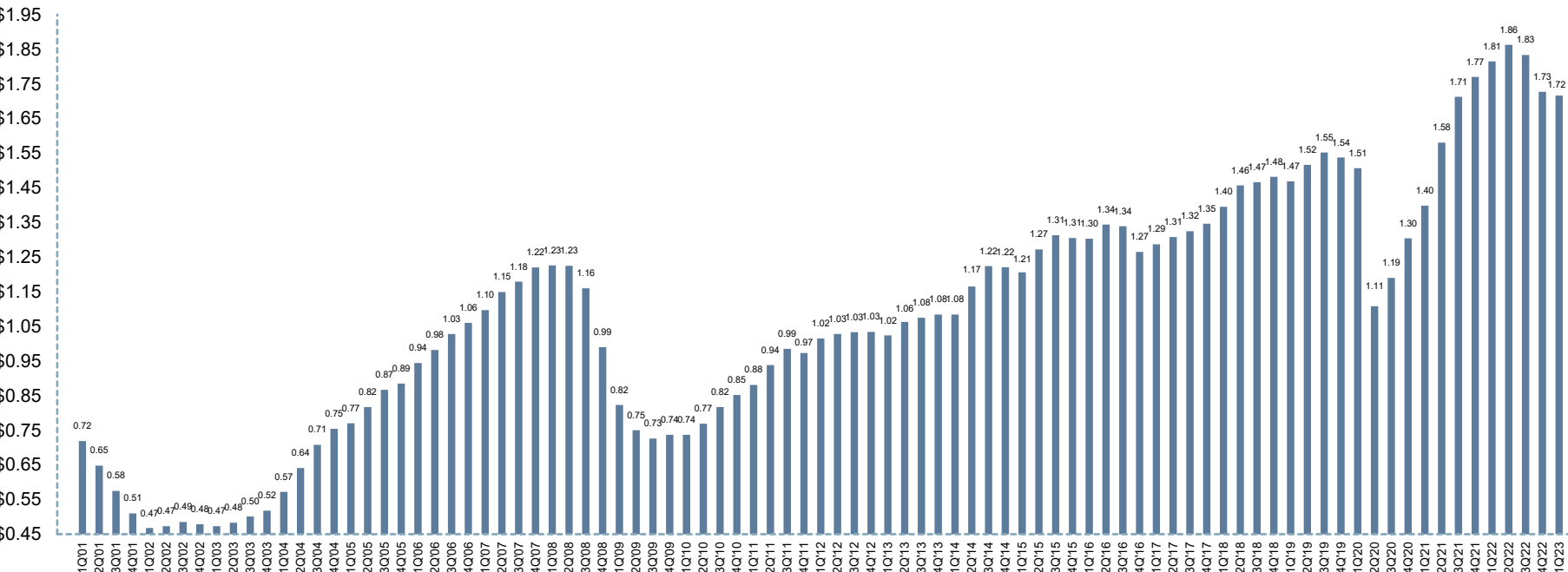
Revenues of



\$1.7B
for
Q1 2023

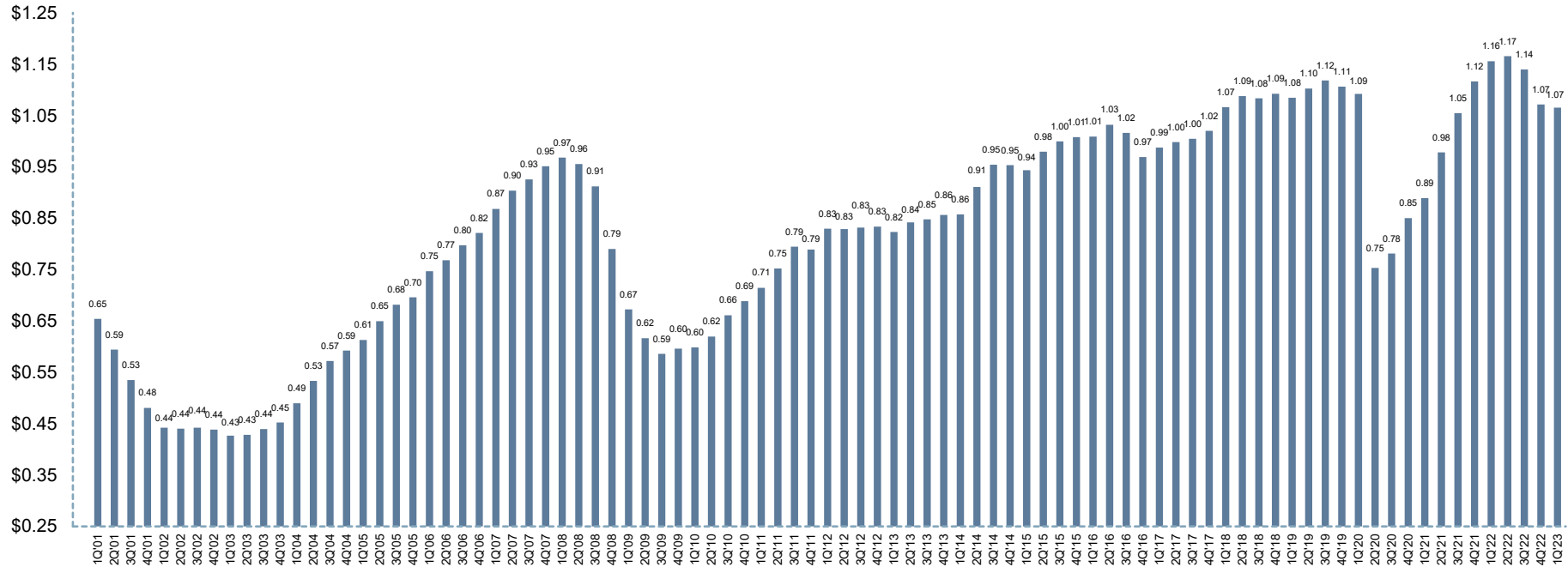
Revenue History (2001 – Q1 2023)

Quarterly Global Revenues (in Billions)



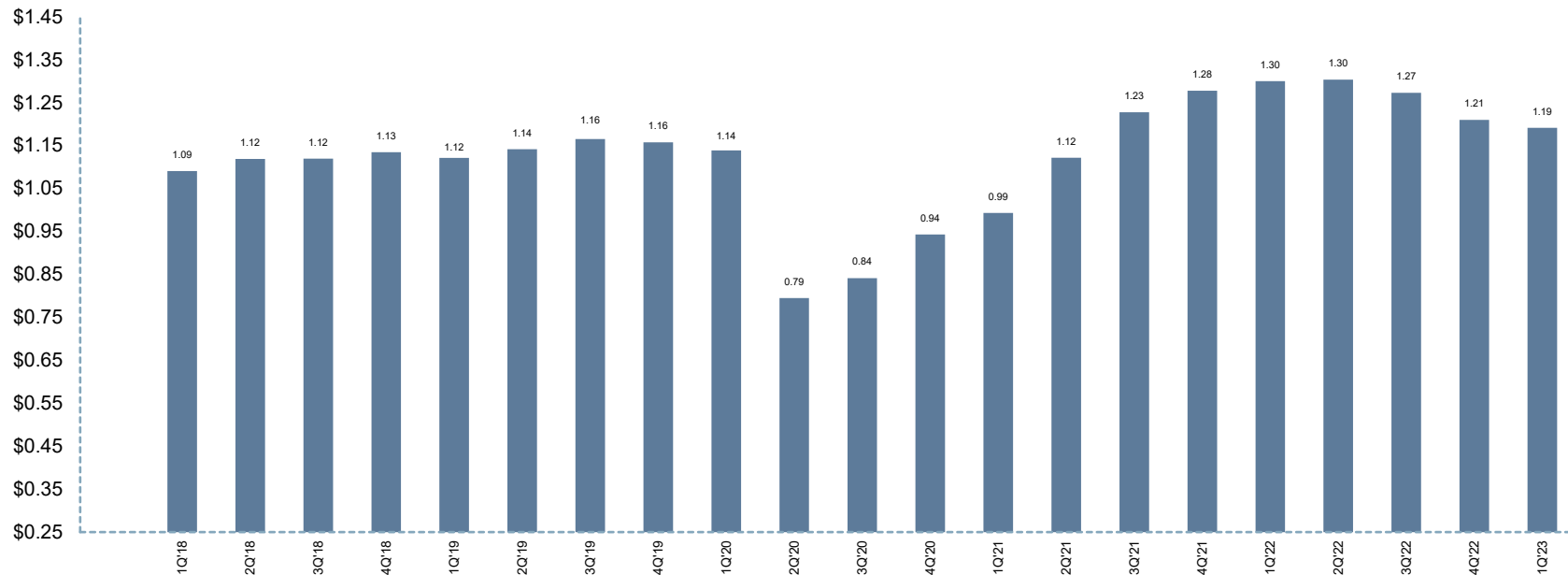
Contract Talent Solutions Revenue (Net) History (2001 – Q1 2023)

Quarterly Global Revenues (in Billions)



Contract Talent Solutions Revenue Gross* History (Q1 2018 – Q1 2023)

Quarterly Global Revenues (in Billions)

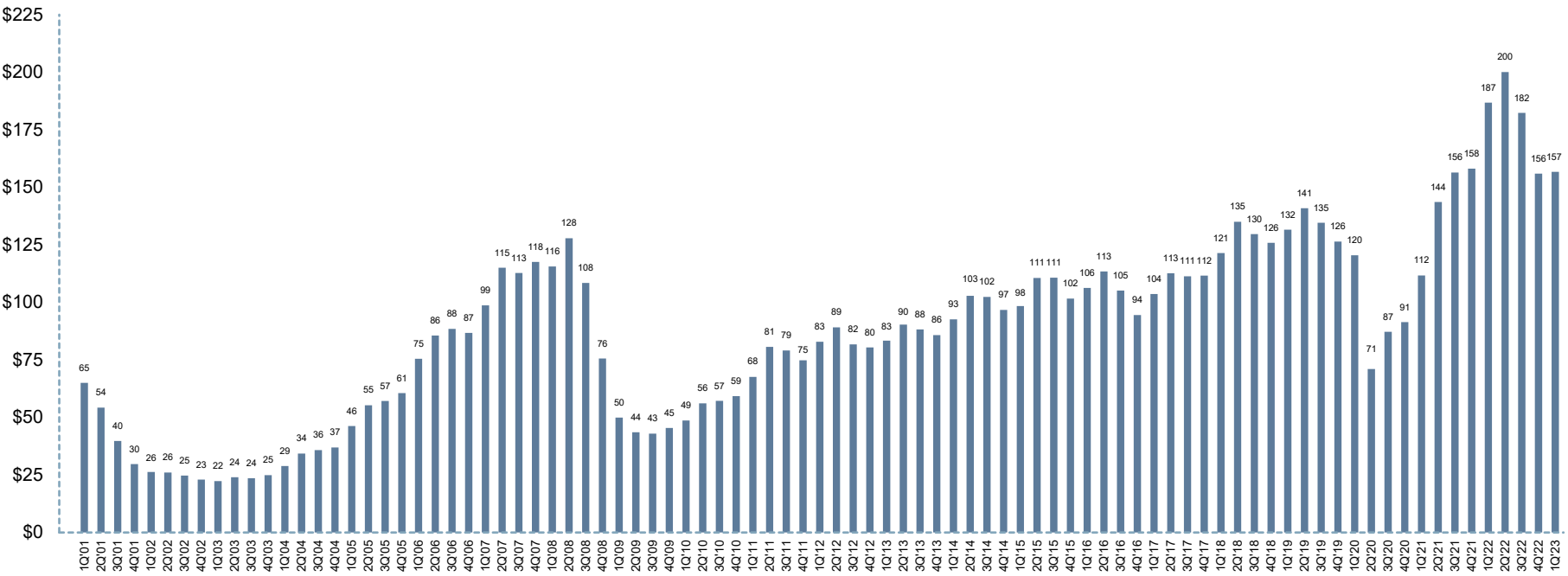


* Service revenues for contract talent solutions include intersegment revenues, which represent revenues from services provided to the Company's Protiviti segment in connection with the Company's blended business solutions. Intersegment revenues are aggregated and then eliminated as a single line when reported externally.

Permanent Placement Talent Solutions Revenue History

(2001 – Q1 2023)

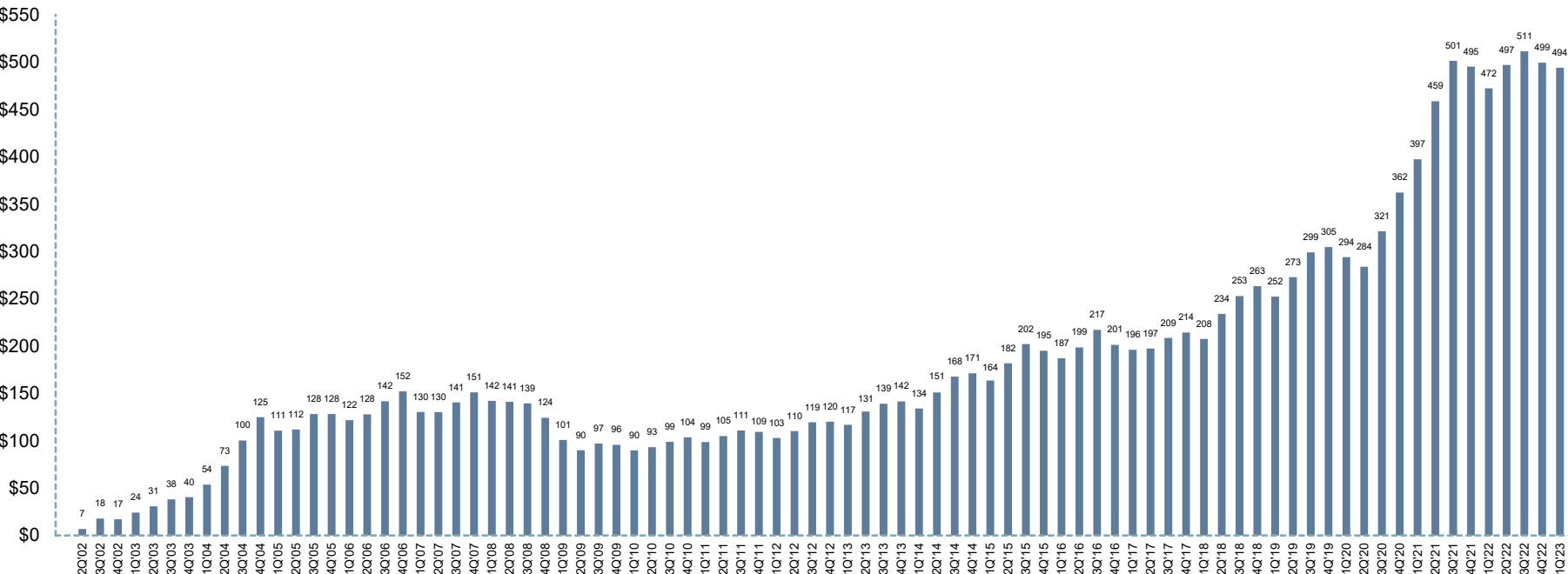
Quarterly Global Revenues (in Millions)



Protiviti Revenue History

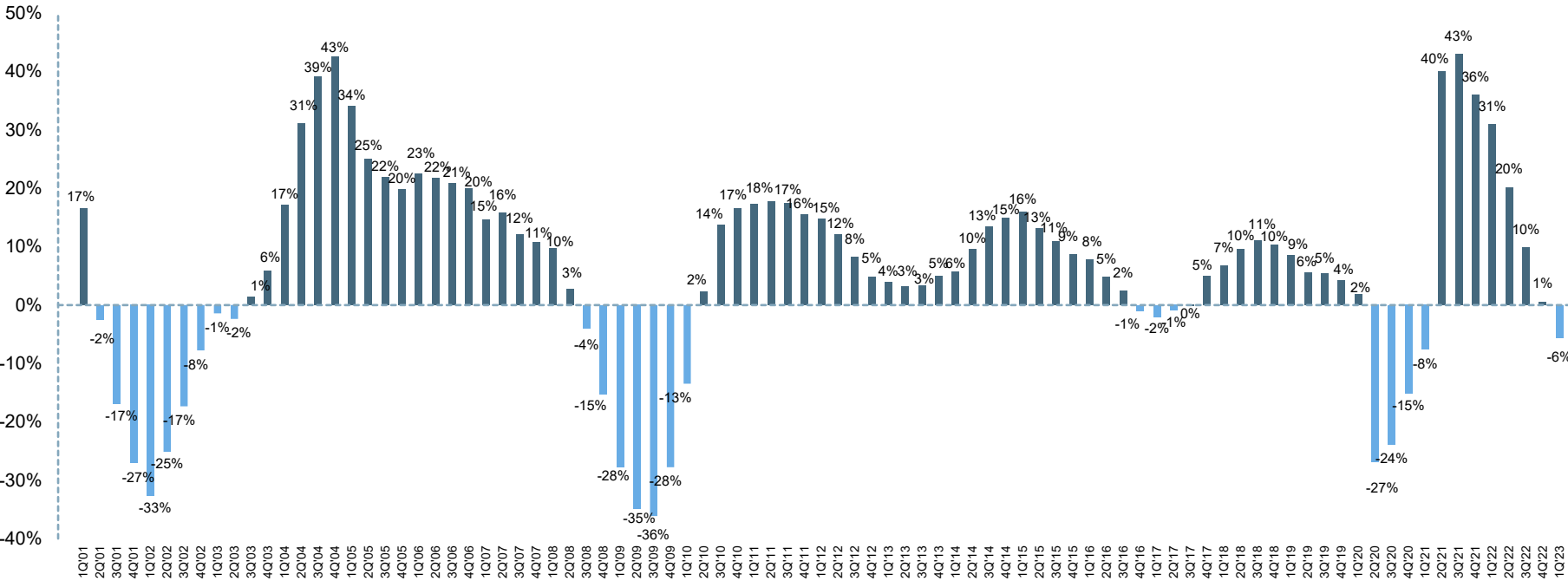
(Q2 2002 – Q1 2023)

Quarterly Global Revenues (in Millions)



Robert Half Enterprise Results

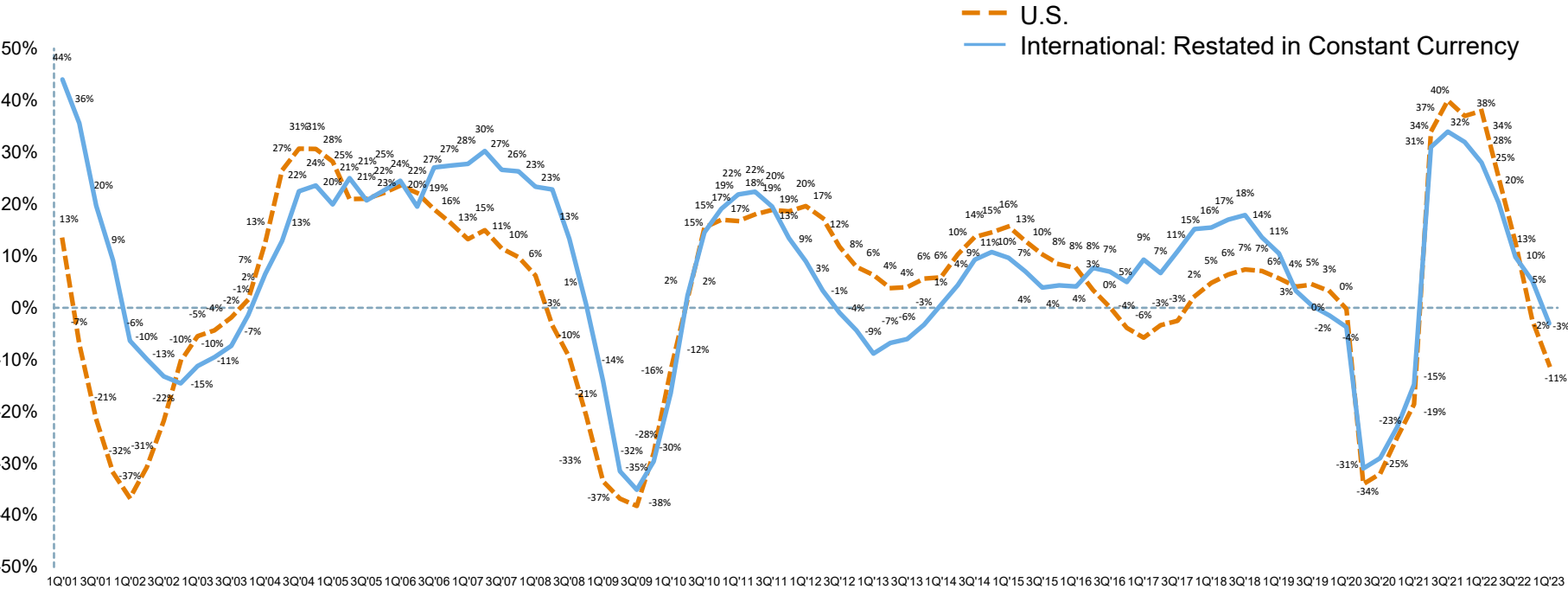
Year-Over-Year Revenue Growth (As Adjusted*)



* Adjusted for the impact of different billing days, currency fluctuations and certain intercompany adjustments

Talent Solutions Divisions — U.S. vs. International

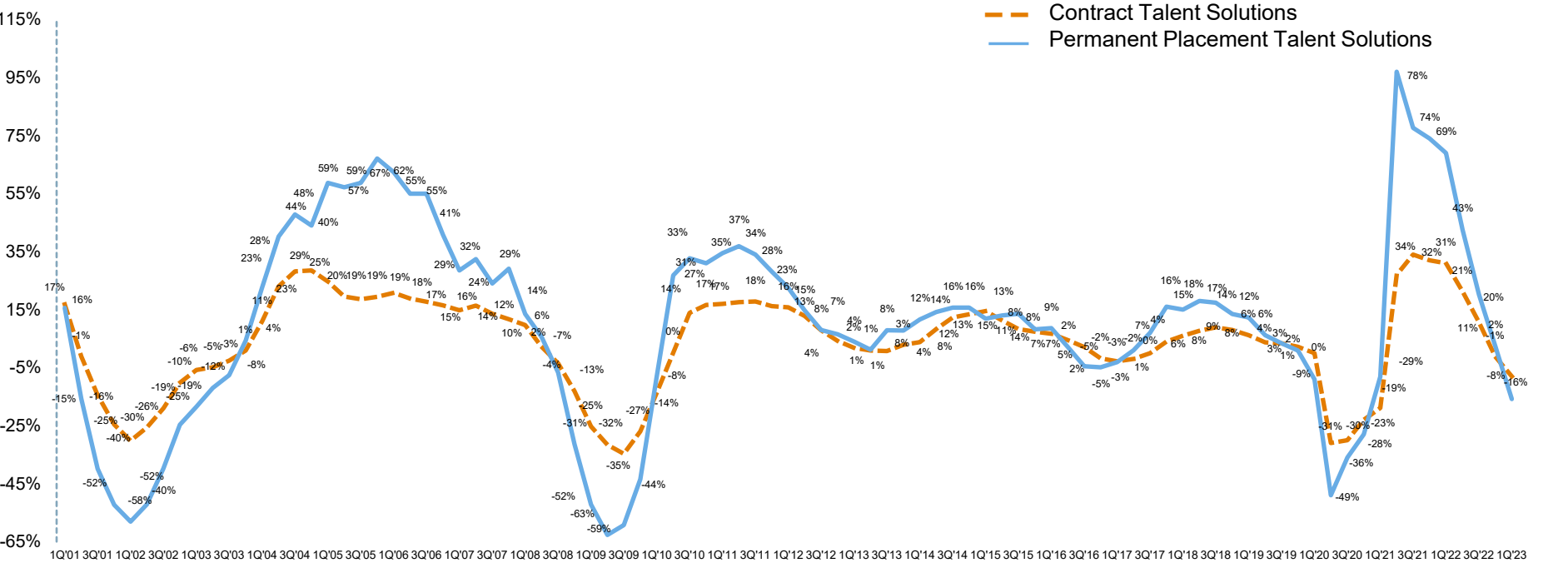
Year-Over-Year Revenue Growth (As Adjusted*)



* Adjusted for the impact of different billing days, currency fluctuations and certain intercompany adjustments

Contract Talent Solutions vs. Permanent Placement Talent Solutions

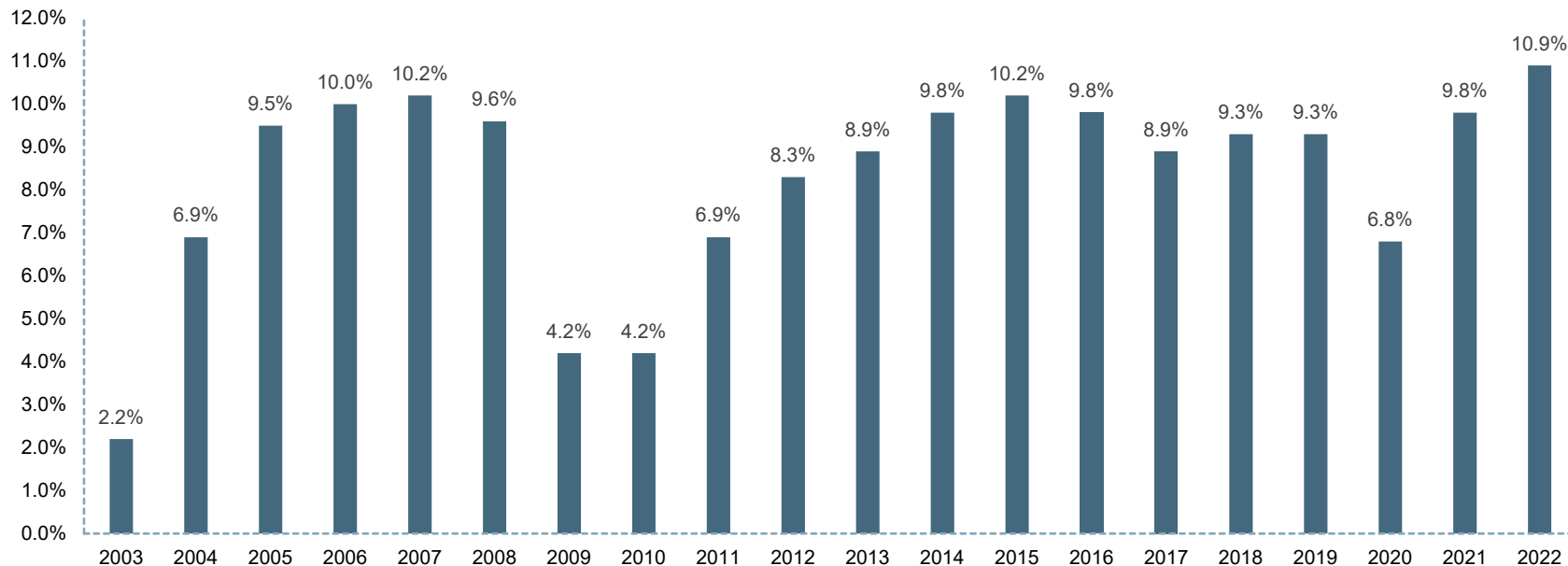
Year-Over-Year Revenue Growth (As Adjusted*)



* Adjusted for the impact of different billing days, currency fluctuations and certain intercompany adjustments

Contract Talent Solutions Segment Income Margin*

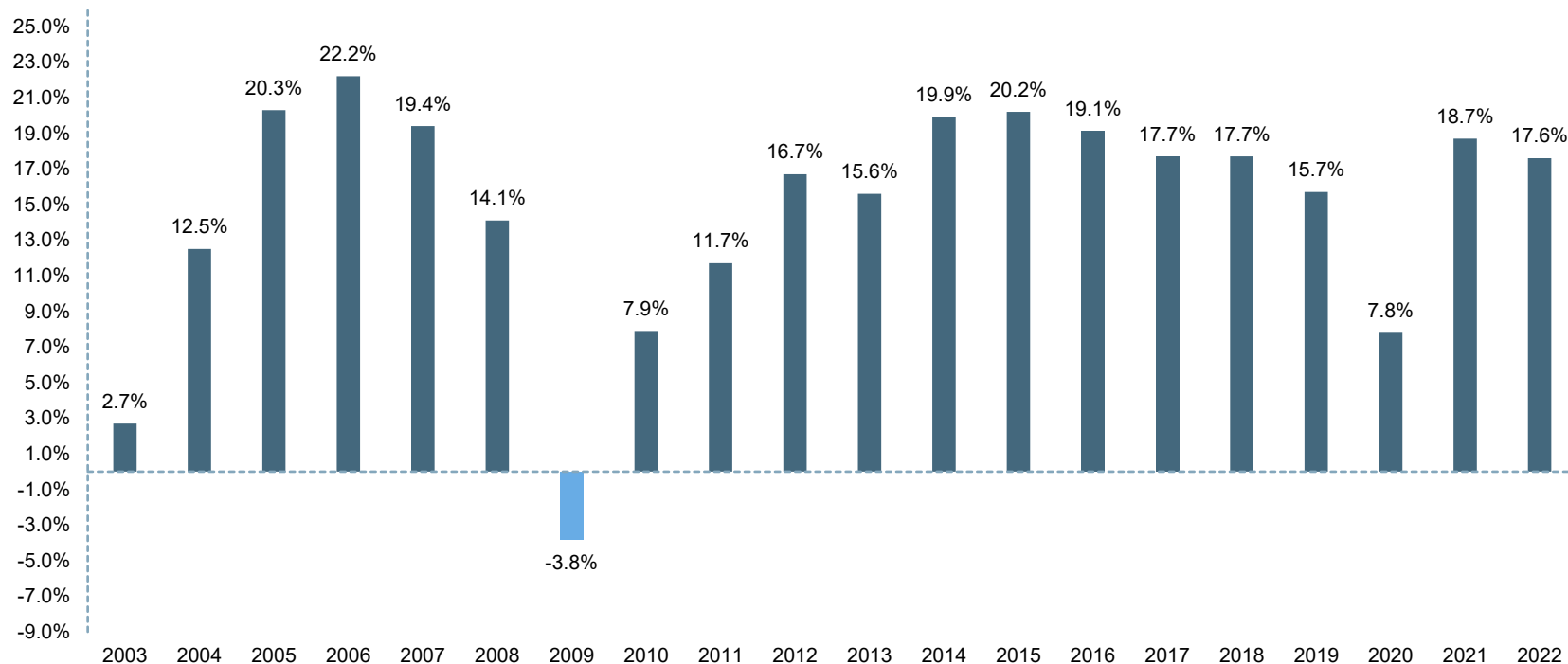
20-Year History



*Segment income is income before income taxes adjusted for interest income and amortization of intangible assets. The Company provides segment income because it is how the Company evaluates segment performance.

Permanent Placement Talent Solutions Segment Income Margin*

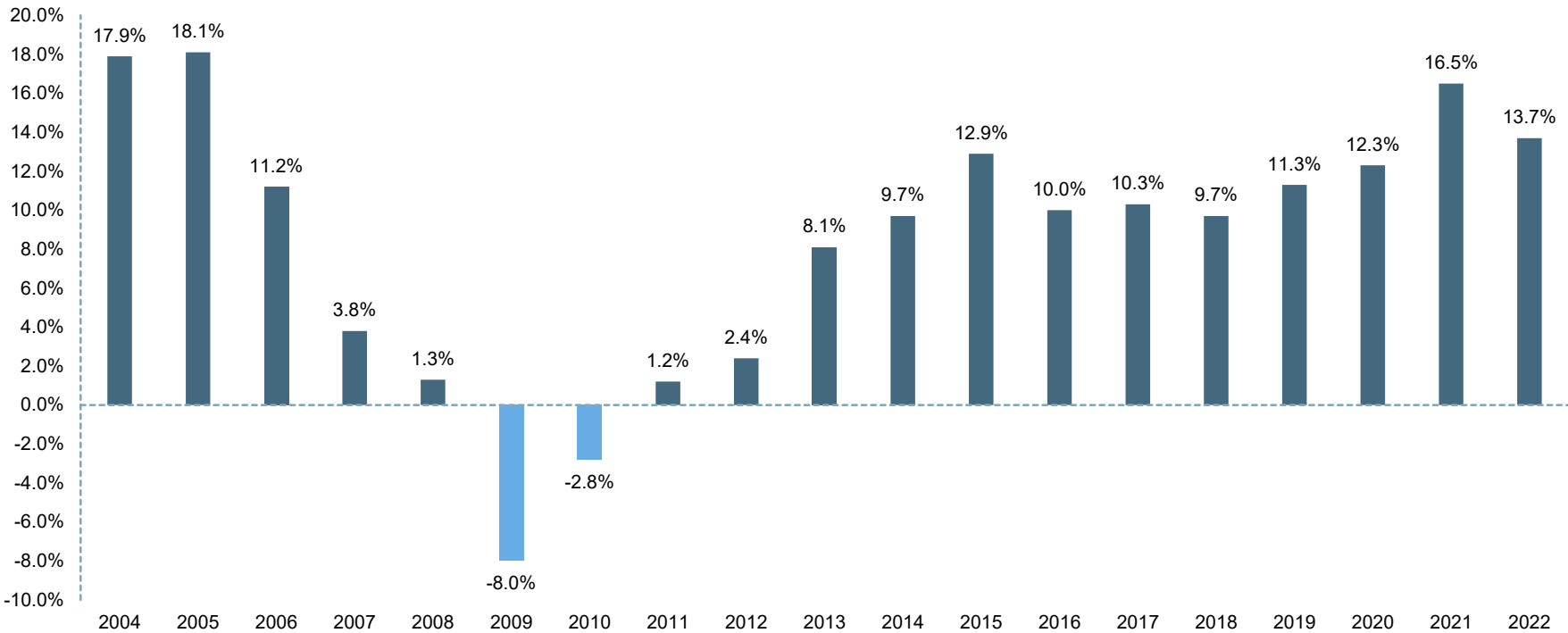
20-Year History



*Segment income is income before income taxes adjusted for interest income and amortization of intangible assets. The Company provides segment income because it is how the Company evaluates segment performance.

Protiviti Segment Income Margin*

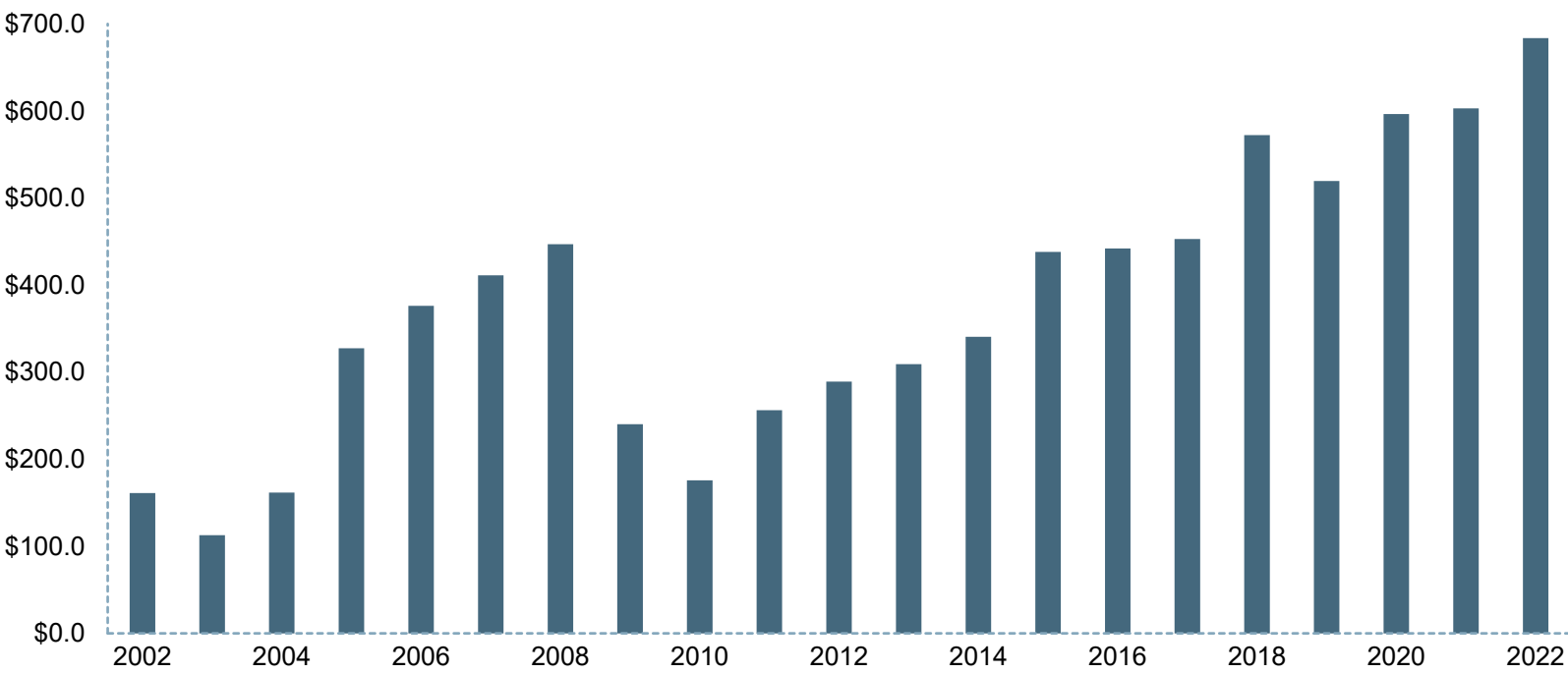
Inception to Date



* Segment income is income before income taxes adjusted for interest income and amortization of intangible assets. The Company provides segment income because it is how the Company evaluates segment performance.

Cash Flow History

Operating Cash Flow (in Millions)





Strong Balance Sheet

As of March 31, 2023

\$2.9B

Total assets

\$548M

Cash

Zero Debt

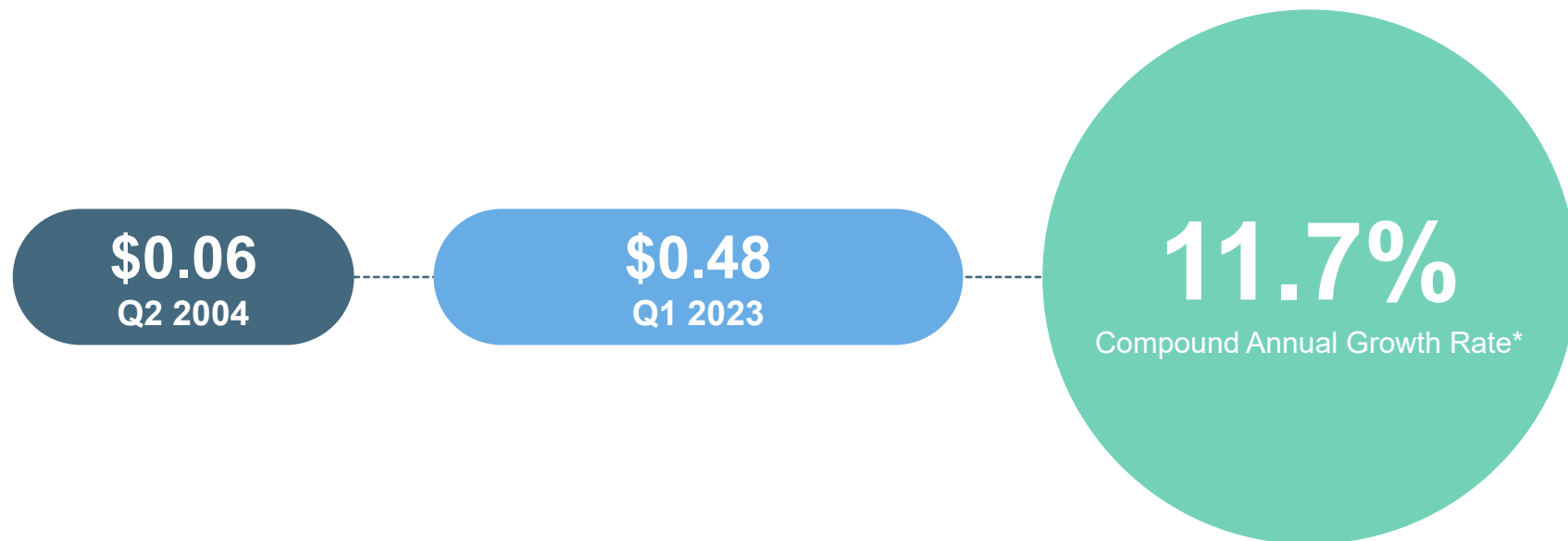
Substantially All Free Cash Flow Returned to Shareholders

(in Millions)

	YTD		5 Years	
Dividends	\$54	59%	\$716	43%
Share Repurchases	<u>\$38</u>	41%	<u>\$946</u>	57%
Total	<u><u>\$92</u></u>	100%	<u><u>\$1,662</u></u>	100%

Amounts shown are through March 31, 2023

Quarterly Dividend Increased Annually Since Inception



* CAGR percentage calculated with record date of Feb. 24, 2023

Share Count Reduction as of Q1 2023

