

Investor Presentation

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President and Chief Executive Officer
Robert Half

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Company Snapshot



NYSE symbol:
RHI



Headquarters:
Menlo Park, Calif.



Full-time internal staff*:
15,200

Q3 2023

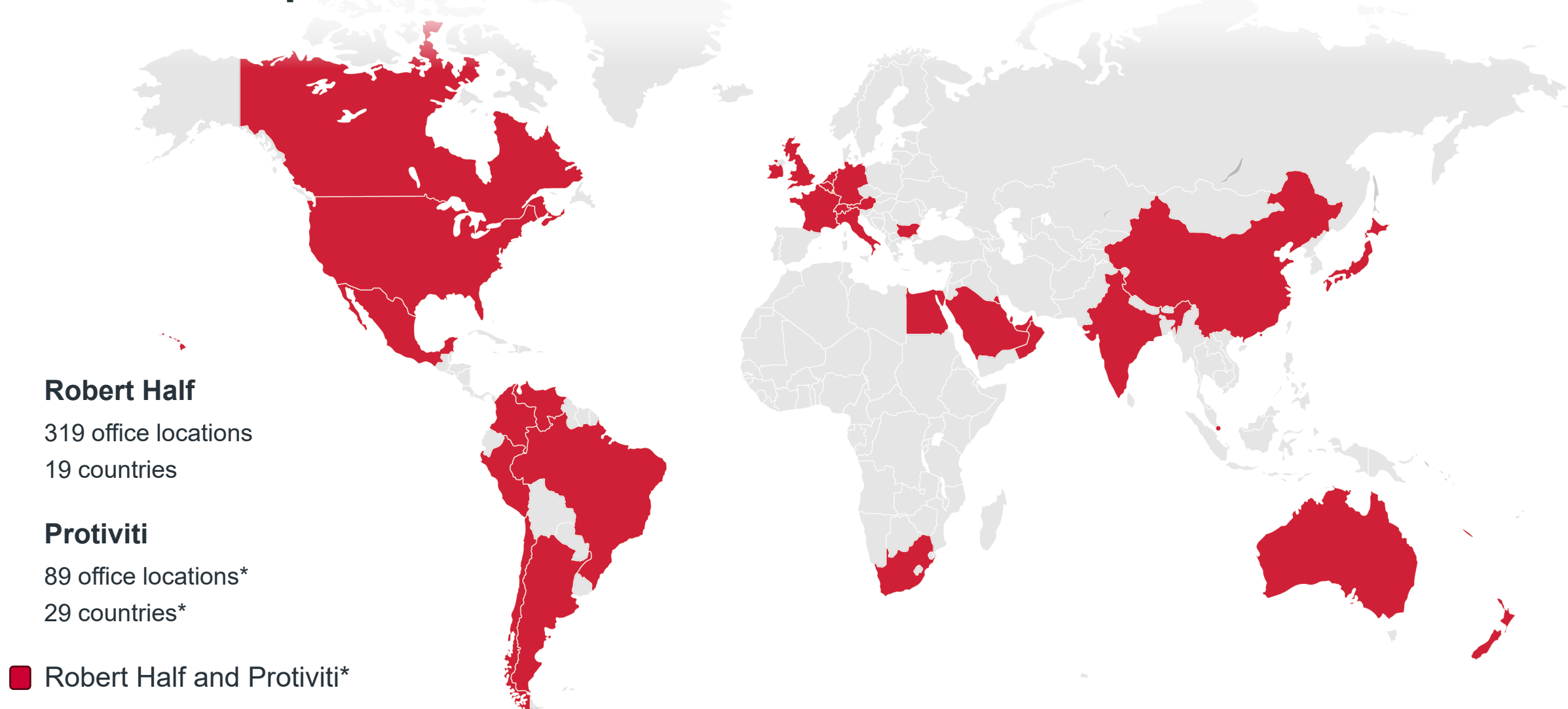
Service Revenues:
\$1.56 Billion

Net Income:
\$96 Million

Return on Invested Capital:
23.9%

* As of September 30, 2023. Includes approximately 7,100 employees engaged directly in Protiviti operations

Local Capabilities, Global Reach



*Includes Member Firms, which are independent legal entities operating under the Protiviti name

The Most Respected Name in Talent Solutions and Consulting

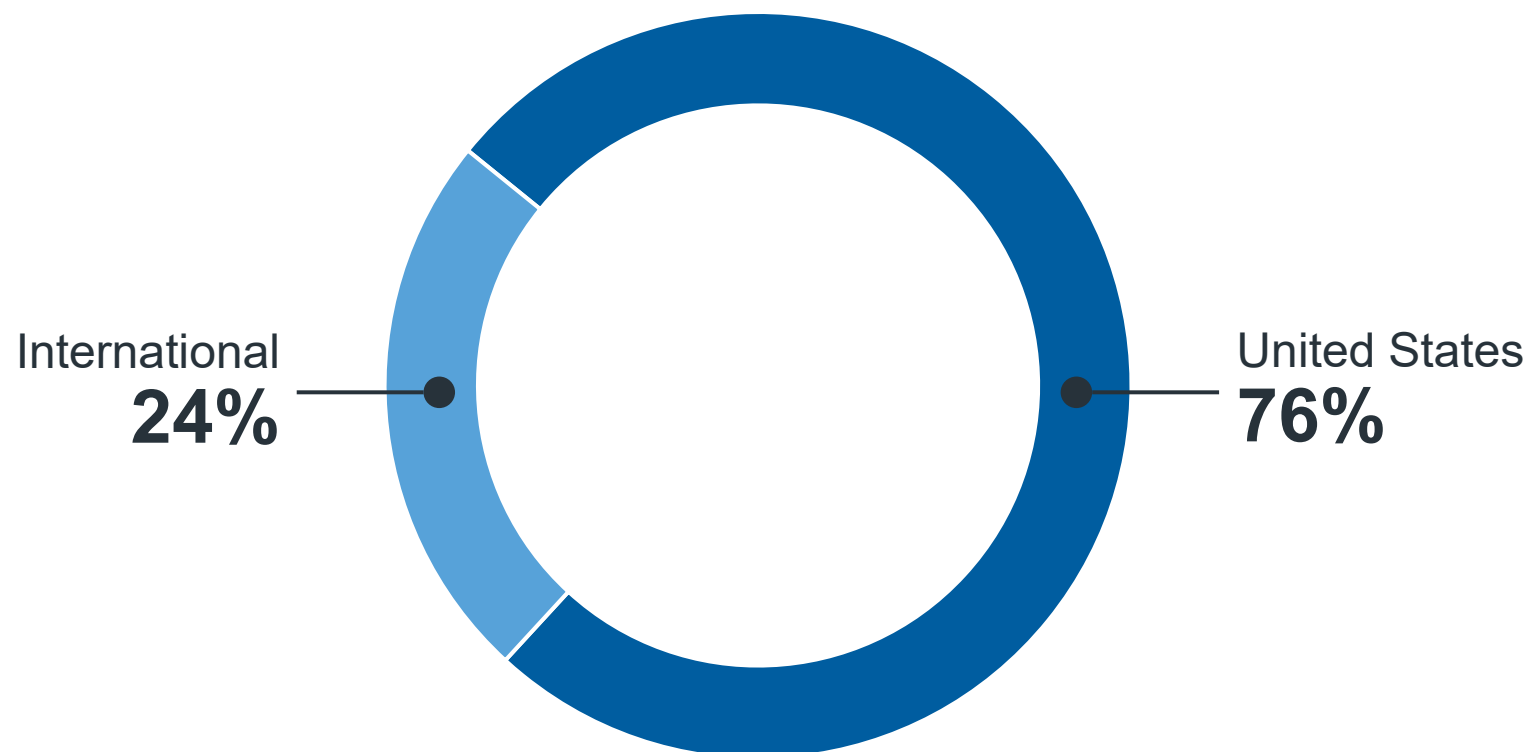


75 Years of Changing Lives and Helping Companies Succeed



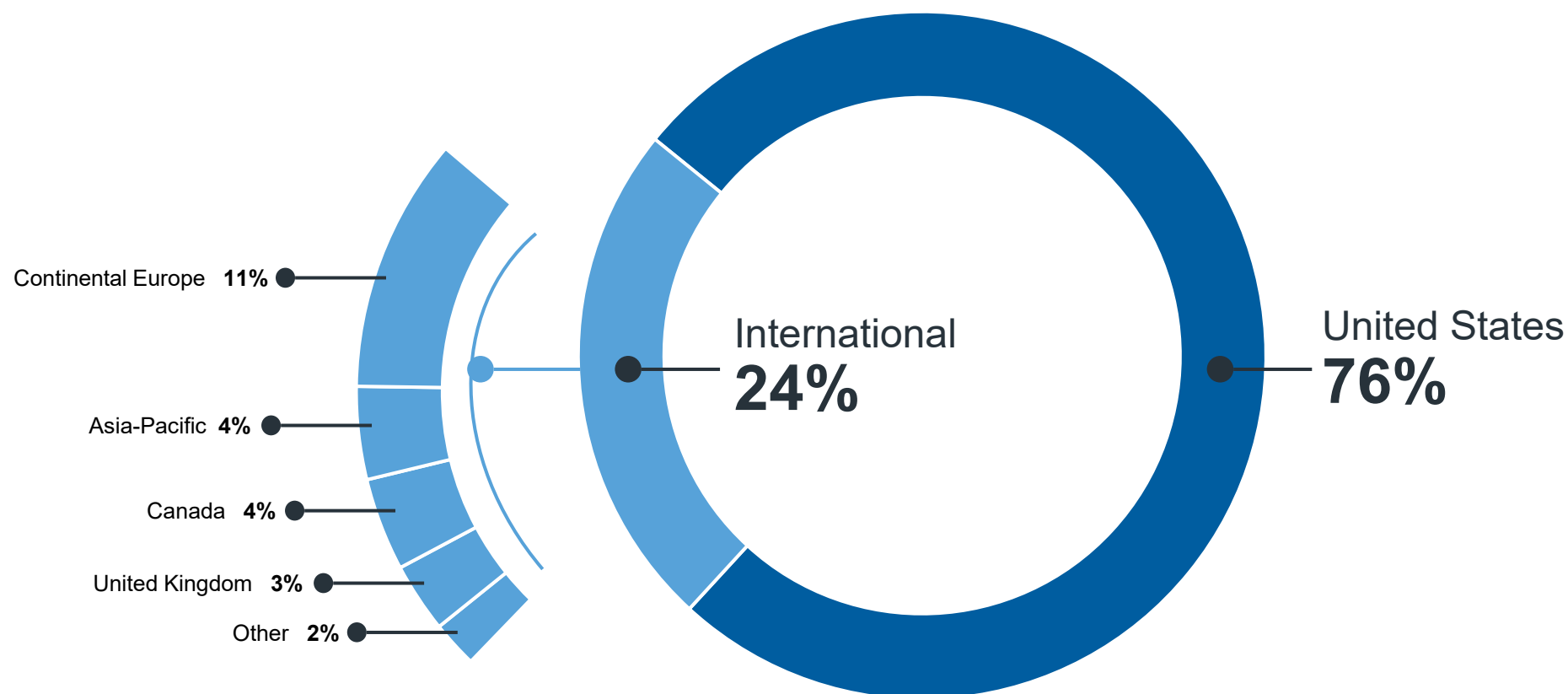
U.S. Accounts for Almost 80% of Talent Solutions Revenues

Talent Solutions Revenue Mix — Global



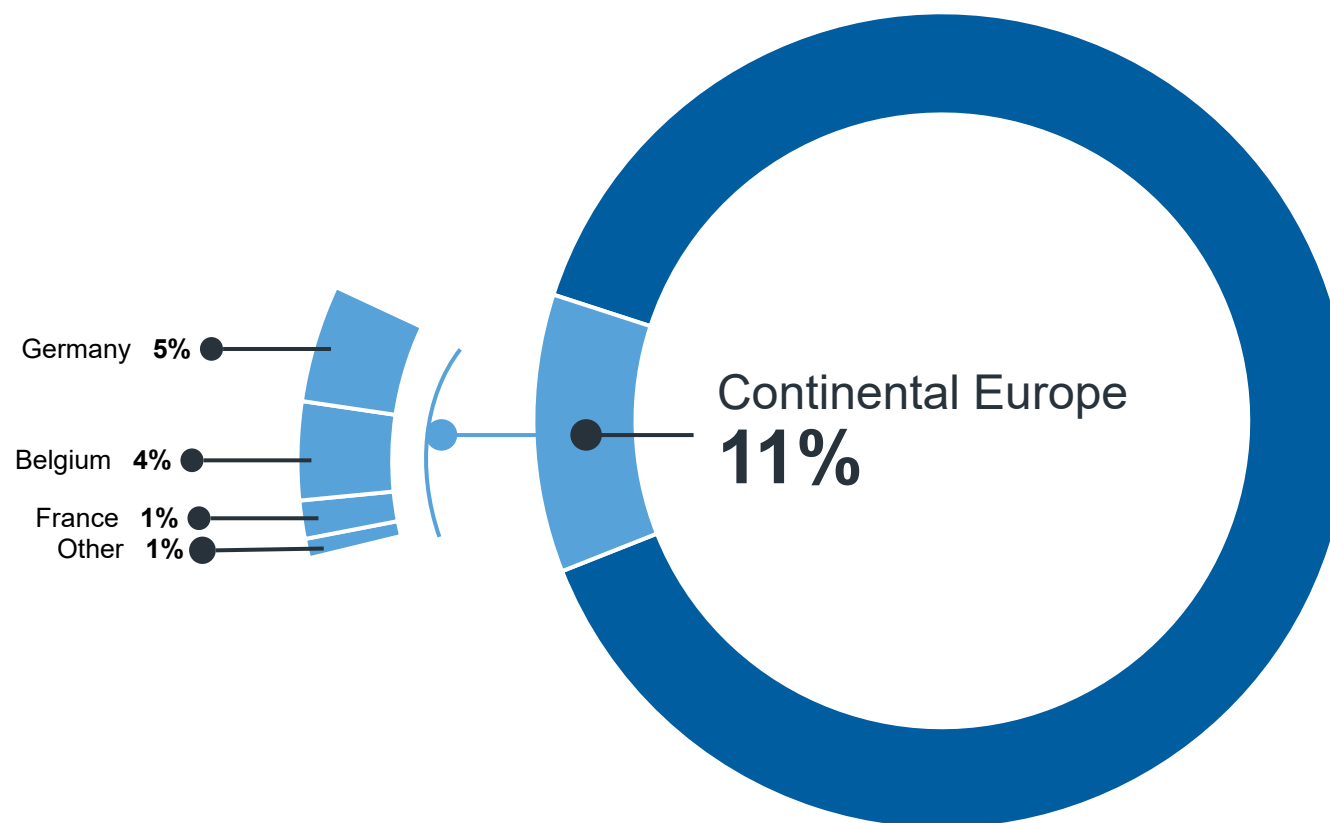
Largest Portion of International Talent Solutions Revenues from Continental Europe

Talent Solutions Revenue Mix — International



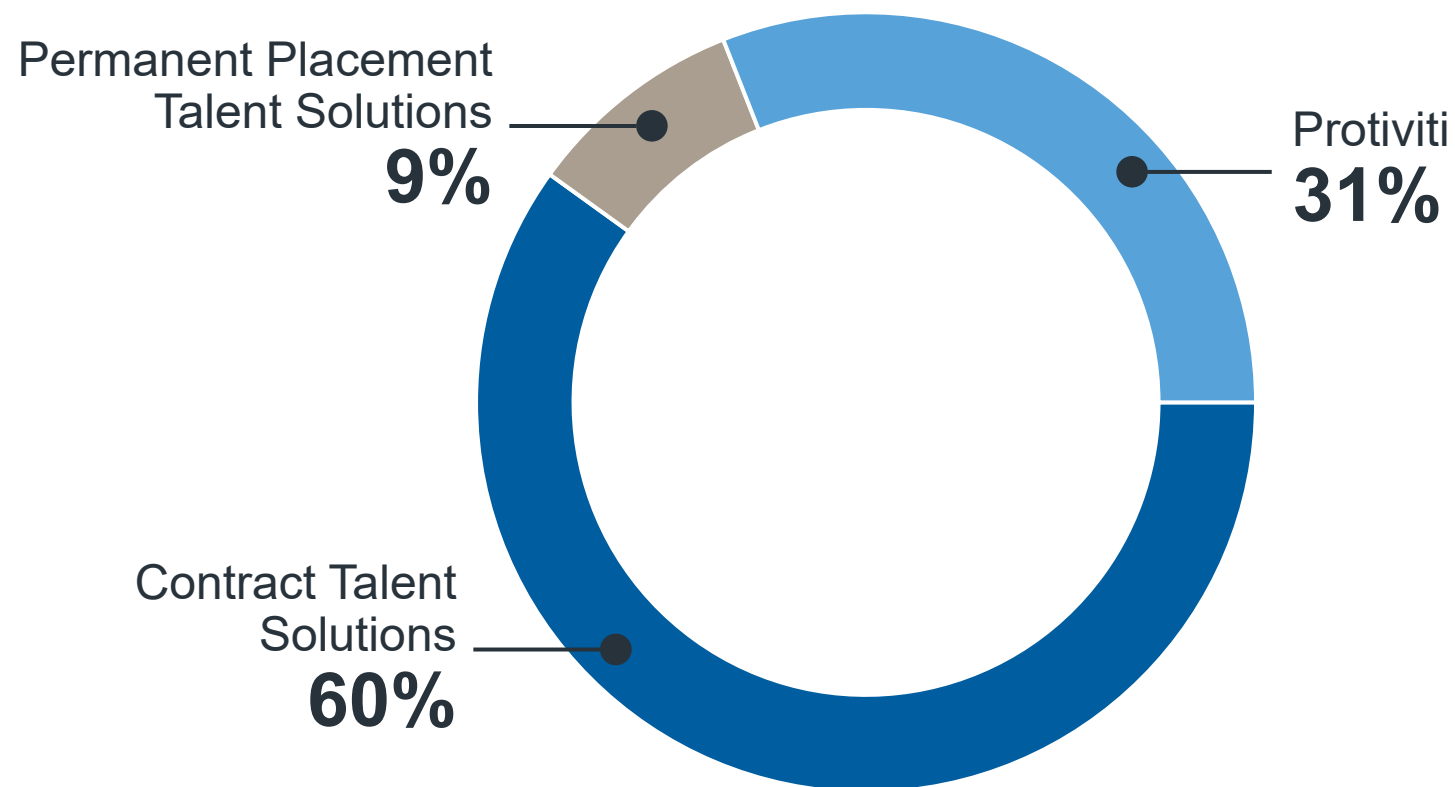
Germany and Belgium Produce Largest European Revenues

Talent Solutions Revenue Mix — Continental Europe



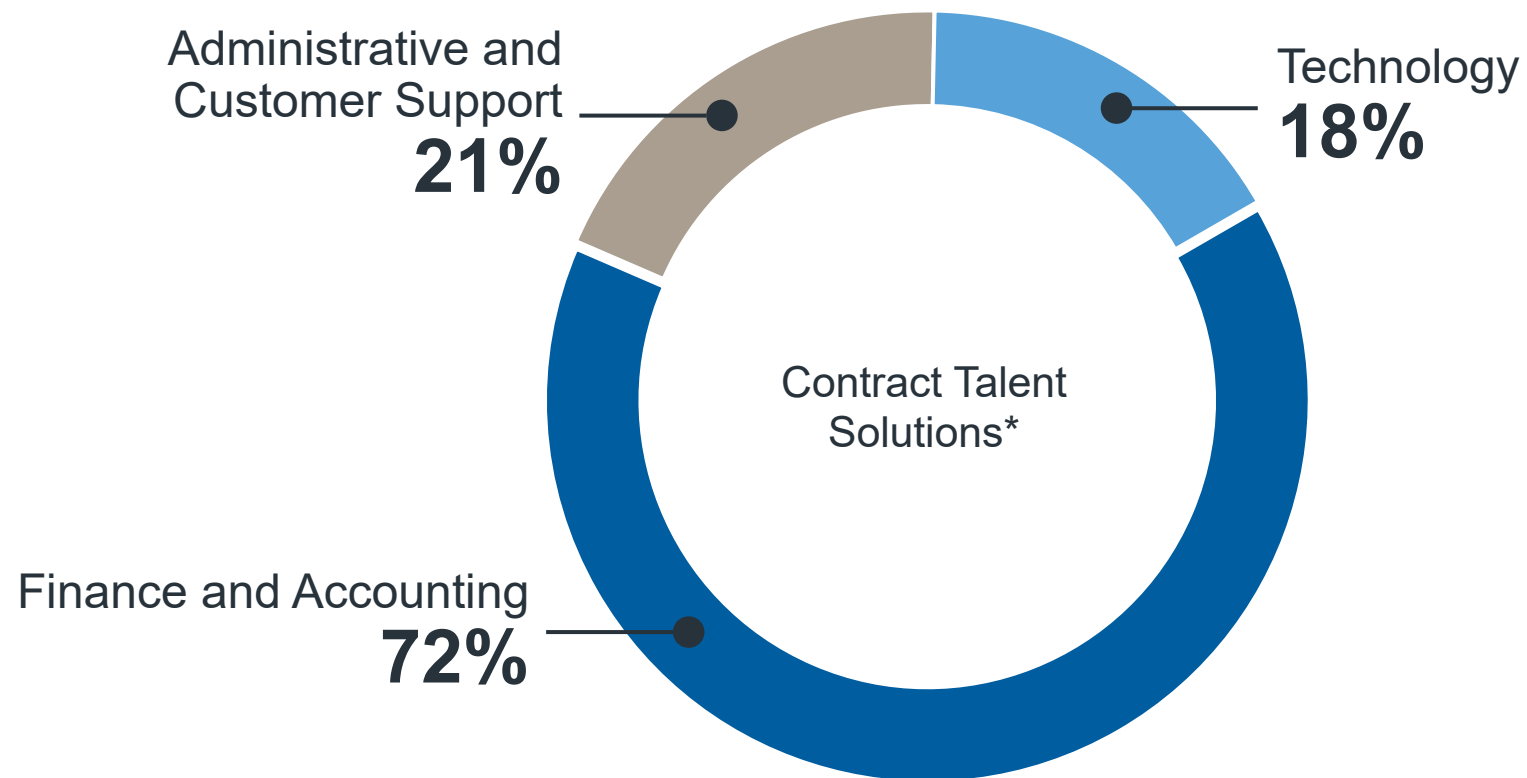
Revenue Mix by Segment

Q3 2023 Global Revenues



Revenue Mix by Segment

Q3 2023 Global Revenues

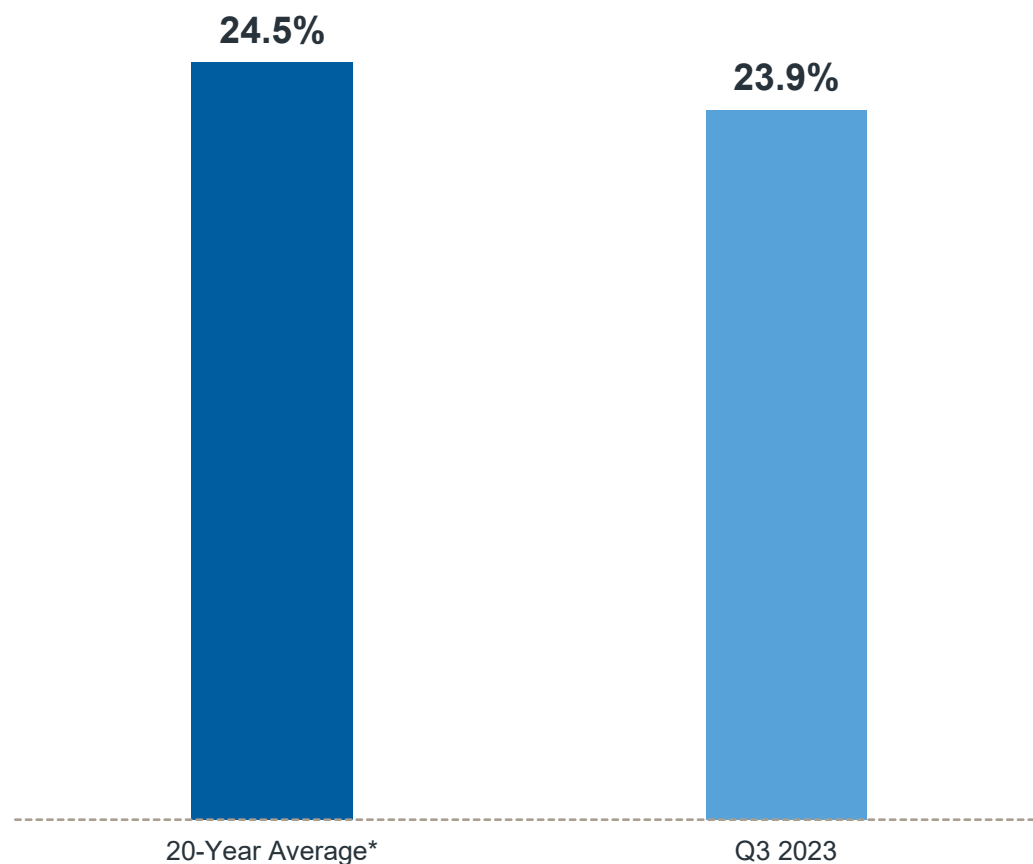


Q3 2023 Contract Talent Solutions Mix

* Service revenues for contract talent solutions add to more than 100% because they include intersegment revenues of 11%. 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

Q3 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.

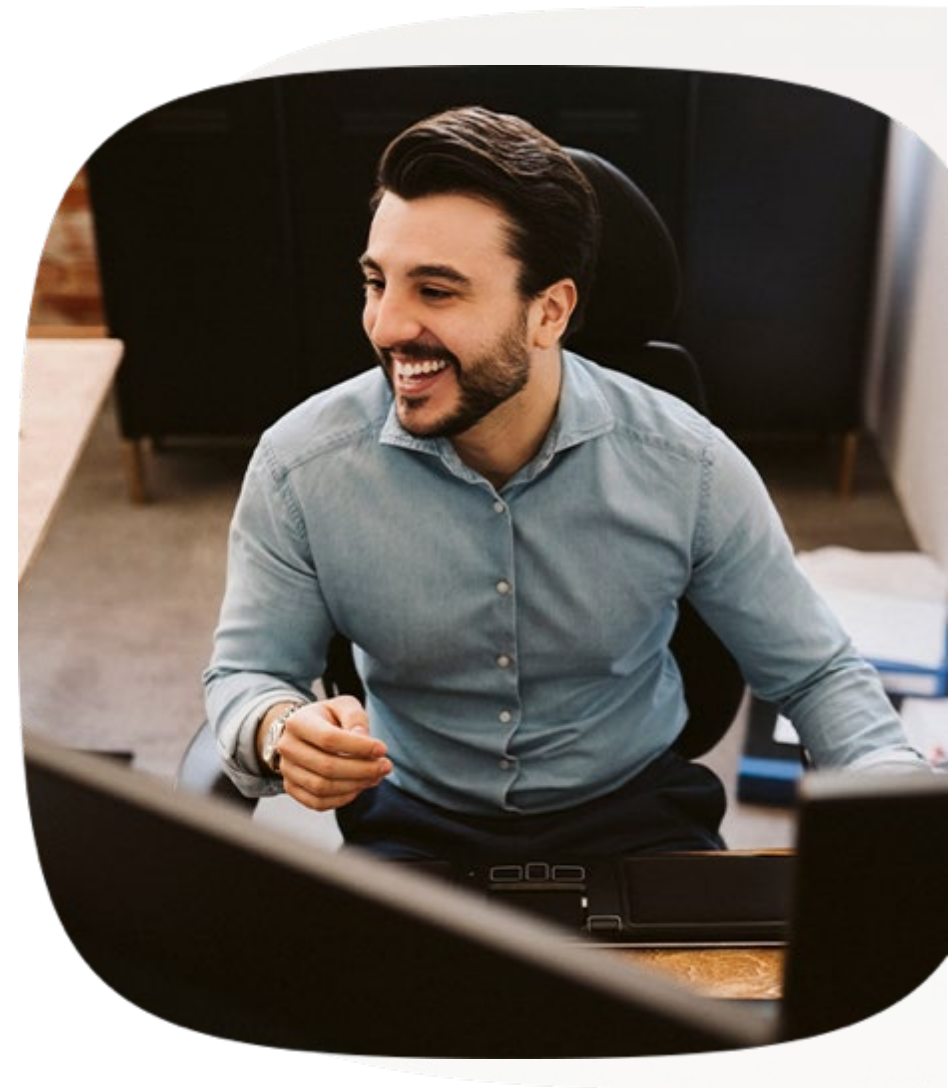
* Through September 30, 2023

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

Blended Protiviti/
Talent Solutions

Growing suite of consulting solutions

Internal
Audit and
Financial
Advisory

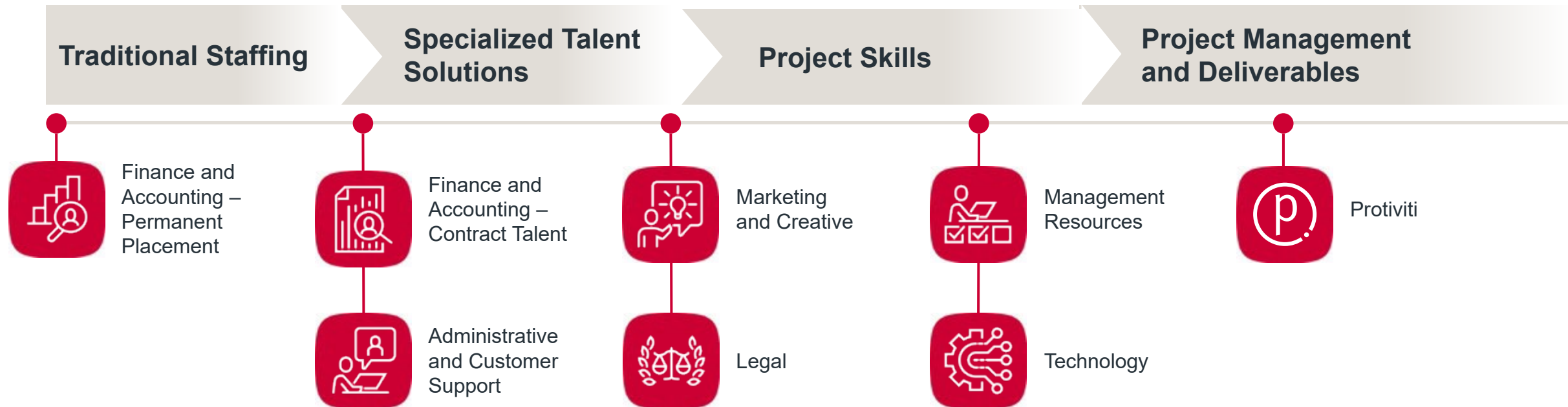
Technology
Consulting

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

Positioning

Positioned as quality leader through advertising and PR activities

Awareness

- Traditional media for broad band awareness
 - Radio
 - Locally directed advertising and programs

Digital Media

- Specific target audiences
 - Search – paid and organic
 - Digital advertising and retargeting
 - Email/Direct marketing
 - Social media



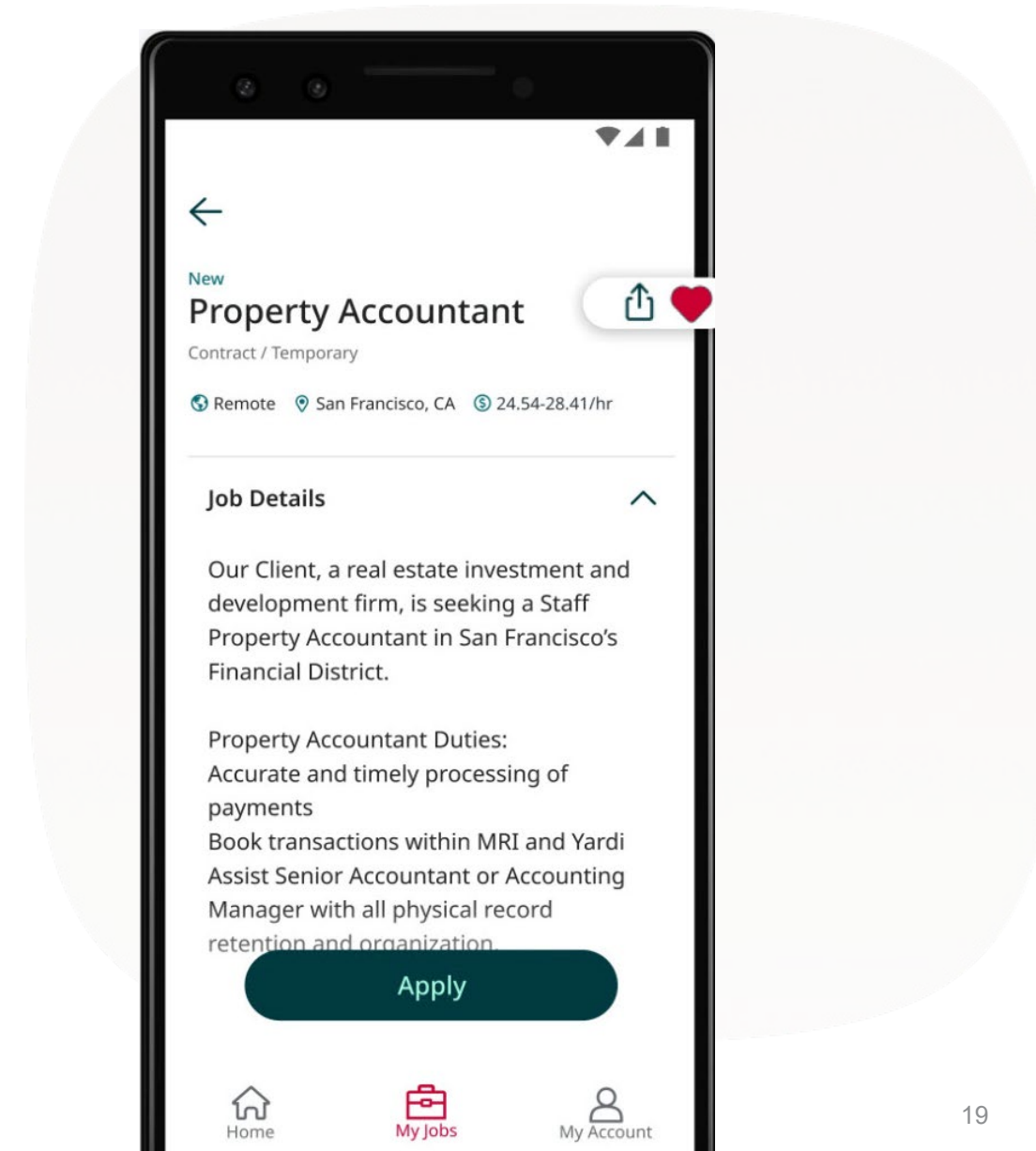
Most-recognized brand in the industry

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 our 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

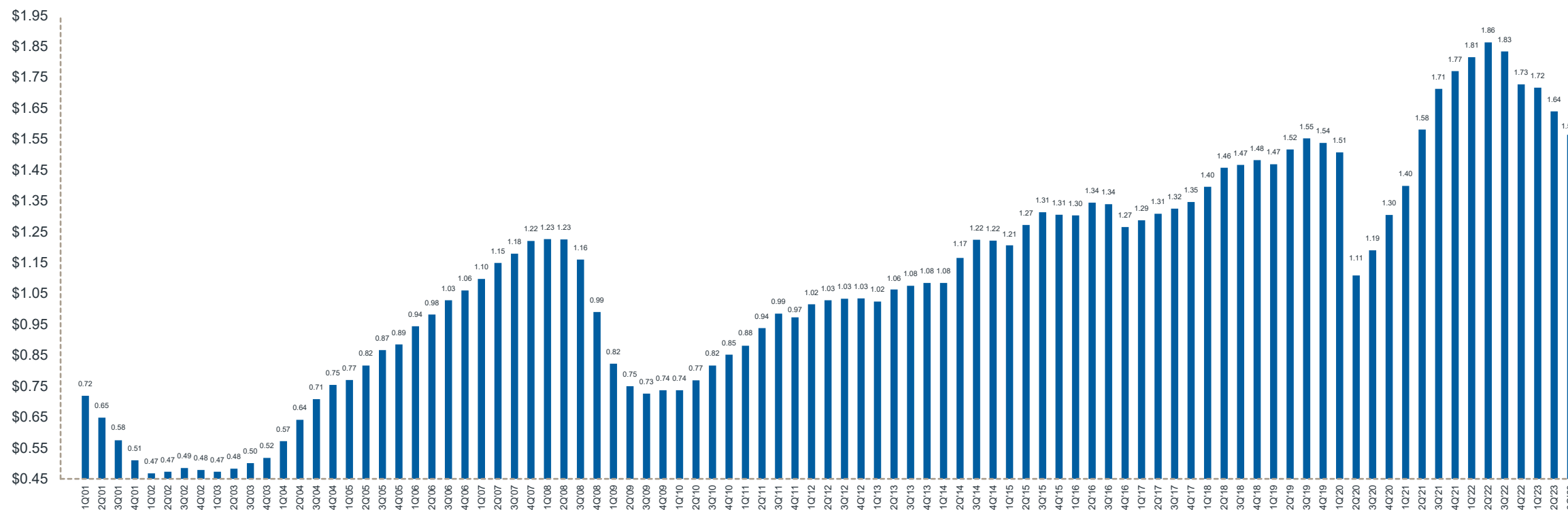


Revenues of
\$1.56 Billion
for Q3 2023



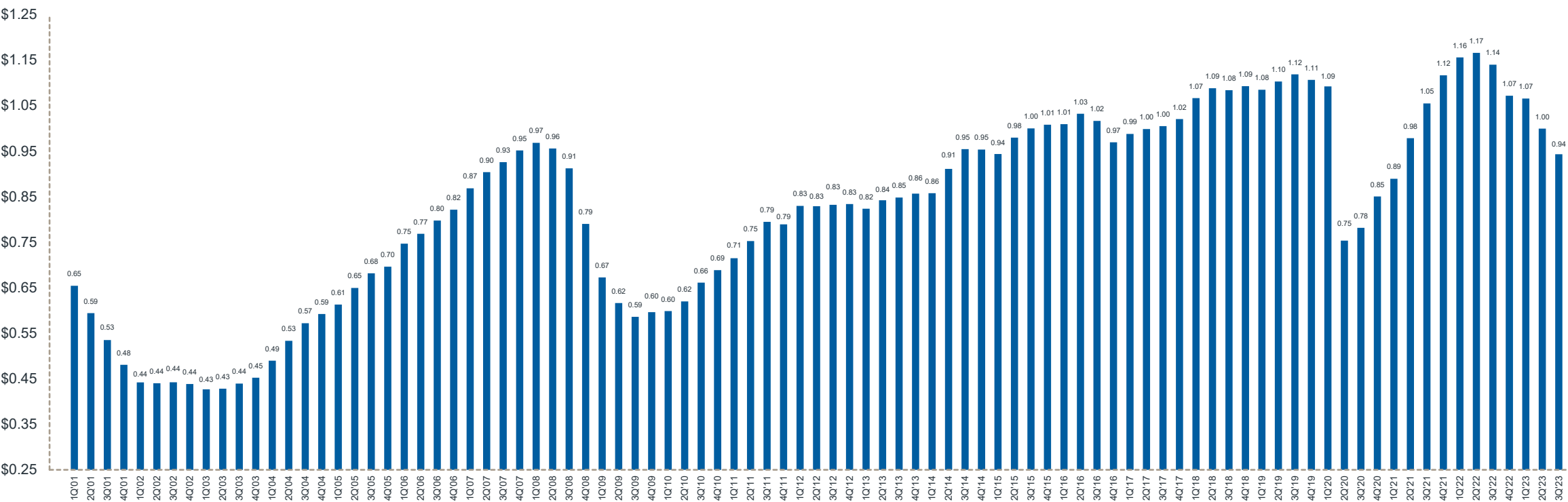
Revenue History (2001 – Q3 2023)

Quarterly Global Revenues (in Billions)



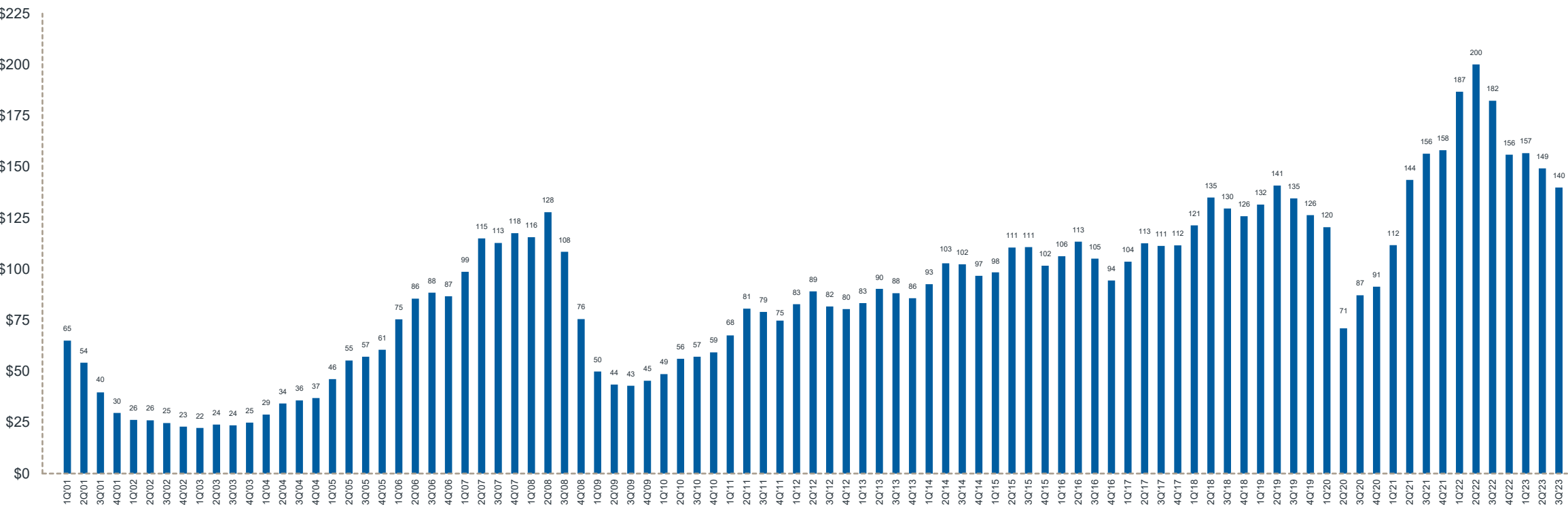
Contract Talent Solutions Revenue History (2001 – Q3 2023)

Quarterly Global Revenues (in Billions)



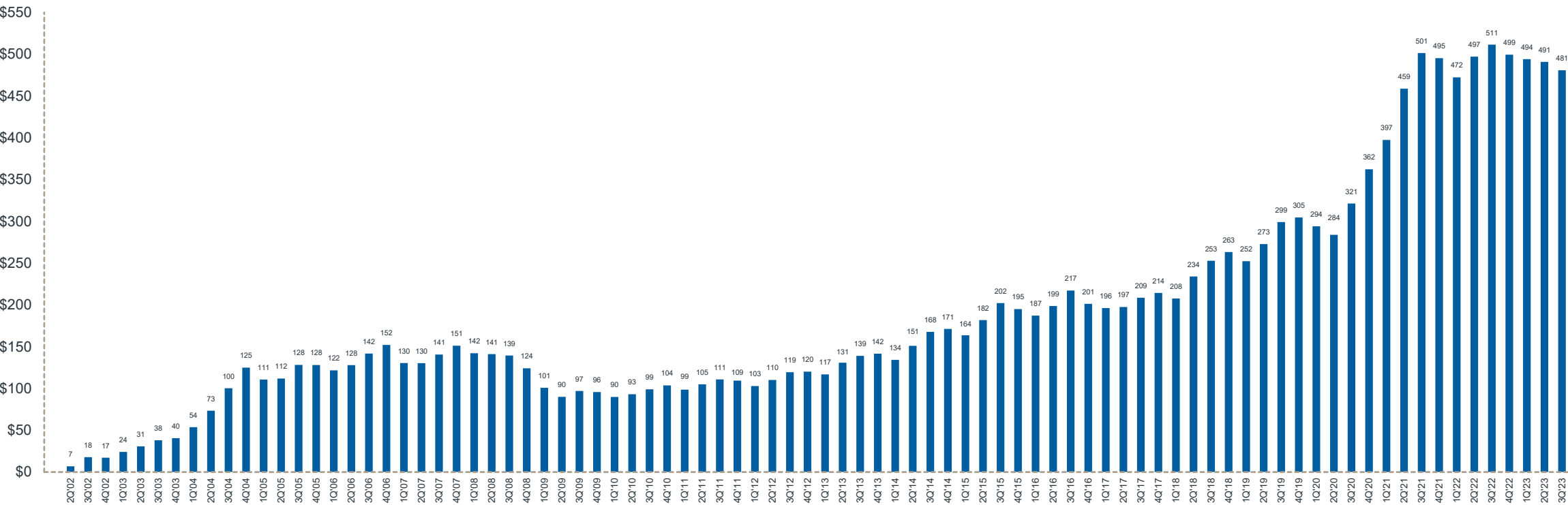
Permanent Placement Talent Solutions Revenue History (2001 – Q3 2023)

Quarterly Global Revenues (in Billions)



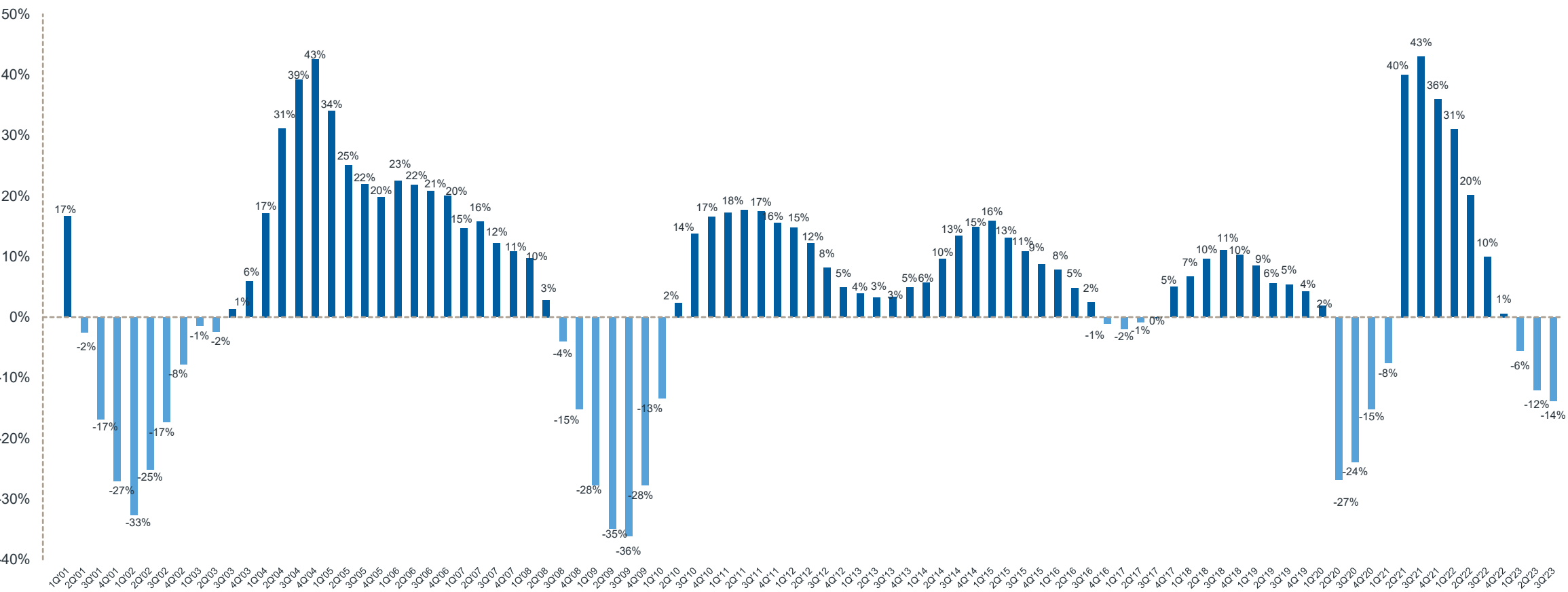
Protiviti Revenue History (Q2 2002 – Q3 2023)

Quarterly Global Revenues (in Billions)



Robert Half Enterprise Results

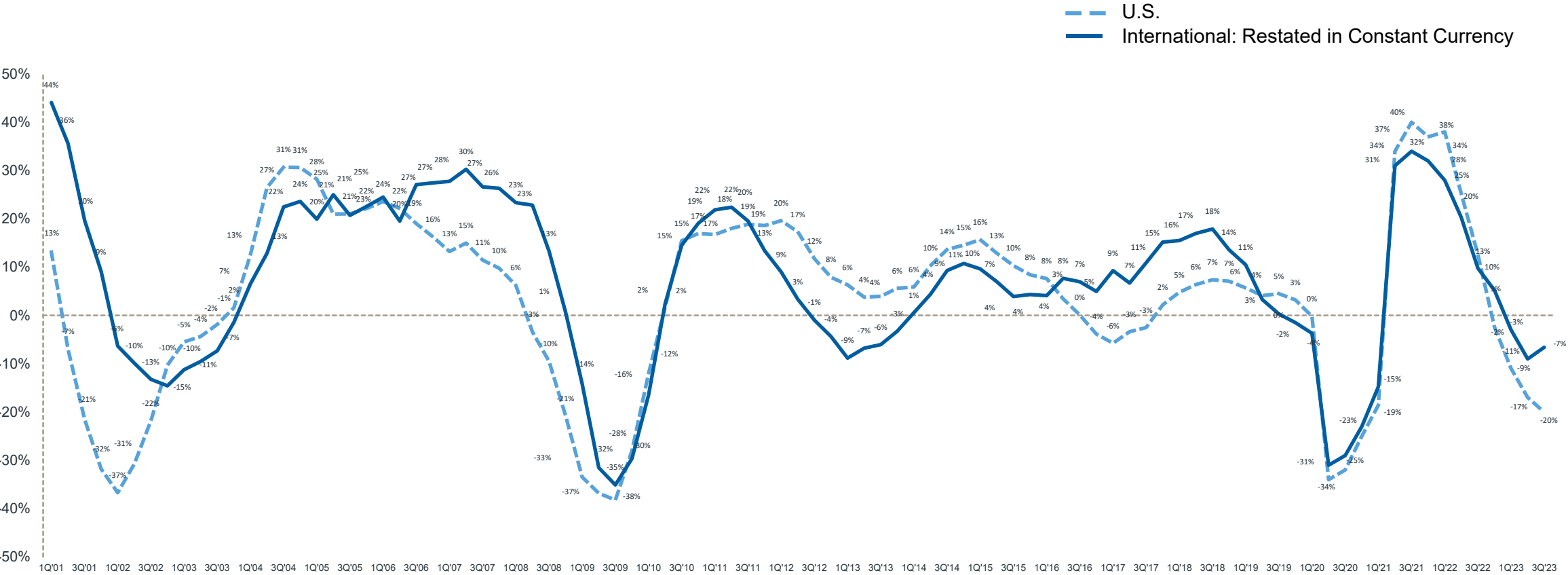
Year-Over-Year Revenue Growth (As Adjusted*)



* Adjusted for the impact of changes in the number of billing days, foreign currency fluctuations and certain intercompany adjustments.

Talent Solutions Divisions – U.S. vs. International

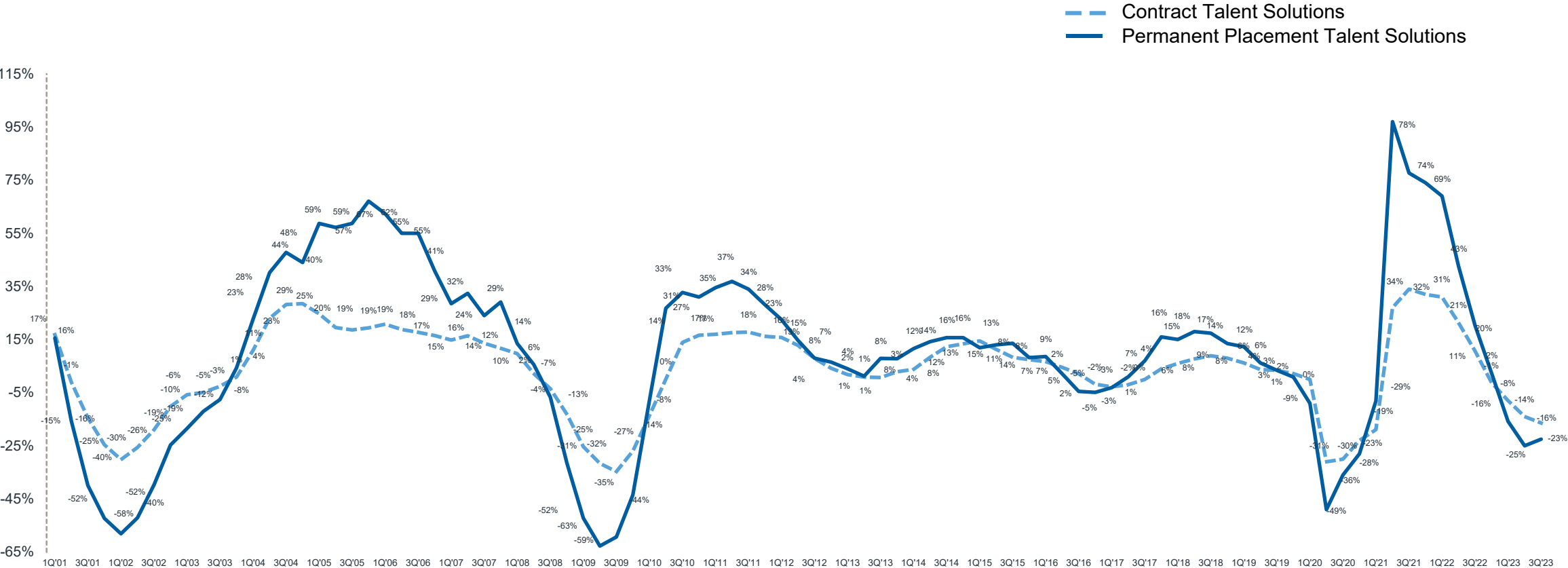
Year-Over-Year Revenue Growth (As Adjusted*)



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Contract Talent Solutions vs. Permanent Placement Talent Solutions

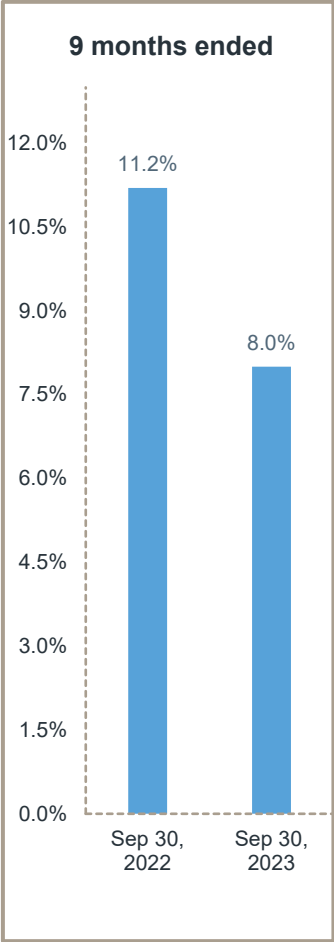
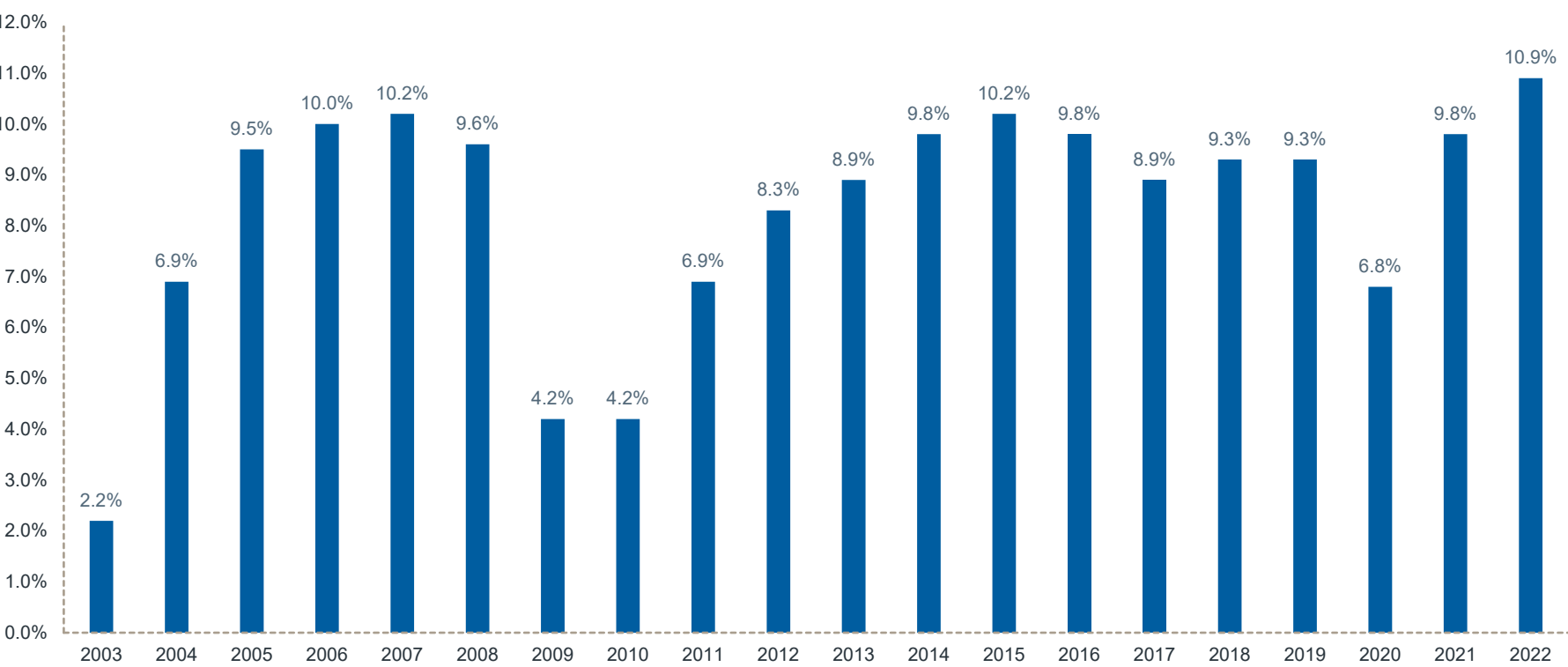
Year-Over-Year Revenue Growth (As Adjusted*)



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Contract Talent Solutions Segment Income Margin*

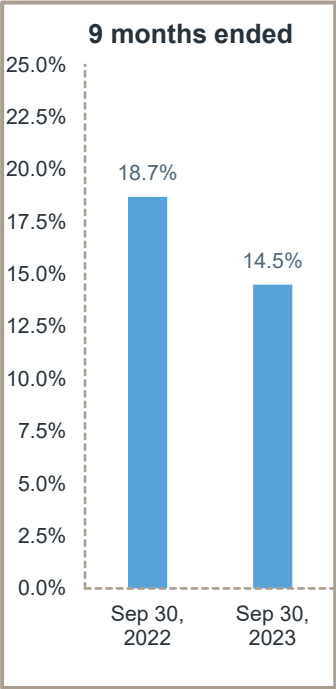
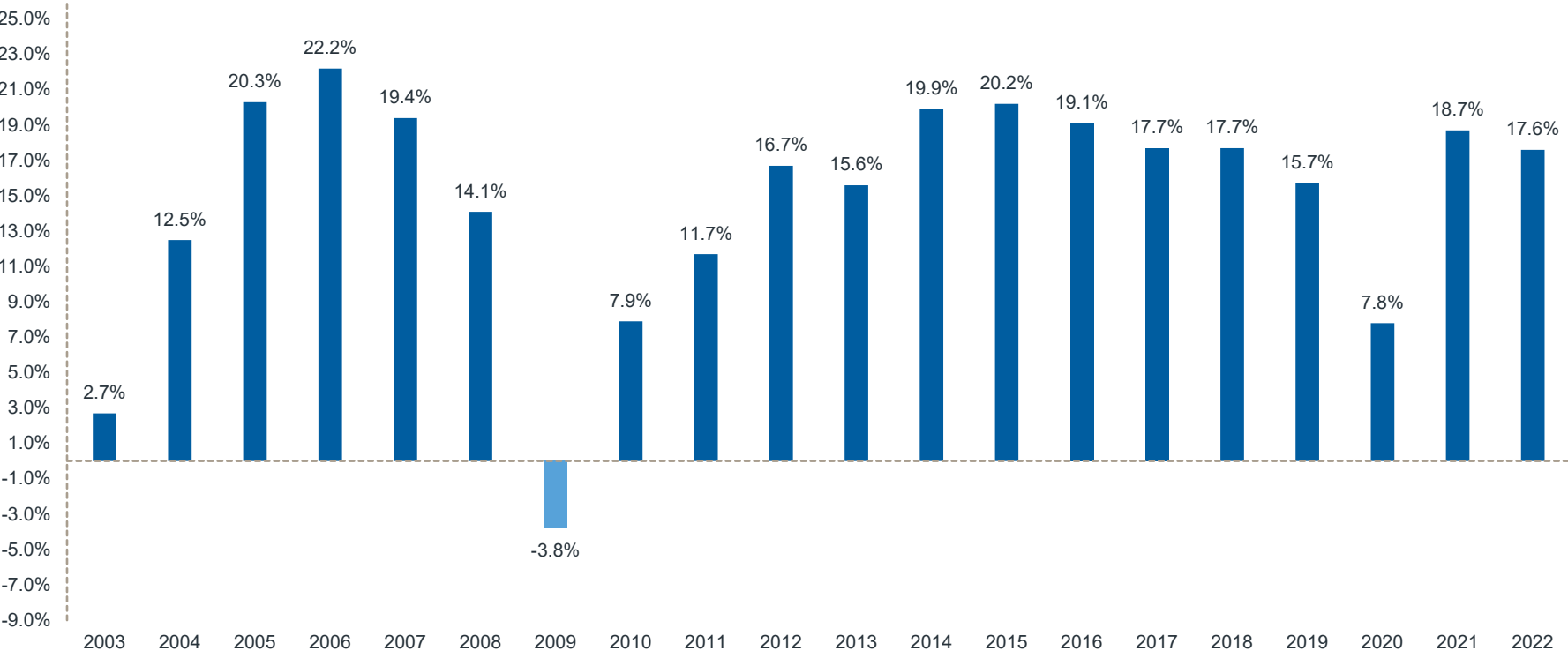
20-Year History



*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*

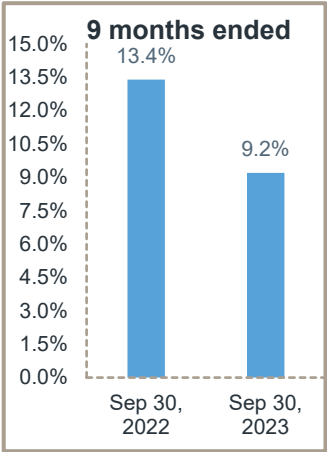
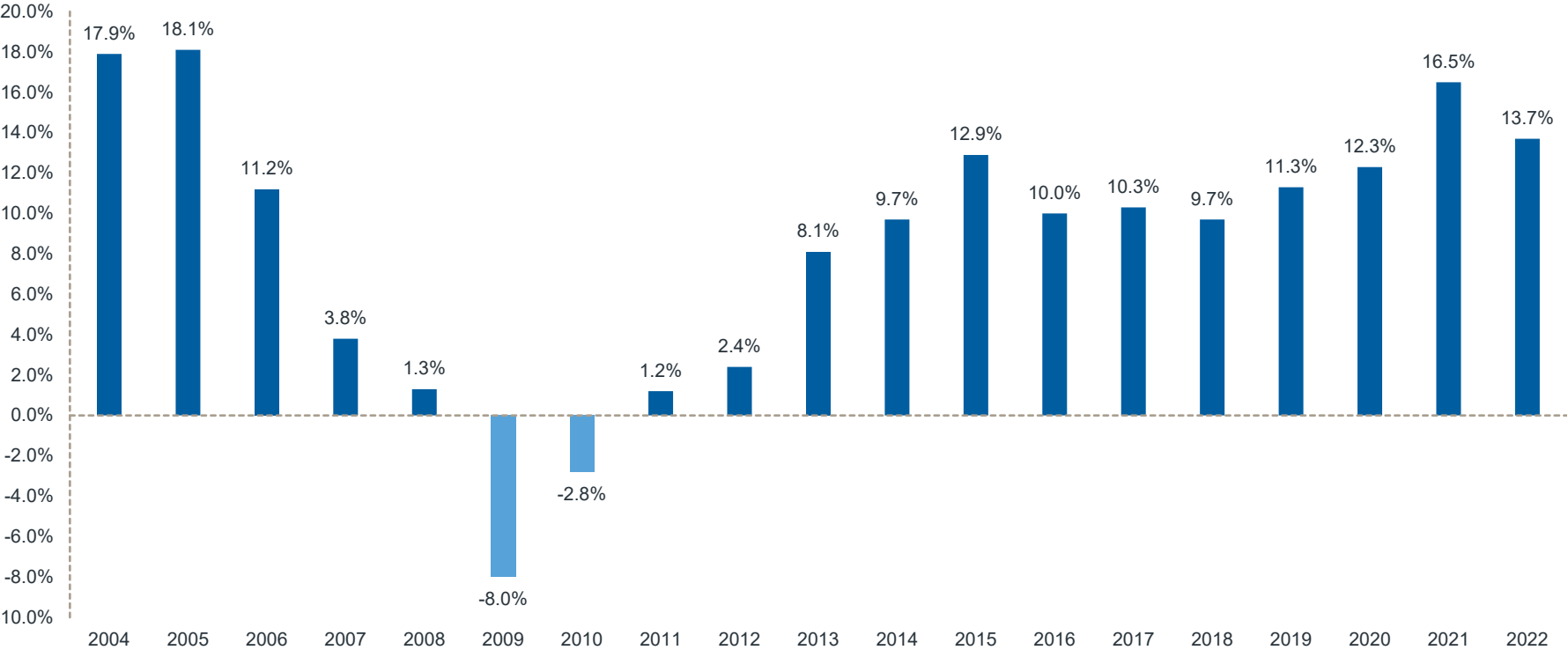
20-Year History



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Protiviti Segment Income Margin*

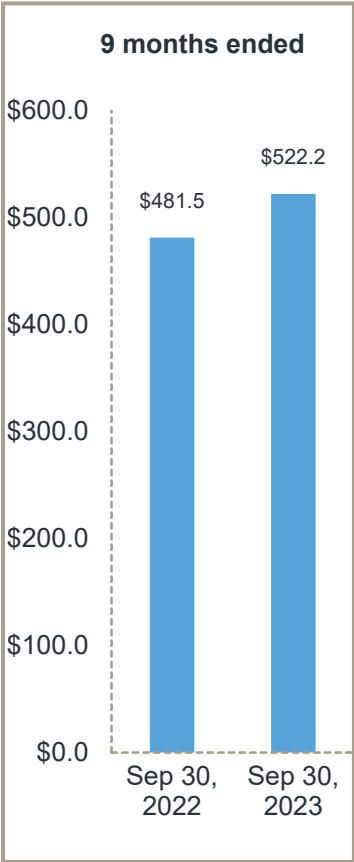
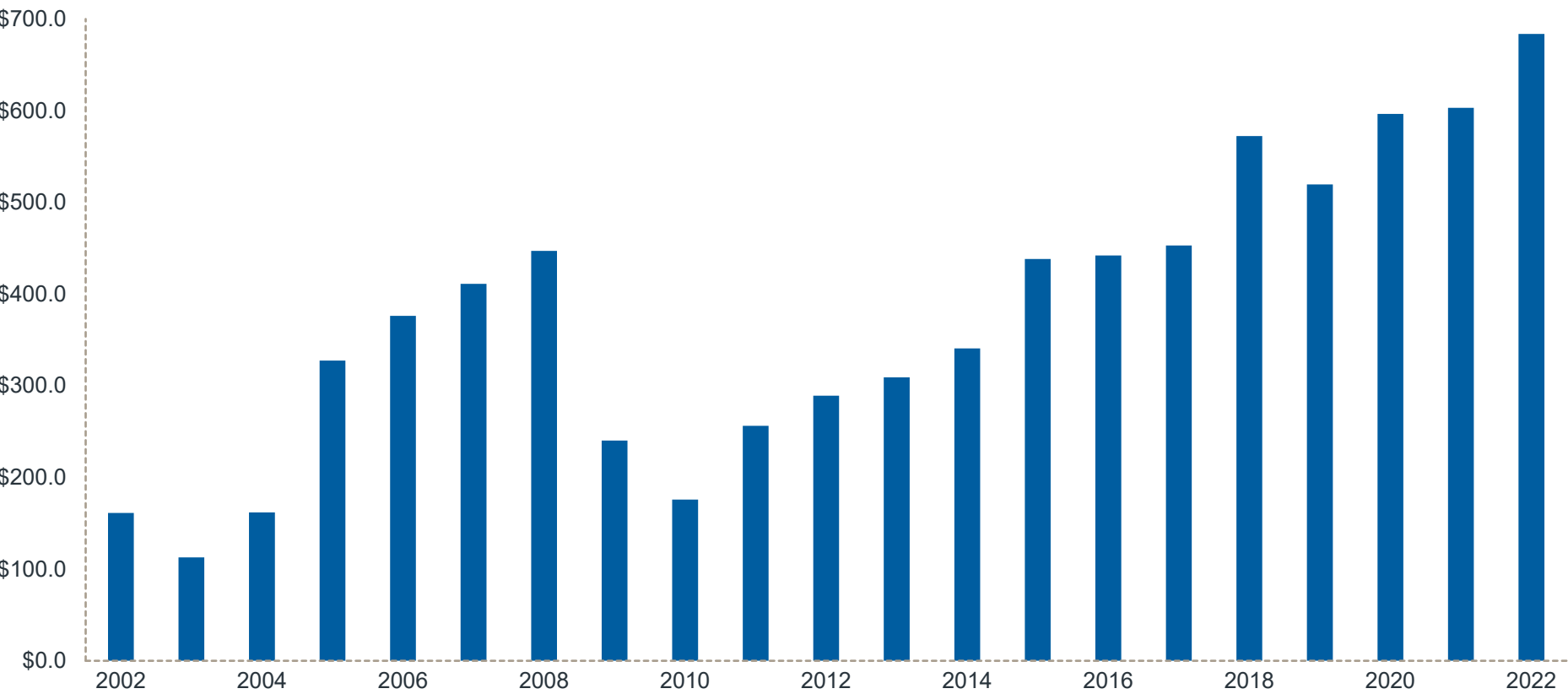
2004 to Date



*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 September 30, 2023



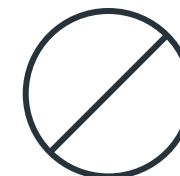
\$3.0B

Total assets



\$729M

Cash



**Zero
Debt**

Substantially All Free Cash Flow Returned to Shareholders

(in Millions)

| | YTD | | 5 Years | |
|-------------------|---------------------|------|-----------------------|------|
| Dividends | \$155 | 47% | \$851 | 41% |
| Share Repurchases | <u>\$175</u> | 53% | <u>\$1,218</u> | 59% |
| Total | <u>\$330</u> | 100% | <u>\$2,069</u> | 100% |

Amounts shown are through September 30, 2023

Quarterly Dividend Increased Annually Since Inception

\$0.06

Q2 2004

\$0.48

Q3 2023

11.4%

Compound Annual
Growth Rate*

* CAGR percentage calculated with declaration date of July 31, 2023

Share Count Reduction as of Q3 2023

