Robert Half Inc.

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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11/20/2025, 12:10 am

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Robert Half Inc. (the "Company") is a publicly traded professional services firm specializing in talent solutions and business consulting. The Company's talent solutions include contract and permanent placement, including in specialized fields such as finance and accounting, technology, administrative and client support, legal, and marketing and creative. Protiviti, our business consulting subsidiary, helps companies solve problems in regulatory compliance, finance, technology, operations, data, digital, legal, HR, governance, risk and internal audit. Protiviti also provides services to clients through a managed solutions delivery model, working closely with our talent solutions business to deploy custom-built teams of highly skilled professionals. Our time-tested corporate purpose is to connect people with meaningful, rewarding work opportunities and provide companies with the talent and subject matter expertise they need to compete, grow with confidence and prepare for the future of work. In recognition of our commitment to our purpose, Robert Half was named to, among other awards, FORTUNE's 100 Best Companies to Work For, FORTUNE's Best Workplaces for Women, FORTUNE's America's Most Innovative Companies, and Forbes' America's Best Professional Recruiting Firms. Throughout our CDP response, the term "Robert Half" or "the Company" refers to the entire global enterprise, including both talent solutions and Protiviti.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 5 years

[Fixed row]

(1.4.1) What is your organization’s annual revenue for the reporting period?

5795837000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

770323103

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

RHI

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

04-325-6403

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ Luxembourg
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Belgium
☑ Germany
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China
☑ United Arab Emirates

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

The Company has mapped its upstream value chain in alignment with its GHG inventory methodology; whereby we have identified our relevant upstream value chain impacts and incorporated those items in our annual GHG accounting process to understand our footprint. As we do not manufacture any physical products, traditional downstream value chain elements are not considered material due to the nature of the Company's professional services business.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

As a professional services organization, we do not plan to map where in our value chain plastics are produced, commercialized, used, and/or disposed of due to perceived relevance and our operational focus. For our business, plastics usage is not considered a significant issue for our business operations, given that our organizational/operational focus is on human capital and client services rather than producing physical products. As a result, our internal processes and value chain analyses have traditionally centered on service delivery, client engagement, and human resource management rather than material flow and waste management. [Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Robert Half defines short-, medium-, and long-term time horizons in alignment with the nature of its business and its strategic and financial planning cycles. As noted in Robert Half's 2024 Annual Report on Form 10-K "Any reduction in global economic activity may harm the Company's business and financial condition. The demand for the Company's services, in particular talent solutions services, is highly dependent upon the state of the economy and upon the staffing needs of the Company's clients." Our services, and our business, evolve with the needs of our clients, which are impacted by technological changes and innovation. Therefore, a short-term time horizon is highly relevant in a fast-paced, rapidly changing environment.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

A medium-term time horizon allows us to assess risks and opportunities two- to five-years in the future. Our strategic and financial planning enable planning for the near-term future of our business - including changing market and industry conditions and the potential impact of new regulations and legal requirements. We seek to build and develop governance protocols, business practices, and technological tools that will serve us and our clients in the next 2-5 years and beyond.

Long-term

(2.1.1) From (years)

6

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We pioneered the idea of professional talent solutions over 70 years ago and, as the needs of businesses and the nature of work have evolved, so have we. Our business model and the industries we serve have also evolved and expanded with the acquisition of our business consulting subsidiary, Protiviti. While disruption is less predictable over a long-term horizon, we continue to plan to meet dynamic challenges and opportunities as they evolve in the next 6-10 years and beyond. Our robust experience with long-term planning and our agility as a firm without significant hard assets (e.g., an all-leased real estate portfolio), allow us to assess and prepare for the future of our industry while maintaining continuity of operations today. Specifically, our investment in corporate responsibility across the business and our Corporate Responsibility team will help us understand and address long-term climate-related risks and opportunities.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ IPCC Climate Change Projections

☑ Other international methodologies and standards, please specify :NGFS Net Zero 2050, IPCC SSP 1-2.6, UN PRI Required Policy Response, IEA Net Zero by 2050, NGFS Delayed Transition, IPCC SSP 2-4.5, UN PRI Forecast Policy Response, NGFS Fragmented World, NGFS Diverging Realities, IPCC SSP 5-8.5

Other

☑ External consultants

☑ Materiality assessment
☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Drought
☑ Tornado
☑ Wildfires
☑ Heat waves
☑ Cold wave/frost
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical
☑ Heat stress
☑ Water stress
☑ Sea level rise
☑ Temperature variability
☑ Increased severity of extreme weather events
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy
☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Poor coordination between regulatory bodies
☑ Poor enforcement of environmental regulation
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards

Market
☑ Changing customer behavior
☑ Uncertainty in the market signals

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Stigmatization of sector

Technology

☑ Dependency on water-intensive energy sources

☑ Data access/availability or monitoring systems

☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ Yes

(2.2.2.16) Further details of process

Climate Governance and Oversight: Robert Half's Board, including our CEO, oversees social, governance, and environmental matters, including climate. The Board receives at least annual updates from the Chief Corporate Responsibility and Inclusion Officer (CCRIO), who reports to the CEO and oversees climate strategy, targets, and budget. The Board reviews our Corporate Responsibility Report, which includes GHG emissions data, progress on science-based targets (SBTs), biodiversity updates, water stress analyses, and other environmental initiatives. The Board also oversees enterprise risk management, including strategic,

operational, financial, legal, regulatory, technological, reputational, social, and environmental risks and opportunities—directly and through its committees. These risks span short-, medium-, and long-term horizons. Board meetings include committee reports and management presentations. The Board considers risks as part of its annual strategic plan review. Management's Role: Management monitors and manages risks daily and reports regularly to the Board. Legal experts advise management on regulatory risks, which are escalated as needed. The internal audit department conducts the Company's risk assessment. They review the risk assessment results and associated internal audit plan with the Audit Committee for their approval, execute the various reviews in the Audit Plan, reports results and associated risk mitigation strategies, and discuss emerging risks, which could include climate-related risks. The lead internal audit executive reports directly to the Audit Committee and engages regularly in executive sessions with its members. Our Corporate Responsibility team and others identify climate-related risks and opportunities, such as improving energy efficiency, expanding renewable electricity use, and engaging suppliers on resilience and environmental responsibility. Climate Scenario Analysis: In 2025, we conducted a climate scenario analysis to evaluate potential exposure to physical and transition risks and opportunities under three scenarios. We used a five-level impact rating model, scenario likelihoods, and stakeholder input. Through this exercise we identified the most significant climate-related risks and opportunities that could reasonably affect Robert Half over the short-, medium-, and/or long-term, depending on global temperature and policy trends. Given the nature of the professional services we provide, along with the global nature of our business, we do not believe our model is reliant on any one geography or industry. While we acknowledge the relevance of climate-related risks, we expect the diversification of our client base and service offerings will limit our exposure to geographies and industries that will be more significantly impacted by climate risk. As a result of the 2025 analysis, we are building a climate adaptation and resilience plan to guide future mitigation and disclosure efforts. Depending on the risk or opportunity, we may take specific actions—such as regulatory disclosures—or monitor conditions for future steps. Supply Chain: We seek to have new US suppliers sign our Supplier Code of Conduct or equivalent, which includes ESG criteria. Using a risk-based approach, we may survey North American key suppliers to assess ESG performance, including GHG emissions and SBTs. We sometimes request corrective actions and include ESG performance in our RFP selection criteria.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

As a professional services business, our environmental impact is relatively minimal compared to other industries in high emitting sectors, however, the Company assesses interconnections between environmental risks and opportunities where material. For example, water stress risk is evaluated using WRI Aqueduct, recognizing its linkage to climate change and potential impacts on employees. Renewable electricity procurement is prioritized in regions such as APAC, where we have facilities located in high or extremely high water stress areas. Given renewable electricity is typically less water intensive than traditional electricity sources, this procurement supports less water intensive forms of energy while also supporting the energy transition in one of our more CO2e intensive regions. The 2025 climate scenario analysis further explored interconnections between environmental dependencies, impacts, risks, and opportunities.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas of limited water availability, flooding, and/or poor quality of water

(2.3.4) Description of process to identify priority locations

Robert Half leveraged the open source WRI Aqueduct Water Risk Atlas tool to upload facility data and analyze which of our facilities are in areas of medium to high baseline water stress and greater. We used this output to further understand the percent of our offices in these medium to high stress areas (and greater) as well as what percent of our global square footage it represents. We also used this output to focus efforts on procuring renewable energy in the APAC region, where we have facilities in high or extremely high water stress areas, to help support energy transition and opt for energy sources that are less water intensive.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Any climate-related risk that has the potential to meaningfully impact the company's profitability or strategic position – including through effects on client service, operational costs, or demand for services – is considered a substantive financial and strategic risk.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Any climate-related opportunity that has the potential to meaningfully impact the company's profitability or strategic position – including through effects on client service, operational costs, or demand for services – is considered a substantive financial and strategic opportunity.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Other, please specify :As a professional services organization, we do not produce physical products. As such, plastics usage is not considered a significant environmental issue for our business.

(3.1.3) Please explain

As a professional services organization, plastics usage is not considered a significant environmental issue for our business as the nature of our services involve client engagement, service delivery and human resource management rather than producing, using, or selling physical products.
[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Other acute physical risk, please specify :Extreme weather causing disruptions to local infrastructure and/or utilities may temporarily prevent employees and/or contract talent from working

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand

☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Switzerland
☑ Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

Disruptions to local infrastructure and/or utilities may temporarily prevent employees and/or contract talent from working.

(3.1.1.11) Primary financial effect of the risk

Select from:
☑ Other, please specify :Delayed revenue

(3.1.1.26) Primary response to risk

Policies and plans
☑ Other policies or plans, please specify :Long-term planning, remote work, shifting work across geographies, business continuity planning

(3.1.1.29) Description of response

Our robust experience with long-term planning and our agility as a firm without significant hard assets (e.g., an all-leased real estate portfolio), allow us to better assess and prepare for the future while maintaining continuity of operations today. The majority of our workforce is able to work remotely or from home. If an office location or individual employee is impacted, we expect to have the ability to shift project work to team members across geographies – continuing to service our customer(s) with minimal or no interruption. Additionally, our business continuity team works across our business to optimize our resilience by considering and preparing for events that could negatively affect our business, including disruptions to critical infrastructure or Tier 1 suppliers.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☑ Other technology risk, please specify :Disruptions to a Tier 1 technology supplier's operations may affect critical services such as cloud computing, AI, telecommunications, or CRM, and may temporarily prevent employees and/or contract talent from working.

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

Disruptions to a Tier 1 technology supplier's operations may affect critical services such as cloud computing, AI, telecommunications, or CRM, and may temporarily prevent employees and/or contract talent from working.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Other, please specify :Delayed revenue

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.29) Description of response

Our robust experience with long-term planning and our agility as a firm without significant hard assets (e.g., an all-leased real estate portfolio), allow us to better assess and prepare for the future while maintaining continuity of operations today. The majority of our workforce is able to work remotely or from home. If an office location or individual employee is impacted, we expect to have the ability to shift project work to team members across geographies – continuing to service our customer(s) with minimal or no interruption. Additionally, our business continuity team works across our business to optimize our resilience by considering and preparing for events that could negatively affect our business, including disruptions to critical infrastructure or Tier 1 suppliers.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Other market risk, please specify :An increase in damage costs for governments and businesses related to addressing physical climate impacts may decrease budget for any non-essential consulting and talent placement services.

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

An increase in damage costs for governments and businesses related to addressing physical climate impacts may decrease budget for any non-essential consulting and talent placement services.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.26) Primary response to risk

Diversification

☑ Other diversification, please specify :Our commercial teams are focused on the diversity of our customer industries and geographies, to mitigate the revenue impact of geographic or industry-specific downturns.

(3.1.1.29) Description of response

Our commercial teams are focused on the diversity of our customer industries and geographies, to mitigate the revenue impact of geographic or industry-specific downturns.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☑ Other technology risk, please specify :Surges in electricity demand may increase costs and the frequency of grid outages. The impact of this risk is increased by growing adoption of AI solutions, which has a significantly higher consumption of electricity.

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile

☑ China

☑ India

☑ Brazil

☑ Canada

☑ France

☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

Surges in electricity demand may increase costs and the frequency of grid outages. The impact of this risk is increased by growing adoption of AI solutions, which have a significantly higher electricity consumption.

(3.1.1.11) Primary financial effect of the risk

Select from:
☑ Increased indirect [operating] costs

(3.1.1.26) Primary response to risk

Policies and plans
☑ Other policies or plans, please specify :Supplier engagement and cost optimization, business continuity planning, remote work, shifting work across geographies

(3.1.1.29) Description of response

Our procurement teams continually engage suppliers to optimize the cost of critical services. Our business continuity team works across our business to optimize our resilience by considering and preparing for events that could negatively affect our business, including disruptions to critical infrastructure or Tier 1 suppliers. The majority of our workforce is able to work remotely or from home. If an office location or individual employee is impacted, we expect to have have the ability to shift project work to team members across geographies – continuing to service our customer(s) with minimal or no interruption.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Other market risk, please specify :Emissions regulations or carbon pricing may increase business costs, including the cost of business travel (especially air).

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland

(3.1.1.9) Organization-specific description of risk

Emissions regulations or carbon pricing may increase business costs, including the cost of business travel (especially air).

(3.1.1.11) Primary financial effect of the risk

Select from:
☑ Increased indirect [operating] costs

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets
☑ Other compliance, monitoring or target, please specify :Monitor and adapt to changing regulation, remote work, awareness training

(3.1.1.29) Description of response

Most of our services may be delivered to clients remotely via web conferencing platforms, dramatically reducing reliance on business travel. For instances when travel is required, we encourage employees to use lower carbon ground transportation services, and regularly review/update travel policies to encourage cost-effective ground transportation in place of air travel for short journeys.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk6

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Other market risk, please specify :Under some scenarios, clients in high-emissions sectors may struggle to remain profitable due to decarbonization regulations, potentially decreasing budget for consulting and talent services.

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

(3.1.1.9) Organization-specific description of risk

Under some scenarios and depending on the evolution of global temperatures and policies, clients in high-emissions sectors may struggle to remain profitable due to decarbonization regulations, potentially decreasing budget for consulting and talent services.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.26) Primary response to risk

Diversification

☑ Other diversification, please specify :Our commercial teams are focused on the diversity of our customer industries and geographies, to mitigate the revenue impact of geographic or industry-specific downturns.

(3.1.1.29) Description of response

Our commercial teams are focused on the diversity of our customer industries and geographies, to mitigate the revenue impact of geographic or industry-specific downturns.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ Revenue

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services
☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ Chile
☑ China
☑ India
☑ Italy
☑ Japan
☑ Germany
☑ Ireland
☑ Bulgaria
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Brazil
☑ Canada
☑ France
☑ Austria
☑ Belgium
☑ Luxembourg
☑ Netherlands
☑ New Zealand
☑ Switzerland
☑ Hong Kong SAR, China

(3.6.1.8) Organization specific description

Client demand may increase for specialized talent, including corporate sustainability expertise in areas such as climate mitigation, renewable energy, regulatory compliance, strategy and reporting. We may see increased demand from clients in low-emissions sectors as the industry grows rapidly under some scenarios. Alternatively, under other scenarios we may see client demand for contingent contract talent increase in response to more regular, prolonged disruptions to business operations.

(3.6.1.26) Strategy to realize opportunity

Protiviti, Robert Half's business consulting subsidiary, is already delivering environmental, social and governance-related projects with clients to support key initiatives such as emissions reporting, targets setting and decarbonization. As regulations tighten and stakeholders emphasize environmental, social and governance impact, clients worldwide will need experienced advisors with climate related expertise. Protiviti is well-positioned to meet this demand, offering the insights and support clients need to navigate this complex and evolving area, solidifying our role as a key player in this space. Across the Robert Half enterprise, our expertise, investments, and relationships built over more than 75 years have solidified our reputation as a well-known staffing solutions provider capable of identifying skilled candidates wherever there is a growing need. In addition, by reskilling, upskilling, and identifying candidates with climate-related expertise, we are well positioned to act on the potential staffing opportunities increased focus on climate-related matters and regulation.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

	Financial metric
Climate change	*Select from:* ☑ Revenue

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board chair

☑ Director on board

☑ Chief Executive Officer (CEO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :2025 Proxy Statement

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

☑ Overseeing the setting of corporate targets

☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

Robert Half's Board is responsible for and provides oversight of social and governance and environmental matters relevant to the company, including climate-related environmental matters. This oversight is formalized in our Corporate Governance Guidelines. At least annually, our Chief Corporate Responsibility and Inclusion Officer (CCRIO) updates and educates our Board on corporate responsibility matters, including climate-related environmental topics. Several other committees update the Board on broader corporate responsibility-related issues throughout the year. Additionally, the Board reviews our annual Corporate Responsibility Report, which includes our greenhouse gas (GHG) emissions inventory, progress on our science-based GHG emissions reduction targets (SBTs), updates related to biodiversity, analyses of water stress across our locations, and information on other environmental initiatives.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board chair

☑ Director on board

☑ Chief Executive Officer (CEO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :2025 Proxy Statement

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Other, please specify :Updates on biodiversity are limited to ad hoc discussions as needed.

(4.1.2.7) Please explain

Robert Half's Board is responsible for and provides oversight of social and governance and environmental matters relevant to the company, including climate-related environmental matters. This oversight is formalized in our Corporate Governance Guidelines. At least annually, our Chief Corporate Responsibility and Inclusion Officer (CCRIO) updates and educates our Board on corporate responsibility matters, including climate-related environmental topics. Several other committees update the Board on broader corporate responsibility-related issues throughout the year. Additionally, the Board reviews our annual Corporate Responsibility Report, which includes our greenhouse gas (GHG) emissions inventory, progress on our science-based GHG emissions reduction targets (SBTs), updates related to biodiversity, analyses of water stress across our locations, and information on other environmental initiatives.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Other, please specify :Our Chief Corporate Responsibility & Inclusion Officer annually updates and educates our Board on climate-related issues.

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Corporate Responsibility & Inclusion Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Our Chief Corporate Responsibility and Inclusion Officer, who reports directly to our CEO, is responsible for: • Developing and implementing our business strategy related to environmental matters, including our climate transition plan • Setting and measuring progress toward corporate environmental commitments, including our SBTs • Managing annual budgets related to environmental matters • Updating and educating our Board on corporate responsibility, including climate-related environmental matters, at least annually Our Chief Corporate Responsibility and Inclusion Officer oversees our Corporate Responsibility team which develops and deploys our program to address environmental, social and governance matters. This includes work to enhance our energy efficiency and increase the use of renewable electricity across our operations, make purposeful travel and commuting decisions, and engage our supply chain to address suppliers' resilience and environmental responsibility. The corporate responsibility team also collaborates with departments such as procurement, dedicated risk functions within Robert Half and Protiviti, the Company's business continuity and disaster recovery departments, and internal and outside counsel to identify and address climate-related risks and opportunities.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Corporate Responsibility & Inclusion Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a climate transition plan

☑ Managing environmental reporting, audit, and verification processes

☑ Implementing a climate transition plan
☑ Managing acquisitions, mergers, and divestitures related to environmental issues
☑ Managing annual budgets related to environmental issues
☑ Implementing the business strategy related to environmental issues
☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:
☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Annually

(4.3.1.6) Please explain

Though limited in our direct impact as a professional services firm, we recognize the importance of protecting biodiversity. Our Chief Corporate Responsibility and Inclusion Officer, who reports directly to our CEO, is responsible for: • Developing and implementing our business strategy related to environmental matters, including our climate transition plan • Setting and measuring progress toward corporate environmental commitments, including our SBTs • Managing annual budgets related to environmental matters • Updating and educating our Board on corporate responsibility, including climate-related environmental matters, at least annually Our Chief Corporate Responsibility and Inclusion Officer oversees our Corporate Responsibility team which develops and deploys our program to address environmental, social and governance matters. This includes work to enhance our energy efficiency and increase the use of renewable electricity across our operations, make purposeful travel and commuting decisions, and engage our supply chain to address suppliers' resilience and environmental responsibility. The corporate responsibility team also collaborates with departments such as procurement, dedicated risk functions within Robert Half and Protiviti, the Company's business continuity and disaster recovery departments, and internal and outside counsel to identify and address climate-related risks and opportunities.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level
☑ Other C-Suite Officer, please specify :Chief Corporate Responsibility & Inclusion Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Managing annual budgets related to environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

While water is not material to the core operations of our business, we consider water stress and availability as a part of our strategy. Our Chief Corporate Responsibility and Inclusion Officer, who reports directly to our CEO, is responsible for: • Developing and implementing our business strategy related to environmental matters, including our climate transition plan • Setting and measuring progress toward corporate environmental commitments, including our SBTs • Managing annual budgets related to environmental matters • Updating and educating our Board on corporate responsibility, including climate-related

environmental matters, at least annually Our Chief Corporate Responsibility and Inclusion Officer oversees our Corporate Responsibility team which develops and deploys our program to address environmental, social and governance matters. This includes work to enhance our energy efficiency and increase the use of renewable electricity across our operations, make purposeful travel and commuting decisions, and engage our supply chain to address suppliers' resilience and environmental responsibility. The corporate responsibility team also collaborates with departments such as procurement, dedicated risk functions within Robert Half and Protiviti, the Company's business continuity and disaster recovery departments, and internal and outside counsel to identify and address climate-related risks and opportunities.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Our CEO provides oversight of our corporate responsibility strategy, which includes social, governance and environmental matters relevant to our business, including climate-related matters. Additionally, our CEO provides executive oversight of our Chief Corporate Responsibility and Inclusion Officer, who leads the development and implementation of our corporate responsibility strategy across the organization.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

Our CEO provides oversight of our corporate responsibility strategy, which includes social, governance and environmental matters relevant to our business, including climate-related matters. Additionally, our CEO provides executive oversight of our Chief Corporate Responsibility and Inclusion Officer, who leads the development and implementation of our corporate responsibility strategy across the organization.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

	Provision of monetary incentives related to this environmental issue
Climate change	*Select from:* ☑ Yes

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level
☑ Other C-Suite Officer, please specify :Chief Corporate Responsibility & Inclusion Officer

(4.5.1.2) Incentives

Select all that apply
☑ Other, please specify :The annual bonus includes a number of considerations on performance including environmental matters

(4.5.1.3) Performance metrics

Targets

☑ Other targets-related metrics, please specify :Corporate responsibility performance, including environmental matters

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Our Chief Corporate Responsibility & Inclusion Officer is annually evaluated across a number of factors, including environmental performance.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive contributes to progress against our climate commitments by creating additional accountability for performance on selected Corporate Responsibility criteria.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Other, please specify :The Compensation Committee includes the Company's performance with respect to selected corporate responsibility criteria as a qualitative consideration in setting the CEO's target bonus.

(4.5.1.3) Performance metrics

Targets

☑ Other targets-related metrics, please specify :Corporate responsibility performance, including environmental matters

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Compensation Committee includes the Company's performance with respect to selected corporate responsibility criteria as a qualitative consideration in setting the CEO's target bonus.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This incentive contributes to progress against our climate commitments by creating additional accountability for performance on selected Corporate Responsibility criteria.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Robert Half's Global Environmental Policy outlines our business's commitment to environmental sustainability and our approach to minimizing its environmental impact. Key areas covered by this policy include: 1. Regulatory Compliance 2. Tracking, Reporting, and Reducing Emissions 3. Sustainable Office Practices 4. Energy efficiency and Renewables 5. Flexible Work Options 6. Smart Business Travel 7. Sustainable Procurement 8. Waste Reduction and Recycling 9. Climate-Related Risk Management 10. Employee Engagement and Community Impact

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

☑ Other environmental commitment, please specify :Tracking, reporting and actively working to reduce GHG emissions from scopes 1, 2 and 3 in line with the GHG Protocol and in line with our validated Science-Based Targets.

Climate-specific commitments

☑ Other climate-related commitment, please specify :In 2023, we joined thousands of companies who have validated near-term emissions reduction targets with the Science Based Targets initiative (SBTi).

Additional references/Descriptions

☑ Description of environmental requirements for procurement

☑ Description of renewable electricity procurement practices

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

☑ Yes, in line with another global environmental treaty or policy goal, please specify :UN Global Compact and UNSDGs, SBTi

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Global Environmental Policy R1.1.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Science-Based Targets Initiative (SBTi)

☑ UN Global Compact

(4.10.3) Describe your organization's role within each framework or initiative

SBTi - member (validated targets), UNGC - signatory/member
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ No, and we do not plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Robert Half does not typically engage with activities that directly or indirectly influence policy, law or regulations. However, we engage all employees in annual training on our Code of Conduct which includes guidance on the process for seeking approval for involvement in political activity. Our extensive Ethics and Integrity-focused compliance program provides opportunities for employees to understand what are appropriate and aligned external engagement activities.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

☑ Other, please specify :Robert Half does not typically engage with activities that directly or indirectly influence policy, law or regulations.

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

As disclosed in our corporate responsibility report, Robert Half did not make contributions to political action committees, candidate committees or party organizations in 2021, 2022, 2023, or 2024.
[Fixed row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Value chain engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

pg 22-24, pg 37-39

(4.12.1.7) Attach the relevant publication

Robert_Half_Corporate_Responsibility_Report_2024 (1).pdf

(4.12.1.8) Comment

N/A
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ First time carrying out analysis
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ Customized publicly available climate transition scenario, please specify :• NGFS Net Zero 2050 • IPCC SSP 1-2.6 • UN PRI Required Policy Response • IEA Net Zero by 2050

(5.1.1.3) Approach to scenario

Select from:
☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Finance and insurance
☑ Cost of capital

Stakeholder and customer demands
☑ Consumer sentiment
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation
☑ Level of action (from local to global)
☑ Global targets
☑ Methodologies and expectations for science-based targets

Relevant technology and science
☑ Data regime (from closed to open)

Direct interaction with climate
☑ Perception of efficacy of climate regime

Macro and microeconomy
☑ Domestic growth
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

A scenario aligned with limiting planetary warming to 1.5°C. This scenario is based on the following publicly available scenarios: • NGFS Net Zero 2050 • IPCC SSP 1-2.6 • UN PRI Required Policy Response • IEA Net Zero by 2050

(5.1.1.11) Rationale for choice of scenario

We explored potential impacts to our business related to carbon pricing, climate disclosure, sectoral industry trends, changes in workforce skills and demand, and direct and indirect decarbonization policies and regulations over the short-, medium-, and long-term with an outlook to 2050.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Customized publicly available climate transition scenario, please specify :• NGFS Delayed Transition • IPCC SSP 2-4.5 • UN PRI Forecast Policy Response

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

☑ Methodologies and expectations for science-based targets

Relevant technology and science

☑ Data regime (from closed to open)

Direct interaction with climate

☑ Perception of efficacy of climate regime

Macro and microeconomy

☑ Domestic growth

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

A scenario aligned with limiting warming to 2°C. This scenario is based on the following publicly available scenarios: • NGFS Delayed Transition • IPCC SSP 2-4.5 • UN PRI Forecast Policy Response

(5.1.1.11) Rationale for choice of scenario

We identified the potential risks associated with sudden decarbonization-related policy and regulatory events which could provide a market shock beginning in 2030 with an outlook to 2050.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ Customized publicly available climate physical scenario, please specify :• NGFS Fragmented World • NGFS Diverging Realities • IPCC SSP 5-8.5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.5ºC - 3.9ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Stakeholder and customer demands

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

☑ Level of action (from local to global)

☑ Global targets

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

☑ Data regime (from closed to open)

Direct interaction with climate

☑ Perception of efficacy of climate regime

Macro and microeconomy

☑ Domestic growth

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

A low policy action scenario aligned with exceeding 3°C of planetary warming by 2100. This scenario is based on the following publicly available scenarios: • NGFS Fragmented World • NGFS Diverging Realities • IPCC SSP 5-8.5

(5.1.1.11) Rationale for choice of scenario

We analyzed the geographic distribution of our assets and the magnitude of potential physical risks associated with a high-emissions future – to our operations and clients – including direct and indirect effects of acute and chronic physical climate risks over the short-, medium-, and long-term with an outlook to 2050.
[Add row]

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

As an outcome from our 2025 climate scenario analysis process, we are building a climate adaptation and resilience plan to seek to have climate-related risks and opportunities managed appropriately. Depending on the exact nature of the climate-related risk or opportunity, we may take specific actions or we may monitor regulatory, economic, and climate conditions to determine whether action should be taken at a later time.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, but we have a climate transition plan with a different temperature alignment

(5.2.2) Temperature alignment of transition plan

Select from:

☑ Other, please specify :We have a near-term targets validated by SBTi that align to 1.5 degrees Celsius, but we do not currently have longer-term or net-zero targets.

(5.2.3) Publicly available climate transition plan

Select from:

☑ No

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Our transition plan outlines an integrated approach for delivering meaningful progress toward our targets in support of global climate goals. In 2024, this plan informed our efforts across multiple areas: FACILITIES • We expanded renewable electricity coverage from 22% to 93% globally. • Year-over-year, we reduced our Scope 1 and 2 emissions by 54%. This was largely attributed to our significant increase in renewable electricity, and includes a 7% reduction in overall electricity use due to right-sizing our real estate footprint. • Looking ahead, we will continue to explore opportunities to further reduce emissions at our facilities across the globe. 65% REDUCTION IN FACILITY & FLEET EMISSIONS SINCE FY19 COMMUTE AND TRAVEL • We improved our GHG calculation methodology to more accurately capture regional commute trends and enable more customized emissions reduction plans. • In 2024, we saw growing demand for business travel post pandemic. In 2025, a new business travel system was introduced, creating opportunity for employee visibility into the emissions implications of their travel decisions. 56% REDUCTION IN BUSINESS TRAVEL & COMMUTE EMISSIONS PER FTE SINCE FY19 SUPPLIER ENGAGEMENT • We continued engagement with our suppliers and expanded surveying to better understand their emissions reduction goals and progress. • We updated our global Supplier Code of Conduct, which clarifies our environmental commitments and expectations of suppliers. • In 2025, we offered key suppliers one-on-one support with GHG target-setting and reduction strategies to encourage climate progress within our supply chain. 29% OF SUPPLIERS BY SPEND WITH SBTS

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

Robert_Half_Corporate_Responsibility_Report_2024 (1).pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ Water

☑ Biodiversity

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

Our climate transition plan considers the 5 key drivers of Biodiversity loss as defined by IBPES and looks at where our organization may have impact. As a professional services organization that does not manufacture physical products, our impact is low compared to other industries. Although our impact is lower, our plan has actions on water stress, electronic waste and procurement considerations.

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Other, please specify :We are currently focused on achieving our near-term science-based targets, which support a pathway consistent with limiting warming to 1.5°C.

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

In 2023, our near-term emissions reduction targets were validated with the Science Based Targets initiative (SBTi), and we began actioning in accordance with those targets. As we are focused on our near-term targets, we have not set long-term targets.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Regulatory and stakeholder pressure across environmental, social and governance topics continues to grow for our clients. Our Protiviti consulting division has a growing environmental, social and governance solutions practice that spans solutions across aspects of sustainability including governance, risk, compliance, strategy and planning, performance reporting, and data management. We are delivering environmental, social and governance-related projects to support key client initiatives such as greenhouse gas emissions reporting, target setting and decarbonization, operational improvements, and stakeholder engagement. Our talent solutions business addresses client demand for environmental, social and governance talent as well. Our revenue planning activity looks at the integration of these environmental, social and governance services within our business capabilities and forecasting, with data tracking designed to capture environmental, social and governance revenue outcomes against the planning and forecasting.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our Scope 3 supplier engagement SBT seeks to have 50% of our suppliers by spend – covering purchased goods and services, as well as capital goods – adopt science-based emissions reduction targets by the end of 2027. We seek to have all new US suppliers sign our Supplier Code of Conduct or equivalent, which outlines (in addition to other matters) our expectations on environmental action and compliance, including our practice to prioritize suppliers with SBTs. In North America, key suppliers are screened using sustainability criteria. Following a risk-based approach, this can also include completion of an onboarding survey which includes questions about the supplier's GHG emissions and setting of SBTs. For insufficient responses on such questions, we typically inform the supplier of expected corrective action(s). We also include environmental, social and governance performance in our request for proposal (RFP) selection criteria.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To increase the accuracy and reduce the manual effort associated with collecting data on our utility usage for greenhouse gas (GHG) reporting, we began the development of an AI-powered utility bill reader through Protiviti. This innovative solution has been deployed for our own enterprise GHG inventory, and is available as a commercial offering for clients wishing to streamline their own emissions reporting processes.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We continuously identify strategies and opportunities to lower emissions tied to our operations. In 2024, we updated our Global Environmental Policy, which outlines our commitment to assessing and managing climate-related risk, making environmentally-conscious procurement decisions, enhancing efficiency, and mitigating the environmental impact of our operations. We seek to continue procurement of renewable electricity globally. We continue to prioritize LEED and Energy Star certified office spaces located near public transportation. We also use sustainable office materials whenever commercially reasonable and possible, including recycled carpets and furniture. Additionally, our corporate responsibility team engages our business continuity and disaster recovery departments when identifying and evaluating potential climate hazards, to determine how they might affect our business.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Revenues

☑ Direct costs

(5.3.2.2) Effect type

Select all that apply

☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply
☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Our annual financial planning is informed by our capital investment process, which considers matters that may include environmental factors and climate-related risks. Our revenue planning also considers events which may impede the ability of our internal employees and candidates to access their workplace, which may include climate-related events. Given the nature of the professional services we provide, along with the global nature of our business, we do not believe our model is reliant on any one geography or industry. While we acknowledge the relevance of climate-related risks, we expect the diversification of our client base and service offerings will limit our exposure to geographies and industries that will be more significantly impacted by climate risk.
[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☑ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

Our organization is committed to climate action through our validated science-based targets and the actions we are taking to progress against them, complying with applicable environmental laws and regulations, and promoting environmental awareness and community impact as outlined in our Global Environmental Policy. [Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☑ Not an immediate strategic priority

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

As a professional services business our environmental impact is relatively minimal compared to other industries. Our operational focus is on human capital, client services and business operations and as such, our stakeholder engagement as it pertains to environmental issues is directly tied to our customers and suppliers.
[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We analyze our supplier's contribution to our scope 3 emissions specifically for categories 1 & 2—purchased goods and services and capital goods. Additionally, we have a supplier SBT that entails 50% of our suppliers by spend, covering purchased goods and services, and capital goods, will have SBTs by 2027. As such, we classify which suppliers have already set SBTs, which have committed to setting SBTs in the future, and those that have not indicated any science-based emissions target ambition.
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Business risk mitigation

☑ Leverage over suppliers

☑ Procurement spend

☑ Strategic status of suppliers

(5.11.2.4) Please explain

During onboarding of key North American suppliers, we typically request that they complete a survey with specific questions on their environmental commitments, actions, and reporting, including whether they have set science-based emissions targets. For insufficient responses on key questions such as this, we typically indicate an expected corrective action. Additionally, we seek to have these suppliers sign our Supplier Code of Conduct or equivalent that further details our expectations.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Scope 3 supplier engagement SBT seeks to have 50% of our suppliers by spend – covering purchased goods and services, as well as capital goods – adopt science-based emissions reduction targets by the end of 2027. To partner with us, we seek to have all new US suppliers sign our Supplier Code of Conduct (SCOC) or equivalent. The SCOC outlines (in addition to other matters) our expectations on environmental action and compliance, including our practice to prioritize suppliers with SBTs. In North America, key suppliers are screened using sustainability criteria. Following a risk-based approach, this can also include completion of an onboarding survey which includes questions about the supplier's GHG emissions and setting of SBTs. For insufficient responses on such questions, we typically inform the supplier of expected corrective action(s). We also include environmental, social and governance performance in our request for proposal (RFP) selection criteria.
[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection
☑ Other information collection activity, please specify :Supplier Code of Conduct, screening with sustainability criteria, onboarding surveys, corrective actions, RFP selection criteria

(5.11.7.4) Upstream value chain coverage

Select all that apply
☑ Tier 1 suppliers

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Every year, we re-validate certain supplier data, including reviewing our suppliers against an export of companies with existing SBTs or commitments from the SBTi website, and reviewing survey responses to whether our suppliers have plans to set science-based targets.
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks
☑ Share information on environmental initiatives, progress and achievements

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Our services span industry sectors and regions globally, and clients are engaging us across all areas of corporate responsibility. We share information with hundreds of clients on our emissions and sustainability strategy in support of their value chain emissions and corporate responsibility goals, through direct requests, ESG ratings system requests, RFP responses, CDP Supply Chain module, and more.

(5.11.9.6) Effect of engagement and measures of success

CDP Supply Chain, EcoVadis, and direct engagement with our clients offer opportunities to collaborate at both a large-scale and project level to find ways to reduce our environmental impacts collectively. Measures of success include continued and/or expanded relationships due to shared values and action, and client feedback on our approach as it relates to client satisfaction with our services.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	--

[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Robert Half defines its organizational boundaries using the Operational Control approach per the WRI/WBCSD GHG Protocol. Under this method, the Company accounts for 100% of GHG emissions from operations over which it has operational control, including leased facilities and operated vehicles. This approach aligns with Robert Half's ability to directly influence and manage environmental impacts, given its decentralized, non-manufacturing structure. It enables targeted implementation of environmental policies and practices, supports transparency and accountability, and facilitates effective tracking of progress against strategic goals and science-based targets.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Other, please specify :Plastics is not a material environmental issue to our business as we do not manufacture physical products.

(6.1.2) Provide the rationale for the choice of consolidation approach

Please note that for our organization, plastics usage is not considered a significant issue for our business operations, and thus is not material for this disclosure.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

While operational control is our chosen consolidation approach for understanding our environmental impact, please note that biodiversity's direct relevance to the core operations of our business is limited, and thus not material for this disclosure.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

In 2024, reductions in employee commute emissions are primarily due to improved data and methodology that better reflect regional commuting patterns. This update did not impact work from home emissions.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ No, because we have not evaluated whether the changes should trigger a base year recalculation

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

We have evolved our GHG inventory approach in several ways since we first calculated our emissions for FY19. Over time, we have developed a more complete understanding of our emissions sources and have been able to collect more activity data so that we are less reliant on estimations and can better capture the impact of reduction initiatives. We have also refined some of our calculation methodologies, in part to align with the requirements of the GHG Protocol and Science Based Targets initiative. Where these changes impact emissions totals by 5% or more, we have updated our FY19 emissions to enable direct comparison of our FY23 emissions with the base year for our SBTi-validated targets. We provide more details of changes to prior year data in our Corporate Responsibility Data Tables and supporting footnotes.

(7.1.3.4) Past years' recalculation

Select from:

☑ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3862

(7.5.3) Methodological details

Robert Half combusts natural gas and diesel for the generation of heat and energy, and also quantifies fuel usage from company-owned vehicles.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

16430

(7.5.3) Methodological details

Robert Half's Scope 2 emissions include purchased electricity, purchased heating (estimated natural gas), and purchased cooling (estimated refrigerant emissions).

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

16019

(7.5.3) Methodological details

Robert Half's Scope 2 emissions include purchased electricity, purchased heating (estimated natural gas), and purchased cooling (estimated refrigerant emissions).

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

42057

(7.5.3) Methodological details

Purchased Goods and Services (PG&S) covers emissions related to the purchase of goods and services by Robert Half. Spend data is compiled annually by Robert Half Finance. Spend categories are assessed for whether or not they have met the company's capitalization policy. Those that do not meet the criteria are classified in Scope 3 Purchased Goods and Services while purchased goods that have met the capitalization criteria are reported in Scope 3 Capital Goods as described in the following section.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

14412

(7.5.3) Methodological details

Spend data is compiled annually by Robert Half Finance. Spend categories are assessed for whether they have met the company's capitalization policy. Those that do not meet the criteria are classified in Scope 3 Purchased Goods and Services while purchased goods that have met the capitalization criteria are reported in Scope 3 Capital Goods.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3464

(7.5.3) Methodological details

Please note that the above reflects market-based FERA emissions. Location-based 2019 FERA emissions were 4,600 MTCO2e.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

18954.0

(7.5.3) Methodological details

Scope 3 emissions from business travel (Category 6) are included for the following sources of travel: commercial air travel, passenger cars (employee-owned vehicles), rental cars, train, and hotel stays. Business travel emissions reported above include well-to-tank emissions and exclude radiative forcing emissions. Unique radiative forcing emissions in 2019 were 12,632 MTCO2e, these are not accounted for above in line with SBTi guidance.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

44989

(7.5.3) Methodological details

Headcount and employee location distribution data were used to calculate employee commuting data. For FY 2019 all employees are assumed to report onsite and thus only employee commute is calculated. Work from home emissions were not calculated for this FY.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

13.0

(7.5.3) Methodological details

Please note that this reflects market-based emissions; location-based emissions were also 13 MTCO2e in 2019

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

523.0

(7.5.3) Methodological details

Robert Half's business consulting subsidiary, Protiviti, has independently owned and operated member firms that are counted in this category.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Robert Half
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	*3235*	*Date input [must be between [11/19/2015 - 11/19/2024]*	*Robert Half's 2024 Scope 1 GHG emissions resulted from: 1. Mobile Combustion*
Past year 1	*3183*	*12/31/2023*	*Robert Half's 2023 Scope 1 GHG emissions resulted from: 1. Mobile Combustion*
Past year 2	*3220*	*12/31/2022*	*Robert Half's 2022 Scope 1 GHG emissions resulted from: 1. Stationary Fuel and 2. Mobile Combustion*
Past year 3	*3016*	*12/31/2021*	*Robert Half's 2021 Scope 1 GHG emissions resulted from: 1. Stationary Fuel and 2. Mobile Combustion*
Past year 4	*3118*	*12/31/2020*	*Robert Half's 2020 Scope 1 GHG emissions resulted from: 1. Stationary Fuel and 2. Mobile Combustion*
Past year 5	*3862*	*12/31/2019*	*Robert Half's 2019 Scope 1 GHG emissions resulted from: 1. Stationary Fuel and 2. Mobile Combustion*

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

12330

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

3821

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

13525

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

12048

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

10414

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

9523

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

5977

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

5311

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

9167

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

8975

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

16430

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

16019

(7.7.3) End date

12/31/2019

(7.7.4) Methodological details

Robert Half calculates and reports both market-based and location-based Scope 2 figures in our GHG inventory reported in our annual corporate responsibility report and in our CDP response.
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

37699

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0.41

(7.8.5) Please explain

Robert Half uses environmentally extended input-output (EEIO) analysis based on its annual procurement spend data to calculate selected scope 3 emissions categories. Spend data for specific categories is mapped to corresponding industry sectors and then multiplied by cradle-to-gate emission factors for the sector to provide estimated carbon emissions. Robert Half gathers supplier-specific information from a few major suppliers.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3326

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Capital Goods covers all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by Robert Half in the reporting year. Data collected for this category is included in Robert Half's spend data. Spend categories that meet the capitalization policy of the company are classified in this category. Emissions from Capital Goods are calculated through EEIO spend analysis.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3299

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Fuel and Energy Related Activities are the upstream lifecycle emissions associated with the fuel and energy consumed by RHI. Emissions are calculated using the consultant-developed FERA tool. FERA emissions for fuel are calculated using a WTT (well-to-tank) emissions factor for each fuel type consumed by RHI. FY2024 fuels included Natural Gas, Motor Diesel, and Motor Gasoline. All fuel emission factors are from the DEFRA 2025 set. FERA emission for Purchased steam are calculated using a WTT emission factor and T&D loss factor based on total steam consumption. Electricity FERA Location-based Method The calculation draws on

IEA WTT and Transmission & Distribution (T&D) emission factors. The IEA 2023 emission factors are used for the fiscal year 2023 inventory. Prior to 2023, these factors were published only by DEFRA. DEFRA has since stopped publishing overseas WTT/T&D, and IEA has become the new source. Where more detailed country-specific emission factors are available, they are used in place of IEA's factors (i.e., US, Canada, and Australia). For these locations, the ratio of WTT/T&D from IEA at the country level is applied to the subregion generation emission factor to calculate more specific location based FERA factors. Additionally, if a country specific source provides T&D rates (e.g., eGRID), this rate is applied to the generation factor for the region to calculate the T&D emission factor. Market-based Method The FERA market-based emissions are estimated based on a set of overarching assumptions embedded in the methodology. These assumptions may evolve as best practices in the accounting of FERA emissions under the market-based methodology continue to emerge. It is expected that refinement to these assumptions may be made in future iterations of the calculation to reflect what is believed to be an acceptable and reasonable approach. The calculation draws on emissions factors developed by the IEA for generation, Well to tank (WTT), and T&D. For each country, the calculated ratio of WTT/T&D to the generation factor is multiplied by the appropriate market-based generation factor for the region if available (e.g., AIB, Green-e, etc.). If not available, the IEA factors are used. If a country specific source provides T&D rates (e.g., eGRID), this rate is used in the same way as the IEA ratios to calculate the market-based T&D factors.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, transportation and distribution of goods are not relevant for us.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, waste generation is not a material source of GHG emissions.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

14446

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Scope 3 emissions from business travel (Category 6) are included for the following sources of travel: commercial air travel, passenger cars (employee-owned vehicles), rental cars, train, and hotel stays. Well-to-tank (WTT) emissions were also calculated for all transportation in line with SBTi expectations using DEFRA emission factors. GHG emissions associated with business travel were calculated using mileage, spend, and hotel stay data. Emission factors used for business air travel were the 2024 Guidelines to Defra GHG Conversion Factors for Company Reporting. RHI provides data on the total mileage for train and of employee-owned vehicles per business travel. The emission factor used comes from the 2024 EPA, "Emission Factors for Greenhouse Gas Inventories." Some of these data have an available fuel type. RHI provides the number of nights employees stayed in a hotel when on business travel. Country/Region-specific Defra emission factors are applied to the number of nights stayed in hotels in a given country within the year. Emission factors used for business travel with only spend data were the same with the emission factors used in the calculation of Scope 3: PG&S which is the Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities published by the US Environmental Protection Agency (US EPA).

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

23937

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Robert Half includes both employee commute and work from home emissions in category 7. Robert Half used employee zip code and headcount by facility along with badge-in / reservation data at offices to calculate commuting data. Emissions from remote workers were also calculated based on their residential energy usage. Please note that work from home data is voluntarily disclosed. Natural gas and electricity energy intensities are sourced from our GHG consultant's Work from Home Methodology. To calculate employee commuting, USEPA 2024 Table 10: Business Travel and Employee Commuting emission factors are used as the primary factor while DEFRA 2024 WTT Passenger Vehicles & Land Travel emission factors are used for the Well - to - Tank emissions for a complete picture of Employee Commuting emissions. To calculate work from home, a combination of USEPA 2024, DEFRA 2024, and IEA 2024 factors are applied with best fit factors applied based on global location and activity type.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

0.9

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from Upstream Leased Assets are calculated using EPA and IEA emission factors including emissions from stationary sources, refrigerants and electricity. Market-based emissions for this category are represented above, location-based emissions were 0.7 MTCO2e in 2024

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not transport or distribute products.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not transport or distribute products.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is a global professional services company with leading capabilities in talent solutions and business consulting. Due to the nature of our business, we provide our clients with services and solutions rather than goods, and as such, we do not sell products.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half does not sell products or dispose of products for other organizations.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half does not lease assets to other organizations in any material way and therefore this is not in our operational boundary for GHG emissions measurement.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2518

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Robert Half provides the of their member firms (known as Category 14: Franchises in the GHG Protocol's Corporate Value Chain (Scope 3) Standard) with square footage and headcount. Natural Gas, Purchased Energy, and Fugitive emissions were calculated using the square footage of each facility provided and energy intensities from CBECS. Because no actual data was provided, it was assumed that natural gas, electricity, and refrigerants were consumed at all franchise facilities. Emissions from franchise facilities were calculated in line with the methodology for natural gas, electricity, and refrigerant calculations from Scope 2.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half's ESG measurement program is limited to those activities in our operational boundary and therefore we do not measure GHG emissions associated with investments.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is not aware of any other material upstream emissions sources.

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Robert Half is not aware of any other material downstream emissions sources.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

40654

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

6716

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

3578

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

0

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

13520

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

32070

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

10

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

1044

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) - includes Work from Home emissions • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)

Past year 2

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

42313

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

8540

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2727

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

0

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

9927

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

39182

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

51

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

884

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) - includes Work from Home emissions • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)

Past year 3

(7.8.1.1) End date

12/31/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

26230

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

3462

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

1698

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

0

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

1099

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

28631

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

6

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

495

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) - includes Work from Home emissions • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)

Past year 4

(7.8.1.1) End date

12/31/2020

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

23219

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

7807

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2202

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

0

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3926

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

22573

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

5

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

461

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) - includes Work from Home emissions • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)

Past year 5

(7.8.1.1) End date

12/31/2019

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

42057

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

14412

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

3464

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

0

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

18954

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

44990

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

13

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

523

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

RHI has collected data and calculated emissions for the following Scope 3 categories as defined by the GHG Protocol: • Purchased Goods and Services (Category 1) • Capital Goods (Category 2) • Fuel and Energy Related Activities (not included in Scopes 1 and 2) (Category 3) - location-based • Business Travel (Category 6) • Employee Commuting (Category 7) - for FY 2019 all employees are assumed to report onsite and thus employee commute is only calculated. Work from home emissions were not calculated for this FY. • Upstream Leased Assets (Category 8) - location-based • Franchises (Category 14)
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

Robert Half_2024_IndependentLimitedAssuranceGHGStatement.pdf

(7.9.1.5) Page/section reference

Page 1 specifies that 100% of Scope 1 emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019). Page 3 provides the verification opinion.

(7.9.1.6) Relevant standard

Select from:

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

Page 1 specifies that 100% of Scope 1 emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019). Page 3 provides the verification opinion.

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Franchises
☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Upstream leased assets
☑ Scope 3: Purchased goods and services
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

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(7.9.3.6) Page/section reference

Page 1 specifies that 100% of Scope 1 emissions were part of this process and the level of assurance (limited assurance). Page 2 identifies the standard applied (ISO 14064-3:2019). Page 3 provides the verification opinion.

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

8175

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

(7.10.1.4) Please explain calculation

*The YOY decrease in S1 and S2 emissions is primarily driven by an expansion of renewable purchased electricity. The global renewable electricity coverage in the current reporting year is 93%, up from 22% in FY23. In FY23, Scope 2 market-based electricity emissions totaled 9,021 metric tons of CO2e. In FY24, these emissions were reduced to 928 metric tons of CO2e, representing a significant decrease. The increased renewable electricity coverage resulted in a decrease of 8,093 metric tons of CO2e. Robert Half's gross global emissions (Scope 1 & 2, market-based) for this reporting year are 7,055 metric tons of CO2e. Our gross global emissions for the previous reporting year were 15,231 metric tons of CO2e. This means that the total change in emissions is 8,175 metric tons of CO2e, equal to a 53.7% decrease, according to the formula suggested in CDP's guidance: (8175/15231) * 100 = 53.7%.*
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

3222

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

5

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

8

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

157.15

(7.16.3) Scope 2, market-based (metric tons CO2e)

116.53

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

627.54

(7.16.2) Scope 2, location-based (metric tons CO2e)

217.63

(7.16.3) Scope 2, market-based (metric tons CO2e)

217.59

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

35.39

(7.16.3) Scope 2, market-based (metric tons CO2e)

35.39

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.16

(7.16.2) Scope 2, location-based (metric tons CO2e)

30.71

(7.16.3) Scope 2, market-based (metric tons CO2e)

33.21

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.14

(7.16.2) Scope 2, location-based (metric tons CO2e)

210.33

(7.16.3) Scope 2, market-based (metric tons CO2e)

112.21

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

21.16

(7.16.3) Scope 2, market-based (metric tons CO2e)

21.16

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

73.18

(7.16.3) Scope 2, market-based (metric tons CO2e)

6.72

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.95

(7.16.2) Scope 2, location-based (metric tons CO2e)

36.85

(7.16.3) Scope 2, market-based (metric tons CO2e)

22.42

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

609.19

(7.16.2) Scope 2, location-based (metric tons CO2e)

1235.01

(7.16.3) Scope 2, market-based (metric tons CO2e)

728.8

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

101.57

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.64

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.7

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

147.98

(7.16.2) Scope 2, location-based (metric tons CO2e)

51.95

(7.16.3) Scope 2, market-based (metric tons CO2e)

32.57

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

38.65

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.38

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

11.59

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.82

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.96

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

164.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

93.54

(7.16.3) Scope 2, market-based (metric tons CO2e)

120.89

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.22

(7.16.3) Scope 2, market-based (metric tons CO2e)

13.42

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

12.32

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.69

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

9.92

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.92

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

39.09

(7.16.3) Scope 2, market-based (metric tons CO2e)

39.09

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

436.57

(7.16.3) Scope 2, market-based (metric tons CO2e)

375.34

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

1646.59

(7.16.2) Scope 2, location-based (metric tons CO2e)

9519.53

(7.16.3) Scope 2, market-based (metric tons CO2e)

1918.88
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Cars and light duty vehicles*	*1632.69*
Row 2	*Liquid fuel activities*	*1578.02*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 3	*Vehicle (mileage data)*	*24.04*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Electric vehicles (mileage data)*	*13*	*13*
Row 2	*Electricity (100% renewable)*	*3478.89*	*0*
Row 3	*Electricity (purchased)*	*5945.26*	*914.88*
Row 4	*Heat, steam and chilled water*	*33.82*	*33.82*
Row 5	*Natural gas*	*2227.98*	*2227.98*
Row 6	*Refrigerants*	*630.84*	*630.84*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

3235

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

12330

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

3821

(7.22.4) Please explain

RHI calculates emissions associated with the following: • Scope 1 Emissions - Stationary Combustion – distillate fuel oil from generators (typically at data centers) - Mobile Combustion – company owned/leased vehicles including gasoline and diesel, and distance travelled by diesel or gasoline cars when no other activity data is available • Scope 2 Emissions - Electricity – grid/supplier -delivered electricity - Purchased steam – heat, steam, and chilled water - Purchased heating – natural gas (in leased sites) - Purchased cooling – refrigerant leakage (in leased sites) - Fugitive refrigerant emissions in areas owned or controlled by RH. RHI defines its organizational boundaries using the Operational Control approach per the World Resource Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol. Under this approach, RHI accounts for 100% of the GHG emissions from operations over which it has operational control. This includes owned and leased facilities that the company occupies and all vehicles that the company operates.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

RHI defines its organizational boundaries using the Operational Control approach per the World Resource Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol. Under this approach, RHI accounts for 100% of the GHG emissions from operations over which it has operational control. This includes owned and leased facilities that the company occupies and all vehicles that the company operates.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

(7.27.2) Please explain what would help you overcome these challenges

As a professional services company, our Scope 3 emissions consist of items like purchased goods and services which are not possible to categorize and allocate by client.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

One area we may explore in the future is the feasibility of tracking employee business travel on a per-client basis, to better understand potential operational impacts. [Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ Yes

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

25716.58

(7.30.1.4) Total (renewable + non-renewable) MWh

25716.58

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

27012.65

(7.30.1.3) MWh from non-renewable sources

2253.74

(7.30.1.4) Total (renewable + non-renewable) MWh

29266.39

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

149.28

(7.30.1.4) Total (renewable + non-renewable) MWh

149.28

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

27102.65

(7.30.1.3) MWh from non-renewable sources

28119.6

(7.30.1.4) Total (renewable + non-renewable) MWh

55222.25
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

13378.24

(7.30.7.8) Comment

Includes Motor Gasoline - Mobile and Diesel Fuel - Mobile for the company-owned fleet.

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

12338.35

(7.30.7.8) Comment

Includes Natural Gas

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Total fuel

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

25716.58

(7.30.7.8) Comment

Includes Motor Gasoline - Mobile, and Diesel Fuel - Mobile for company-owned fleet and Natural Gas
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ Australia

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

85.75

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 2

(7.30.14.1) Country/area

Select from:

☑ Belgium

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

219.28

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Belgium

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 3

(7.30.14.1) Country/area

Select from:

☑ Canada

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

980.51

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Canada

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 4

(7.30.14.1) Country/area

Select from:

☑ China

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

60.07

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 5

(7.30.14.1) Country/area

Select from:

☑ Hong Kong SAR, China

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

52.24

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Hong Kong SAR, China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 6

(7.30.14.1) Country/area

Select from:

☑ France

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

186.76

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

-

Row 7

(7.30.14.1) Country/area

Select from:
☑ Germany

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1999.45

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

-

Row 8

(7.30.14.1) Country/area

Select from:

☑ India

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

127.79

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 9

(7.30.14.1) Country/area

Select from:
☑ Italy

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

103.96

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.14.10) Comment

-

Row 10

(7.30.14.1) Country/area

Select from:
☑ Japan

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

73.6

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Japan

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 11

(7.30.14.1) Country/area

Select from:

☑ Netherlands

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

37.68

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 12

(7.30.14.1) Country/area

Select from:

☑ New Zealand

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

23.21

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ New Zealand

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 13

(7.30.14.1) Country/area

Select from:

☑ Singapore

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

27.96

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Singapore

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 14

(7.30.14.1) Country/area

Select from:

☑ Switzerland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

10.42

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 15

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

397.35

(7.30.14.6) Tracking instrument used

Select from:

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

Row 16

(7.30.14.1) Country/area

Select from:
☑ United States of America

(7.30.14.2) Sourcing method

Select from:
☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify :100% green energy mix, mix not specified

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

22626.62

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

-

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

213.42

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

213.42

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

879.54

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

879.54

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

197.77

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

197.77

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

38.88

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

38.88

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

980.51

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

980.51

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

49.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

49.43

China

(7.30.16.1) Consumption of purchased electricity (MWh)

60.07

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

60.07

France

(7.30.16.1) Consumption of purchased electricity (MWh)

186.78

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

186.78

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

2581.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2581.43

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

52.24

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

52.24

India

(7.30.16.1) Consumption of purchased electricity (MWh)

127.79

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

127.79

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

2.63

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.63

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

160.45

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

160.45

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

73.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

73.6

Luxembourg

(7.30.16.1) Consumption of purchased electricity (MWh)

0.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.87

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

248.48

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

248.48

New Zealand

(7.30.16.1) Consumption of purchased electricity (MWh)

24.26

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24.26

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

27.96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

27.96

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

22.67

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

22.67

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

82.88

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

82.88

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

548.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

548.97

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

22638.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

149.28

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

22788.26
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.48

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

7055

(7.45.3) Metric denominator

Select from:
☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

14700

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

53

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

(7.45.9) Please explain

The YOY decrease in Scope 1 and 2 emissions is due to an increase in renewable energy consumption. Scope 2 market-based emissions decreased by 8,227 metric tons CO2e from FY23 to FY24. Our FY24 intensity figure by FTE is 0.48 (7,055 / 14,700).

Row 2

(7.45.1) Intensity figure

0.00000122

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

7055

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

5795837000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

49

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

(7.45.9) Please explain

The YOY decrease in Scope 1 and 2 emissions is due to an increase in renewable energy consumption. Scope 2 market-based emissions decreased by 8,227 metric tons CO2e from FY23 to FY24. Our FY24 intensity figure by unit of revenue is 0.00000122 (7,055 / 5,795,837,000).
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Robert Half - Near-Term Approval Letter - Friday, 9 February 2024.pdf

(7.53.1.4) Target ambition

Select from:
☑ 1.5°C aligned

(7.53.1.5) Date target was set

11/07/2023

(7.53.1.6) Target coverage

Select from:
☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply
☑ Carbon dioxide (CO2)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:
☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

3862

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

16019

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

19881.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2032

(7.53.1.55) Targeted reduction from base year (%)

55

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

8946.450

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3235

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

3821

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

7056.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

117.29

(7.53.1.80) Target status in reporting year

Select from:

☑ Achieved

(7.53.1.82) Explain target coverage and identify any exclusions

Scope 1: Natural gas and diesel from global facility operations; gasoline and diesel used in company vehicles Scope 2: Purchased energy (electricity, heating, and cooling) in global facilities This target does not have any exclusions.

(7.53.1.83) Target objective

Reduce our absolute Scope 1 and 2 GHG emissions 55% by 2032 from our 2019 baseline year.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

The increased use of clean and renewable electricity sources and right-sizing of our real estate portfolio.
[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.2.3) Science Based Targets initiative official validation letter

Robert Half - Near-Term Approval Letter - Friday, 9 February 2024.pdf,Robert Half - Near-Term Approval Letter - Friday, 9 February 2024.pdf

(7.53.2.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.2.5) Date target was set

11/07/2023

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

☑ Category 6: Business travel

☑ Category 7: Employee commuting

(7.53.2.11) Intensity metric

Select from:

☑ Metric tons CO2e per unit FTE employee

(7.53.2.12) End date of base year

12/31/2019

(7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel

0.954

(7.53.2.21) Intensity figure in base year for Scope 3, Category 7: Employee commuting

2.267

(7.53.2.32) Intensity figure in base year for total Scope 3

3.2210000000

(7.53.2.33) Intensity figure in base year for all selected Scopes

3.2210000000

(7.53.2.41) % of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

100

(7.53.2.42) % of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

100

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

51.4

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

51.4

(7.53.2.55) End date of target

12/31/2032

(7.53.2.56) Targeted reduction from base year (%)

62

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

1.2239800000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

-33

(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel

0.761

(7.53.2.68) Intensity figure in reporting year for Scope 3, Category 7: Employee commuting

0.659

(7.53.2.79) Intensity figure in reporting year for total Scope 3

1.4200000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

1.4200000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

90.18

(7.53.2.83) Target status in reporting year

Select from:

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

Robert Half performs an inventory for Scope 3 categories: 1, 2, 3, 6, 7, 8, and 14. <1% of total Scope 3 is excluded as category 5, waste generated in operations is deemed not to be relevant. Target covers Scope 3 categories 6 and 7, which encompass 51.4% of total Scope 3 emissions from the base year and 44.3% of total Scopes 1-3 emissions from the base year. "Full-time employee" in this instance includes both our full-time internal staff and our full-time engagement professionals. While full-time engagement professionals are not typically included in our internal staff figures, we have voluntarily included the full-time engagement professionals in our SBTs since they are full-time Robert Half employees.

(7.53.2.86) Target objective

Reduce our Scope 3 GHG emissions from business travel and employee commuting 62% per full-time employee (FTE) by 2032 from our 2019 baseline year.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

For business travel, we will reduce emissions intensity through: • Encouraging employees to use lower carbon ground transportation services, e.g., through awareness raising. • Incorporating sustainability considerations into selection of preferred travel vendors (airlines, hotels, rental cars); • Reviewing/updating travel policies to encourage ground transportation in place of air travel for short journeys; and • Completing an analysis to identify sources/drivers of necessary vs unnecessary travel and inform reduction efforts to focus on unnecessary travel reduction. In 2024, we saw growing demand for business travel post pandemic. In 2025, a new business travel system will be introduced, creating opportunity for employee visibility into the emissions implications of their travel decisions. For employee commuting, we will reduce through flexible, remote, and hybrid work, and where employees must travel to a physical office we will aim to select sites with good public transit, pedestrian/cycle options and explore installing electric charging at sites by working with landlords. We will also partner with suppliers to build capacity on data reporting and to support on-site energy assessments that identify energy reduction opportunities and improve environmental performance. In 2024,

we improved our GHG calculation methodology to more accurately capture regional commute trends and enable more customized emissions reduction plans. Our FY24 combined business travel and employee commute emissions were 56% lower than FY19 on a per FTE basis.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:
☑ No
[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply
☑ Other climate-related targets

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:
☑ Oth 1

(7.54.2.2) Date target was set

11/07/2023

(7.54.2.3) Target coverage

Select from:
☑ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☑ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers

☑ Percentage of suppliers (by procurement spend) setting emissions reductions targets

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

8.6

(7.54.2.9) End date of target

12/31/2027

(7.54.2.10) Figure or percentage at end of date of target

50

(7.54.2.11) Figure or percentage in reporting year

29

(7.54.2.12) % of target achieved relative to base year

49.2753623188

(7.54.2.13) Target status in reporting year

Select from:

☑ Underway

(7.54.2.15) Is this target part of an emissions target?

No

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative – approved supplier engagement target

(7.54.2.17) Science Based Targets initiative official validation letter

Robert Half - Near-Term Approval Letter - Friday, 9 February 2024.pdf

(7.54.2.18) Please explain target coverage and identify any exclusions

This target covers Scope 3 category 1, purchased goods and services. Target covers Scope 3 category 1, which encompasses 28.66% of total Scope 3 emissions from the base year and 24.34% of total Scopes 1-3 emissions from the base year.

(7.54.2.19) Target objective

50% of our suppliers by spend, covering purchased goods and services, and capital goods, will have SBTs by 2027.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Robert Half engages with its key suppliers and plans to provide capacity-building support to enable setting science-based targets. We will encourage our suppliers to set scope 1, 2 and 3 targets in line with the SBTi Criteria and Guidance. For our supply chain emissions arising from our purchase of goods and services, 29% of our suppliers by spend have had targets validated by SBTi, with a further 9% having committed to do so. We continue to make progress on this target through our Supplier Code of Conduct, supplier surveys, corrective action and questions included in our request for proposal process.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Implemented	*1*	*2000*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2000

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 6-10 years

(7.55.2.9) Comment

In FY24, our Scope 2 (Market-Based) emissions were 76% lower than our FY19 base year due to ongoing efforts to increase our use of clean and renewable electricity sources. The global renewable electricity coverage in the current reporting year is 93%, up from 22% in FY23.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Robert Half actively monitors all governance, social and environmental-related regulatory requirements/standards that have the potential to impact our business now or in the future. Robert Half is not subject to the NFRD (non-financial reporting directive) and as such not subject to the EU's taxonomy disclosure. Only with the application of the CSRD in the years to come, will taxonomy disclosure be applied as required.

Row 2

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

The operational initiatives that were strategic priorities. The Company aims to decrease our carbon footprint and provide cost-benefits.

Row 3

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Sustainability is important to our employees, and we prioritize office facilities that are modern, energy efficient, close to public transportation and with access to renewable energy whenever possible. We also encourage employees to work in an environmentally conscious manner, and we provide grants to environmental organizations through our grants committee and matching gifts program. We also provide flexible virtual volunteer activities to reduce shipping and travel costs, including activities on Earth Day that prioritize education on biodiversity and sustainability.
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Heat

☑ Other, please specify

(7.74.1.4) Description of product(s) or service(s)

Protiviti helps clients implement sustainability solutions across value chains. These services include emissions reductions, water and material management, environmental health, value chain enhancement, ESG data strategy and tooling implementations, and more. These ESG services enable our clients to directly realize efficiencies, address climate impacts/risks/opportunities, and support informed decisions to make progress on their environmental goals. Additionally, through our cloud consulting services, we support clients in migrating to cloud technologies. Cloud infrastructures help reduce emissions and support the reliance of physical products/hardware, supporting both energy efficiency and reducing physical waste. As a professional services company with people across the globe, we have adopted a flexible and hybrid work model to support employees working where and how they are most successful, while meeting personal and professional needs.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, and we do not plan to undertake any biodiversity-related actions

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☑ Yes, we use indicators	*Select all that apply* ☑ Pressure indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	*Select from:* ☑ Not assessed	*N/A*
UNESCO World Heritage sites	*Select from:* ☑ Not assessed	*N/A*
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed	*N/A*
Ramsar sites	*Select from:* ☑ Not assessed	*N/A*
Key Biodiversity Areas	*Select from:* ☑ Not assessed	*N/A*
Other areas important for biodiversity	*Select from:* ☑ Not assessed	*N/A*

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

Other environmental information included in our CDP response is not verified and/or assured by a third party due to it not being an immediate strategic priority. As we gear up for CSRD compliance, we will consider exploring opportunities for third-party verification of environmental information outside of our Scopes 1, 2 and 3 emissions.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Corporate Responsibility & Inclusion Officer

(13.3.2) Corresponding job category

Select from:

☑ Chief Sustainability Officer (CSO)

[Fixed row]