

**ROBERT HALF INC.**  
NON-GAAP FINANCIAL MEASURES

The financial results of Robert Half Inc. (the “Company”) are prepared in conformity with accounting principles generally accepted in the United States of America (“GAAP”) and the rules of the SEC. To help readers understand the Company’s financial performance, the Company supplements its GAAP financial results with the following non-GAAP measures: adjusted gross margin; adjusted selling, general and administrative expenses; combined segment income; and adjusted revenue growth rates.

The following measures: adjusted gross margin and adjusted selling, general and administrative expenses, include gains and losses on investments held to fund the Company’s obligations under employee deferred compensation plans. The Company provides these measures because they are used by management to review its operational results.

Combined segment income is income before income taxes, adjusted for interest income and amortization of intangible assets. The Company provides combined segment income because it is how management evaluates performance.

As adjusted revenue growth rates represent year-over-year revenue growth rates after removing the impacts on reported revenues from the changes in the number of billing days and foreign currency exchange rates. The Company provides this data because it focuses on the Company’s revenue growth rates attributable to operating activities and aids in evaluating revenue trends over time. The impacts from the changes in billing days and foreign currency exchange rates are calculated as follows:

- Billing days impact is calculated by dividing each comparative period’s reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management calculates a global, weighted-average number of billing days for each reporting period based upon inputs from all countries and all functional specializations and segments.
- Foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year’s comparable period.

The non-GAAP financial measures provided herein may not provide information that is directly comparable to that provided by other companies in the Company’s industry, as other companies may calculate such financial results differently. The Company’s non-GAAP financial measures are not measurements of financial performance under GAAP and should not be considered as alternatives to amounts presented in accordance with GAAP. The Company does not consider these non-GAAP financial measures to be a substitute for, or superior to, the information provided by GAAP financial results. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures is provided on the following pages.

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

	Three Months Ended June 30,				Relationships				Six Months Ended June 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	
<b>Gross Margin</b>																	
Contract talent solutions	\$ 336,161	\$ 398,636	\$ 336,161	\$ 398,636	39.3%	39.9%	39.3%	39.9%	\$ 686,731	\$ 822,261	\$ 686,731	\$ 822,261	39.4%	39.8%	39.4%	39.8%	
Permanent placement talent solutions	130,801	148,975	130,801	148,975	99.8%	99.8%	99.8%	99.8%	255,349	305,370	255,349	305,370	99.8%	99.8%	99.8%	99.8%	
Total talent solutions	466,962	547,611	466,962	547,611	47.4%	47.7%	47.4%	47.7%	942,080	1,127,631	942,080	1,127,631	47.2%	47.6%	47.2%	47.6%	
Protiviti	109,717	112,558	112,947	117,882	22.5%	22.9%	23.2%	24.0%	197,396	222,270	208,983	232,366	20.8%	22.6%	22.0%	23.6%	
Total	\$ 576,679	\$ 660,169	\$ 579,909	\$ 665,493	39.2%	40.3%	39.4%	40.6%	\$ 1,139,476	\$ 1,349,901	\$ 1,151,063	\$ 1,359,997	38.6%	40.2%	39.0%	40.5%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended June 30, 2024 and 2023:

	Three Months Ended June 30, 2024								Three Months Ended June 30, 2023												
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
<b>Gross Margin</b>																					
As Reported	\$ 336,161	39.3%	\$ 130,801	99.8%	\$ 466,962	47.4%	\$ 109,717	22.5%	\$ 576,679	39.2%	\$ 398,636	39.9%	\$ 148,975	99.8%	\$ 547,611	47.7%	\$ 112,558	22.9%	\$ 660,169	40.3%	
Adjustments (1)	—	—	—	—	—	—	3,230	0.7%	3,230	0.2%	—	—	—	—	—	—	5,324	1.1%	5,324	0.3%	
As Adjusted	\$ 336,161	39.3%	\$ 130,801	99.8%	\$ 466,962	47.4%	\$ 112,947	23.2%	\$ 579,909	39.4%	\$ 398,636	39.9%	\$ 148,975	99.8%	\$ 547,611	47.7%	\$ 117,882	24.0%	\$ 665,493	40.6%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the six months ended June 30, 2024 and 2023:

	Six Months Ended June 30, 2024								Six Months Ended June 30, 2023												
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
<b>Gross Margin</b>																					
As Reported	\$ 686,731	39.4%	\$ 255,349	99.8%	\$ 942,080	47.2%	\$ 197,396	20.8%	\$ 1,139,476	38.6%	\$ 822,261	39.8%	\$ 305,370	99.8%	\$ 1,127,631	47.6%	\$ 222,270	22.6%	\$ 1,349,901	40.2%	
Adjustments (1)	—	—	—	—	—	—	11,587	1.2%	11,587	0.4%	—	—	—	—	—	—	10,096	1.0%	10,096	0.3%	
As Adjusted	\$ 686,731	39.4%	\$ 255,349	99.8%	\$ 942,080	47.2%	\$ 208,983	22.0%	\$ 1,151,063	39.0%	\$ 822,261	39.8%	\$ 305,370	99.8%	\$ 1,127,631	47.6%	\$ 232,366	23.6%	\$ 1,359,997	40.5%	

(1) Changes in the Company's employee deferred compensation plan obligations related to Protiviti operations are included in costs of services, while the related investment income is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income before income taxes.

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

	Three Months Ended June 30,				Relationships				Six Months Ended June 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	
<b>Selling, General and Administrative Expenses</b>																	
Contract talent solutions	\$ 308,886	\$ 337,742	\$ 298,015	\$ 317,320	36.1%	33.8%	34.9%	31.8%	\$ 640,474	\$ 679,464	\$ 598,467	\$ 638,799	36.8%	32.9%	34.4%	30.9%	
Permanent placement talent solutions	116,285	129,846	114,653	127,245	88.7%	87.0%	87.5%	85.3%	232,861	264,690	227,346	259,813	91.0%	86.5%	88.9%	84.9%	
Total talent solutions	425,171	467,588	412,668	444,565	43.1%	40.7%	41.9%	38.7%	873,335	944,154	825,813	898,612	43.7%	39.8%	41.3%	37.9%	
Protiviti	75,661	74,316	75,661	74,316	15.6%	15.1%	15.6%	15.1%	149,092	149,979	149,092	149,979	15.7%	15.2%	15.7%	15.2%	
Total	\$ 500,832	\$ 541,904	\$ 488,329	\$ 518,881	34.0%	33.1%	33.2%	31.6%	\$ 1,022,427	\$ 1,094,133	\$ 974,905	\$ 1,048,591	34.7%	32.6%	33.1%	31.2%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the three months ended June 30, 2024 and 2023:

	Three Months Ended June 30, 2024										Three Months Ended June 30, 2023									
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
<b>Selling, General and Administrative Expenses</b>																				
As Reported	\$ 308,886	36.1%	\$ 116,285	88.7%	\$ 425,171	43.1%	\$ 75,661	15.6%	\$ 500,832	34.0%	\$ 337,742	33.8%	\$ 129,846	87.0%	\$ 467,588	40.7%	\$ 74,316	15.1%	\$ 541,904	33.1%
Adjustments (1)	(10,871)	(1.2%)	(1,632)	(1.2%)	(12,503)	(1.2%)	—	—	(12,503)	(0.8%)	(20,422)	(2.0%)	(2,601)	(1.7%)	(23,023)	(2.0%)	—	—	(23,023)	(1.5%)
As Adjusted	\$ 298,015	34.9%	\$ 114,653	87.5%	\$ 412,668	41.9%	\$ 75,661	15.6%	\$ 488,329	33.2%	\$ 317,320	31.8%	\$ 127,245	85.3%	\$ 444,565	38.7%	\$ 74,316	15.1%	\$ 518,881	31.6%

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the six months ended June 30, 2024 and 2023:

	Six Months Ended June 30, 2024										Six Months Ended June 30, 2023									
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
<b>Selling, General and Administrative Expenses</b>																				
As Reported	\$ 640,474	36.8%	\$ 232,861	91.0%	\$ 873,335	43.7%	\$ 149,092	15.7%	\$ 1,022,427	34.7%	\$ 679,464	32.9%	\$ 264,690	86.5%	\$ 944,154	39.8%	\$ 149,979	15.2%	\$ 1,094,133	32.6%
Adjustments (1)	(42,007)	(2.4%)	(5,515)	(2.1%)	(47,522)	(2.4%)	—	—	(47,522)	(1.6%)	(40,665)	(2.0%)	(4,877)	(1.6%)	(45,542)	(1.9%)	—	—	(45,542)	(1.4%)
As Adjusted	\$ 598,467	34.4%	\$ 227,346	88.9%	\$ 825,813	41.3%	\$ 149,092	15.7%	\$ 974,905	33.1%	\$ 638,799	30.9%	\$ 259,813	84.9%	\$ 898,612	37.9%	\$ 149,979	15.2%	\$ 1,048,591	31.2%

(1) Changes in the Company's employee deferred compensation plan obligations related to talent solutions operations are included in selling, general and administrative expenses, while the related investment income is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income from investments held in employee deferred compensation trusts to the same line item that includes the corresponding change in obligation. These adjustments have no impact on income before income taxes.

**ROBERT HALF INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**COMBINED SEGMENT INCOME (UNAUDITED):**  
(in thousands)

The following tables provide reconciliations of the non-GAAP combined segment income to reported income before income taxes for the three and six months ended June 30, 2024 and 2023:

	Three Months Ended June 30,				Six Months Ended June 30,			
	2024		2023		2024		2023	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes	\$ 96,462	6.6%	\$ 151,211	9.2%	\$ 187,149	6.3%	\$ 320,109	9.5%
Interest income, net	(5,186)	(0.4%)	(5,320)	(0.3%)	(11,599)	(0.3%)	(10,145)	(0.2%)
Amortization of intangible assets	304	0.0%	721	0.0%	608	0.0%	1,442	0.0%
Combined segment income	\$ 91,580	6.2%	\$ 146,612	8.9%	\$ 176,158	6.0%	\$ 311,406	9.3%

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

	Year-Over-Year Growth Rates (As Reported)						Non-GAAP Year-Over-Year Growth Rates (As Adjusted)					
	2023				2024		2023				2024	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
<b>Global</b>												
Finance and accounting	-3.0	-11.0	-16.0	-17.2	-17.5	-13.6	-3.1	-10.8	-15.2	-17.8	-17.0	-13.5
Administrative and customer support	-23.0	-23.0	-21.5	-18.7	-8.9	-9.8	-23.2	-23.0	-21.2	-19.4	-8.3	-9.8
Technology	-9.0	-16.7	-21.3	-21.7	-18.6	-13.1	-9.3	-16.2	-20.0	-21.8	-17.8	-13.1
Elimination of intersegment revenues (1)	-12.8	-16.5	-24.2	-26.6	-10.3	1.4	-12.7	-16.5	-23.8	-27.2	-9.9	1.3
Total contract talent solutions	-7.8	-14.3	-17.3	-17.2	-16.7	-14.5	-8.0	-14.0	-16.4	-17.7	-16.2	-14.4
Permanent placement talent solutions	-16.1	-25.4	-23.3	-22.0	-20.4	-12.2	-15.8	-25.0	-22.5	-22.6	-19.8	-12.0
Total talent solutions	-9.0	-15.9	-18.1	-17.8	-17.2	-14.2	-9.1	-15.6	-17.3	-18.3	-16.7	-14.0
Protiviti	4.6	-1.2	-6.0	-7.1	-6.1	-0.9	4.4	-1.0	-4.9	-7.5	-5.4	-0.9
Total	-5.4	-12.0	-14.7	-14.7	-14.0	-10.2	-5.6	-11.7	-13.8	-15.2	-13.4	-10.1
<b>United States</b>												
Contract talent solutions	-8.6	-16.0	-20.7	-20.5	-19.1	-15.7	-9.9	-15.9	-19.2	-20.3	-18.6	-15.8
Permanent placement talent solutions	-16.9	-26.2	-26.9	-22.6	-19.3	-11.5	-18.1	-26.1	-25.5	-22.5	-18.7	-11.7
Total talent solutions	-9.7	-17.4	-21.5	-20.7	-19.1	-15.2	-11.0	-17.2	-20.0	-20.6	-18.6	-15.3
Protiviti	7.5	-2.4	-7.4	-7.3	-4.8	3.3	5.9	-2.3	-5.6	-7.2	-4.2	3.1
Total	-5.2	-13.3	-17.5	-16.8	-14.9	-9.6	-6.6	-13.2	-15.9	-16.7	-14.3	-9.7
<b>International</b>												
Contract talent solutions	-4.7	-7.6	-3.1	-4.4	-8.4	-10.0	-1.2	-6.2	-4.9	-7.5	-7.5	-9.4
Permanent placement talent solutions	-14.0	-23.4	-13.0	-20.6	-23.2	-13.8	-10.5	-21.9	-14.2	-22.8	-22.1	-13.0
Total talent solutions	-6.4	-10.6	-4.8	-7.2	-10.8	-10.7	-2.9	-9.2	-6.6	-10.1	-9.9	-10.0
Protiviti	-5.7	3.3	0.3	-6.1	-11.3	-16.2	-1.5	4.2	-1.5	-8.9	-10.1	-15.9
Total	-6.2	-7.0	-3.5	-6.9	-10.9	-12.2	-2.5	-5.8	-5.3	-9.8	-10.0	-11.6

(1) Service revenues for finance and accounting, administrative and customer support, and technology include intersegment revenues, which represent revenues from services provided to Protiviti in connection with the Company's blended business solutions. Intersegment revenues for each functional specialization are aggregated and then eliminated as a single line item.

The non-GAAP financial measures included in the table above adjust for the following items:

*Billing Days.* The "As Reported" revenue growth rates are based upon reported revenues. Management calculates the billing day impact by dividing each comparative period's reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management calculates a global, weighted-average number of billing days for each reporting period based upon input from all countries and all functional specializations and segments.

*Foreign Currency Translation.* The "As Reported" revenue growth rates are based upon reported revenues, which include the impact of changes in foreign currency exchange rates. The foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year's comparable period.

The term "As Adjusted" means that the impact of different billing days and constant currency fluctuations are removed from the revenue growth rate calculation. A reconciliation of the non-GAAP year-over-year revenue growth rates to the "As Reported" year-over-year revenue growth rates is included herein, on Pages 6-8.

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

<b>Year-Over-Year Revenue Growth – GLOBAL</b>						
	<b>Q1 2023</b>	<b>Q2 2023</b>	<b>Q3 2023</b>	<b>Q4 2023</b>	<b>Q1 2024</b>	<b>Q2 2024</b>
<b>Finance and accounting</b>						
As Reported	-3.0	-11.0	-16.0	-17.2	-17.5	-13.6
Billing Days Impact	-1.3	0.1	1.6	0.1	0.7	-0.3
Currency Impact	1.2	0.1	-0.8	-0.7	-0.2	0.4
As Adjusted	<u>-3.1</u>	<u>-10.8</u>	<u>-15.2</u>	<u>-17.8</u>	<u>-17.0</u>	<u>-13.5</u>
<b>Administrative and customer support</b>						
As Reported	-23.0	-23.0	-21.5	-18.7	-8.9	-9.8
Billing Days Impact	-1.1	0.1	1.4	0.2	0.8	-0.3
Currency Impact	0.9	-0.1	-1.1	-0.9	-0.2	0.3
As Adjusted	<u>-23.2</u>	<u>-23.0</u>	<u>-21.2</u>	<u>-19.4</u>	<u>-8.3</u>	<u>-9.8</u>
<b>Technology</b>						
As Reported	-9.0	-16.7	-21.3	-21.7	-18.6	-13.1
Billing Days Impact	-1.3	0.1	1.5	0.1	0.7	-0.3
Currency Impact	1.0	0.4	-0.2	-0.2	0.1	0.3
As Adjusted	<u>-9.3</u>	<u>-16.2</u>	<u>-20.0</u>	<u>-21.8</u>	<u>-17.8</u>	<u>-13.1</u>
<b>Elimination of intersegment revenues</b>						
As Reported	-12.8	-16.5	-24.2	-26.6	-10.3	1.4
Billing Days Impact	-1.3	0.1	1.4	0.1	0.7	-0.3
Currency Impact	1.4	-0.1	-1.0	-0.7	-0.3	0.2
As Adjusted	<u>-12.7</u>	<u>-16.5</u>	<u>-23.8</u>	<u>-27.2</u>	<u>-9.9</u>	<u>1.3</u>
<b>Total contract talent solutions</b>						
As Reported	-7.8	-14.3	-17.3	-17.2	-16.7	-14.5
Billing Days Impact	-1.3	0.1	1.6	0.2	0.6	-0.3
Currency Impact	1.1	0.2	-0.7	-0.7	-0.1	0.4
As Adjusted	<u>-8.0</u>	<u>-14.0</u>	<u>-16.4</u>	<u>-17.7</u>	<u>-16.2</u>	<u>-14.4</u>
<b>Permanent placement talent solutions</b>						
As Reported	-16.1	-25.4	-23.3	-22.0	-20.4	-12.2
Billing Days Impact	-1.1	0.1	1.5	0.1	0.7	-0.3
Currency Impact	1.4	0.3	-0.7	-0.7	-0.1	0.5
As Adjusted	<u>-15.8</u>	<u>-25.0</u>	<u>-22.5</u>	<u>-22.6</u>	<u>-19.8</u>	<u>-12.0</u>
<b>Total talent solutions</b>						
As Reported	-9.0	-15.9	-18.1	-17.8	-17.2	-14.2
Billing Days Impact	-1.2	0.1	1.5	0.2	0.6	-0.2
Currency Impact	1.1	0.2	-0.7	-0.7	-0.1	0.4
As Adjusted	<u>-9.1</u>	<u>-15.6</u>	<u>-17.3</u>	<u>-18.3</u>	<u>-16.7</u>	<u>-14.0</u>
<b>Protiviti</b>						
As Reported	4.6	-1.2	-6.0	-7.1	-6.1	-0.9
Billing Days Impact	-1.5	0.2	1.8	0.2	0.7	-0.3
Currency Impact	1.3	0.0	-0.7	-0.6	0.0	0.3
As Adjusted	<u>4.4</u>	<u>-1.0</u>	<u>-4.9</u>	<u>-7.5</u>	<u>-5.4</u>	<u>-0.9</u>
<b>Total</b>						
As Reported	-5.4	-12.0	-14.7	-14.7	-14.0	-10.2
Billing Days Impact	-1.4	0.2	1.6	0.1	0.7	-0.3
Currency Impact	1.2	0.1	-0.7	-0.6	-0.1	0.4
As Adjusted	<u>-5.6</u>	<u>-11.7</u>	<u>-13.8</u>	<u>-15.2</u>	<u>-13.4</u>	<u>-10.1</u>

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

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>						
	<b>Q1 2023</b>	<b>Q2 2023</b>	<b>Q3 2023</b>	<b>Q4 2023</b>	<b>Q1 2024</b>	<b>Q2 2024</b>
<b>Contract talent solutions</b>						
As Reported .....	-8.6	-16.0	-20.7	-20.5	-19.1	-15.7
Billing Days Impact .....	-1.3	0.1	1.5	0.2	0.5	-0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-9.9	-15.9	-19.2	-20.3	-18.6	-15.8
<b>Permanent placement talent solutions</b>						
As Reported .....	-16.9	-26.2	-26.9	-22.6	-19.3	-11.5
Billing Days Impact .....	-1.2	0.1	1.4	0.1	0.6	-0.2
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-18.1	-26.1	-25.5	-22.5	-18.7	-11.7
<b>Total talent solutions</b>						
As Reported .....	-9.7	-17.4	-21.5	-20.7	-19.1	-15.2
Billing Days Impact .....	-1.3	0.2	1.5	0.1	0.5	-0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-11.0	-17.2	-20.0	-20.6	-18.6	-15.3
<b>Protiviti</b>						
As Reported .....	7.5	-2.4	-7.4	-7.3	-4.8	3.3
Billing Days Impact .....	-1.6	0.1	1.8	0.1	0.6	-0.2
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	5.9	-2.3	-5.6	-7.2	-4.2	3.1
<b>Total</b>						
As Reported .....	-5.2	-13.3	-17.5	-16.8	-14.9	-9.6
Billing Days Impact .....	-1.4	0.1	1.6	0.1	0.6	-0.1
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	-6.6	-13.2	-15.9	-16.7	-14.3	-9.7

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

<b><u>Year-Over-Year Revenue Growth – INTERNATIONAL</u></b>						
	<b><u>Q1 2023</u></b>	<b><u>Q2 2023</u></b>	<b><u>Q3 2023</u></b>	<b><u>Q4 2023</u></b>	<b><u>Q1 2024</u></b>	<b><u>Q2 2024</u></b>
<b>Contract talent solutions</b>						
As Reported .....	-4.7	-7.6	-3.1	-4.4	-8.4	-10.0
Billing Days Impact .....	-1.7	0.6	1.8	0.1	1.5	-1.1
Currency Impact .....	5.2	0.8	-3.6	-3.2	-0.6	1.7
As Adjusted .....	-1.2	-6.2	-4.9	-7.5	-7.5	-9.4
<b>Permanent placement talent solutions</b>						
As Reported .....	-14.0	-23.4	-13.0	-20.6	-23.2	-13.8
Billing Days Impact .....	-1.6	0.5	1.6	0.1	1.3	-1.0
Currency Impact .....	5.1	1.0	-2.8	-2.3	-0.2	1.8
As Adjusted .....	-10.5	-21.9	-14.2	-22.8	-22.1	-13.0
<b>Total talent solutions</b>						
As Reported .....	-6.4	-10.6	-4.8	-7.2	-10.8	-10.7
Billing Days Impact .....	-1.7	0.6	1.7	0.2	1.4	-1.0
Currency Impact .....	5.2	0.8	-3.5	-3.1	-0.5	1.7
As Adjusted .....	-2.9	-9.2	-6.6	-10.1	-9.9	-10.0
<b>Protiviti</b>						
As Reported .....	-5.7	3.3	0.3	-6.1	-11.3	-16.2
Billing Days Impact .....	-1.7	0.7	1.8	0.2	1.4	-1.0
Currency Impact .....	5.9	0.2	-3.6	-3.0	-0.2	1.3
As Adjusted .....	-1.5	4.2	-1.5	-8.9	-10.1	-15.9
<b>Total</b>						
As Reported .....	-6.2	-7.0	-3.5	-6.9	-10.9	-12.2
Billing Days Impact .....	-1.7	0.5	1.7	0.1	1.3	-1.0
Currency Impact .....	5.4	0.7	-3.5	-3.0	-0.4	1.6
As Adjusted .....	-2.5	-5.8	-5.3	-9.8	-10.0	-11.6