

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 September 30,				Relationships				Nine Months Ended September 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	
Gross Margin																	
Contract talent solutions	\$ 323,035	\$ 375,158	\$ 323,035	\$ 375,158	38.9%	39.8%	38.9%	39.8%	\$ 1,009,766	\$ 1,197,419	\$ 1,009,766	\$ 1,197,419	39.3%	39.8%	39.3%	39.8%	
Permanent placement talent solutions	123,004	139,681	123,004	139,681	99.8%	99.8%	99.8%	99.8%	378,353	445,051	378,353	445,051	99.8%	99.8%	99.8%	99.8%	
Total talent solutions	446,039	514,839	446,039	514,839	46.8%	47.5%	46.8%	47.5%	1,388,119	1,642,470	1,388,119	1,642,470	47.0%	47.6%	47.0%	47.6%	
Protiviti	125,617	126,100	131,707	123,255	24.6%	26.2%	25.8%	25.6%	323,013	348,370	340,690	355,621	22.1%	23.8%	23.3%	24.3%	
Total	\$ 571,656	\$ 640,939	\$ 577,746	\$ 638,094	39.0%	41.0%	39.4%	40.8%	\$ 1,711,132	\$ 1,990,840	\$ 1,728,809	\$ 1,998,091	38.8%	40.5%	39.2%	40.6%	

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

	Three Months Ended September 30, 2024						Three Months Ended September 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	
Gross Margin																					
As Reported	\$ 323,035	38.9%	\$ 123,004	99.8%	\$ 446,039	46.8%	\$ 125,617	24.6%	\$ 571,656	39.0%	\$ 375,158	39.8%	\$ 139,681	99.8%	\$ 514,839	47.5%	\$ 126,100	26.2%	\$ 640,939	41.0%	
Adjustments (1)	—	—	—	—	—	—	6,090	1.2%	6,090	0.4%	—	—	—	—	—	—	(2,845)	(0.6%)	(2,845)	(0.2%)	
As Adjusted	\$ 323,035	38.9%	\$ 123,004	99.8%	\$ 446,039	46.8%	\$ 131,707	25.8%	\$ 577,746	39.4%	\$ 375,158	39.8%	\$ 139,681	99.8%	\$ 514,839	47.5%	\$ 123,255	25.6%	\$ 638,094	40.8%	

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

	Nine Months Ended September 30, 2024						Nine Months Ended September 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	
Gross Margin																					
As Reported	\$1,009,766	39.3%	\$ 378,353	99.8%	\$1,388,119	47.0%	\$ 323,013	22.1%	\$1,711,132	38.8%	\$1,197,419	39.8%	\$ 445,051	99.8%	\$1,642,470	47.6%	\$ 348,370	23.8%	\$1,990,840	40.5%	
Adjustments (1)	—	—	—	—	—	—	17,677	1.2%	17,677	0.4%	—	—	—	—	—	—	7,251	0.5%	7,251	0.1%	
As Adjusted	\$1,009,766	39.3%	\$ 378,353	99.8%	\$1,388,119	47.0%	\$ 340,690	23.3%	\$1,728,809	39.2%	\$1,197,419	39.8%	\$ 445,051	99.8%	\$1,642,470	47.6%	\$ 355,621	24.3%	\$1,998,091	40.6%	

(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) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss 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 September 30,				Relationships				Nine Months Ended September 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	
Selling, General and Administrative Expenses																	
Contract talent solutions	\$ 317,727	\$ 306,503	\$ 297,191	\$ 316,683	38.3%	32.5%	35.8%	33.6%	\$ 958,201	\$ 985,967	\$ 895,658	\$ 955,482	37.2%	32.8%	34.8%	31.8%	
Permanent placement talent solutions	113,421	119,376	110,817	120,626	92.0%	85.3%	89.9%	86.2%	346,282	384,066	338,163	380,439	91.3%	86.1%	89.2%	85.3%	
Total talent solutions	431,148	425,879	408,008	437,309	45.2%	39.3%	42.8%	40.4%	1,304,483	1,370,033	1,233,821	1,335,921	44.2%	39.7%	41.8%	38.7%	
Protiviti	79,638	70,853	79,638	70,853	15.6%	14.7%	15.6%	14.7%	228,730	220,832	228,730	220,832	15.6%	15.1%	15.6%	15.1%	
Total	\$ 510,786	\$ 496,732	\$ 487,646	\$ 508,162	34.9%	31.8%	33.3%	32.5%	\$ 1,533,213	\$ 1,590,865	\$ 1,462,551	\$ 1,556,753	34.7%	32.3%	33.1%	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 three months ended September 30, 2024 and 2023:

	Three Months Ended September 30, 2024										Three Months Ended September 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
Selling, General and Administrative Expenses																				
As Reported	\$ 317,727	38.3%	\$ 113,421	92.0%	\$ 431,148	45.2%	\$ 79,638	15.6%	\$ 510,786	34.9%	\$ 306,503	32.5%	\$ 119,376	85.3%	\$ 425,879	39.3%	\$ 70,853	14.7%	\$ 496,732	31.8%
Adjustments (1)	(20,536)	(2.5%)	(2,604)	(2.1%)	(23,140)	(2.4%)	—	—	(23,140)	(1.6%)	10,180	1.1%	1,250	0.9%	11,430	1.1%	—	—	11,430	0.7%
As Adjusted	\$ 297,191	35.8%	\$ 110,817	89.9%	\$ 408,008	42.8%	\$ 79,638	15.6%	\$ 487,646	33.3%	\$ 316,683	33.6%	\$ 120,626	86.2%	\$ 437,309	40.4%	\$ 70,853	14.7%	\$ 508,162	32.5%

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

	Nine Months Ended September 30, 2024										Nine Months Ended September 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
Selling, General and Administrative Expenses																				
As Reported	\$ 958,201	37.2%	\$ 346,282	91.3%	\$ 1,304,483	44.2%	\$ 228,730	15.6%	\$ 1,533,213	34.7%	\$ 985,967	32.8%	\$ 384,066	86.1%	\$ 1,370,033	39.7%	\$ 220,832	15.1%	\$ 1,590,865	32.3%
Adjustments (1)	(62,543)	(2.4%)	(8,119)	(2.1%)	(70,662)	(2.4%)	—	—	(70,662)	(1.6%)	(30,485)	(1.0%)	(3,627)	(0.8%)	(34,112)	(1.0%)	—	—	(34,112)	(0.7%)
As Adjusted	\$ 895,658	34.8%	\$ 338,163	89.2%	\$ 1,233,821	41.8%	\$ 228,730	15.6%	\$ 1,462,551	33.1%	\$ 955,482	31.8%	\$ 380,439	85.3%	\$ 1,335,921	38.7%	\$ 220,832	15.1%	\$ 1,556,753	31.6%

(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) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss 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 nine months ended September 30, 2024 and 2023:

	Three Months Ended September 30,				Nine Months Ended September 30,			
	2024		2023		2024		2023	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes	\$ 95,186	6.5%	\$ 136,343	8.7%	\$ 282,335	6.4%	\$ 456,452	9.3%
Interest income, net	(5,391)	(0.3%)	(7,131)	(0.4%)	(16,990)	(0.4%)	(17,276)	(0.3%)
Amortization of intangible assets	305	0.0%	720	0.0%	913	0.0%	2,162	0.0%
Combined segment income	\$ 90,100	6.2%	\$ 129,932	8.3%	\$ 266,258	6.0%	\$ 441,338	9.0%

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		
	Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
Global												
Finance and accounting	-11.0	-16.0	-17.2	-17.5	-13.6	-9.2	-10.8	-15.2	-17.8	-17.0	-13.5	-10.5
Administrative and customer support	-23.0	-21.5	-18.7	-8.9	-9.8	-9.2	-23.0	-21.2	-19.4	-8.3	-9.8	-10.8
Technology	-16.7	-21.3	-21.7	-18.6	-13.1	-6.1	-16.2	-20.0	-21.8	-17.8	-13.1	-7.6
Elimination of intersegment revenues (1)	-16.5	-24.2	-26.6	-10.3	1.4	21.6	-16.5	-23.8	-27.2	-9.9	1.3	19.4
Total contract talent solutions	-14.3	-17.3	-17.2	-16.7	-14.5	-11.9	-14.0	-16.4	-17.7	-16.2	-14.4	-13.2
Permanent placement talent solutions	-25.4	-23.3	-22.0	-20.4	-12.2	-11.9	-25.0	-22.5	-22.6	-19.8	-12.0	-13.2
Total talent solutions	-15.9	-18.1	-17.8	-17.2	-14.2	-11.9	-15.6	-17.3	-18.3	-16.7	-14.0	-13.2
Protiviti	-1.2	-6.0	-7.1	-6.1	-0.9	6.4	-1.0	-4.9	-7.5	-5.4	-0.9	4.5
Total	-12.0	-14.7	-14.7	-14.0	-10.2	-6.3	-11.7	-13.8	-15.2	-13.4	-10.1	-7.7
United States												
Contract talent solutions	-16.0	-20.7	-20.5	-19.1	-15.7	-12.4	-15.9	-19.2	-20.3	-18.6	-15.8	-13.7
Permanent placement talent solutions	-26.2	-26.9	-22.6	-19.3	-11.5	-9.0	-26.1	-25.5	-22.5	-18.7	-11.7	-10.4
Total talent solutions	-17.4	-21.5	-20.7	-19.1	-15.2	-12.0	-17.2	-20.0	-20.6	-18.6	-15.3	-13.3
Protiviti	-2.4	-7.4	-7.3	-4.8	3.3	9.3	-2.3	-5.6	-7.2	-4.2	3.1	7.6
Total	-13.3	-17.5	-16.8	-14.9	-9.6	-5.2	-13.2	-15.9	-16.7	-14.3	-9.7	-6.7
International												
Contract talent solutions	-7.6	-3.1	-4.4	-8.4	-10.0	-10.6	-6.2	-4.9	-7.5	-7.5	-9.4	-11.7
Permanent placement talent solutions	-23.4	-13.0	-20.6	-23.2	-13.8	-18.6	-21.9	-14.2	-22.8	-22.1	-13.0	-19.8
Total talent solutions	-10.6	-4.8	-7.2	-10.8	-10.7	-11.9	-9.2	-6.6	-10.1	-9.9	-10.0	-13.0
Protiviti	3.3	0.3	-6.1	-11.3	-16.2	-5.6	4.2	-1.5	-8.9	-10.1	-15.9	-8.1
Total	-7.0	-3.5	-6.9	-10.9	-12.2	-10.2	-5.8	-5.3	-9.8	-10.0	-11.6	-11.7

(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):

Year-Over-Year Revenue Growth – GLOBAL						
	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024
Finance and accounting						
As Reported	-11.0	-16.0	-17.2	-17.5	-13.6	-9.2
Billing Days Impact	0.1	1.6	0.1	0.7	-0.3	-1.5
Currency Impact	0.1	-0.8	-0.7	-0.2	0.4	0.2
As Adjusted	<u>-10.8</u>	<u>-15.2</u>	<u>-17.8</u>	<u>-17.0</u>	<u>-13.5</u>	<u>-10.5</u>
Administrative and customer support						
As Reported	-23.0	-21.5	-18.7	-8.9	-9.8	-9.2
Billing Days Impact	0.1	1.4	0.2	0.8	-0.3	-1.5
Currency Impact	-0.1	-1.1	-0.9	-0.2	0.3	-0.1
As Adjusted	<u>-23.0</u>	<u>-21.2</u>	<u>-19.4</u>	<u>-8.3</u>	<u>-9.8</u>	<u>-10.8</u>
Technology						
As Reported	-16.7	-21.3	-21.7	-18.6	-13.1	-6.1
Billing Days Impact	0.1	1.5	0.1	0.7	-0.3	-1.5
Currency Impact	0.4	-0.2	-0.2	0.1	0.3	0.0
As Adjusted	<u>-16.2</u>	<u>-20.0</u>	<u>-21.8</u>	<u>-17.8</u>	<u>-13.1</u>	<u>-7.6</u>
Elimination of intersegment revenues						
As Reported	-16.5	-24.2	-26.6	-10.3	1.4	21.6
Billing Days Impact	0.1	1.4	0.1	0.7	-0.3	-1.9
Currency Impact	-0.1	-1.0	-0.7	-0.3	0.2	-0.3
As Adjusted	<u>-16.5</u>	<u>-23.8</u>	<u>-27.2</u>	<u>-9.9</u>	<u>1.3</u>	<u>19.4</u>
Total contract talent solutions						
As Reported	-14.3	-17.3	-17.2	-16.7	-14.5	-11.9
Billing Days Impact	0.1	1.6	0.2	0.6	-0.3	-1.4
Currency Impact	0.2	-0.7	-0.7	-0.1	0.4	0.1
As Adjusted	<u>-14.0</u>	<u>-16.4</u>	<u>-17.7</u>	<u>-16.2</u>	<u>-14.4</u>	<u>-13.2</u>
Permanent placement talent solutions						
As Reported	-25.4	-23.3	-22.0	-20.4	-12.2	-11.9
Billing Days Impact	0.1	1.5	0.1	0.7	-0.3	-1.4
Currency Impact	0.3	-0.7	-0.7	-0.1	0.5	0.1
As Adjusted	<u>-25.0</u>	<u>-22.5</u>	<u>-22.6</u>	<u>-19.8</u>	<u>-12.0</u>	<u>-13.2</u>
Total talent solutions						
As Reported	-15.9	-18.1	-17.8	-17.2	-14.2	-11.9
Billing Days Impact	0.1	1.5	0.2	0.6	-0.2	-1.4
Currency Impact	0.2	-0.7	-0.7	-0.1	0.4	0.1
As Adjusted	<u>-15.6</u>	<u>-17.3</u>	<u>-18.3</u>	<u>-16.7</u>	<u>-14.0</u>	<u>-13.2</u>
Protiviti						
As Reported	-1.2	-6.0	-7.1	-6.1	-0.9	6.4
Billing Days Impact	0.2	1.8	0.2	0.7	-0.3	-1.7
Currency Impact	0.0	-0.7	-0.6	0.0	0.3	-0.2
As Adjusted	<u>-1.0</u>	<u>-4.9</u>	<u>-7.5</u>	<u>-5.4</u>	<u>-0.9</u>	<u>4.5</u>
Total						
As Reported	-12.0	-14.7	-14.7	-14.0	-10.2	-6.3
Billing Days Impact	0.2	1.6	0.1	0.7	-0.3	-1.4
Currency Impact	0.1	-0.7	-0.6	-0.1	0.4	0.0
As Adjusted	<u>-11.7</u>	<u>-13.8</u>	<u>-15.2</u>	<u>-13.4</u>	<u>-10.1</u>	<u>-7.7</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024
Contract talent solutions						
As Reported	-16.0	-20.7	-20.5	-19.1	-15.7	-12.4
Billing Days Impact	0.1	1.5	0.2	0.5	-0.1	-1.3
Currency Impact	—	—	—	—	—	—
As Adjusted	-15.9	-19.2	-20.3	-18.6	-15.8	-13.7
Permanent placement talent solutions						
As Reported	-26.2	-26.9	-22.6	-19.3	-11.5	-9.0
Billing Days Impact	0.1	1.4	0.1	0.6	-0.2	-1.4
Currency Impact	—	—	—	—	—	—
As Adjusted	-26.1	-25.5	-22.5	-18.7	-11.7	-10.4
Total talent solutions						
As Reported	-17.4	-21.5	-20.7	-19.1	-15.2	-12.0
Billing Days Impact	0.2	1.5	0.1	0.5	-0.1	-1.3
Currency Impact	—	—	—	—	—	—
As Adjusted	-17.2	-20.0	-20.6	-18.6	-15.3	-13.3
Protiviti						
As Reported	-2.4	-7.4	-7.3	-4.8	3.3	9.3
Billing Days Impact	0.1	1.8	0.1	0.6	-0.2	-1.7
Currency Impact	—	—	—	—	—	—
As Adjusted	-2.3	-5.6	-7.2	-4.2	3.1	7.6
Total						
As Reported	-13.3	-17.5	-16.8	-14.9	-9.6	-5.2
Billing Days Impact	0.1	1.6	0.1	0.6	-0.1	-1.5
Currency Impact	—	—	—	—	—	—
As Adjusted	-13.2	-15.9	-16.7	-14.3	-9.7	-6.7

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q2 2023</u>	<u>Q3 2023</u>	<u>Q4 2023</u>	<u>Q1 2024</u>	<u>Q2 2024</u>	<u>Q3 2024</u>
Contract talent solutions						
As Reported	-7.6	-3.1	-4.4	-8.4	-10.0	-10.6
Billing Days Impact	0.6	1.8	0.1	1.5	-1.1	-1.6
Currency Impact	0.8	-3.6	-3.2	-0.6	1.7	0.5
As Adjusted	<u>-6.2</u>	<u>-4.9</u>	<u>-7.5</u>	<u>-7.5</u>	<u>-9.4</u>	<u>-11.7</u>
Permanent placement talent solutions						
As Reported	-23.4	-13.0	-20.6	-23.2	-13.8	-18.6
Billing Days Impact	0.5	1.6	0.1	1.3	-1.0	-1.6
Currency Impact	1.0	-2.8	-2.3	-0.2	1.8	0.4
As Adjusted	<u>-21.9</u>	<u>-14.2</u>	<u>-22.8</u>	<u>-22.1</u>	<u>-13.0</u>	<u>-19.8</u>
Total talent solutions						
As Reported	-10.6	-4.8	-7.2	-10.8	-10.7	-11.9
Billing Days Impact	0.6	1.7	0.2	1.4	-1.0	-1.6
Currency Impact	0.8	-3.5	-3.1	-0.5	1.7	0.5
As Adjusted	<u>-9.2</u>	<u>-6.6</u>	<u>-10.1</u>	<u>-9.9</u>	<u>-10.0</u>	<u>-13.0</u>
Protiviti						
As Reported	3.3	0.3	-6.1	-11.3	-16.2	-5.6
Billing Days Impact	0.7	1.8	0.2	1.4	-1.0	-1.7
Currency Impact	0.2	-3.6	-3.0	-0.2	1.3	-0.8
As Adjusted	<u>4.2</u>	<u>-1.5</u>	<u>-8.9</u>	<u>-10.1</u>	<u>-15.9</u>	<u>-8.1</u>
Total						
As Reported	-7.0	-3.5	-6.9	-10.9	-12.2	-10.2
Billing Days Impact	0.5	1.7	0.1	1.3	-1.0	-1.6
Currency Impact	0.7	-3.5	-3.0	-0.4	1.6	0.1
As Adjusted	<u>-5.8</u>	<u>-5.3</u>	<u>-9.8</u>	<u>-10.0</u>	<u>-11.6</u>	<u>-11.7</u>