

LEADING WITH INTEGRITY

CORPORATE RESPONSIBILITY REPORT

2024



02

Introduction

- 03 CEO Letter
- 04 Accolades
- 05 About Robert Half
- 06 Our Approach to Leading with Integrity

07

Our Governance

- 08 Oversight
- 10 Ethics & Integrity
- 11 IT Security & Data Protection

12

Our People

- 13 Attraction, Retention & Development
- 15 Engagement & Well-Being
- 16 Inclusion

18

Our Communities & Innovation

- 19 Emerging Technology & Innovation
- 20 Community Impact

22

Our Environmental Impact

- 23 Environmental Sustainability

25

Data Tables

From Our CEO

At Robert Half, ethics and integrity have always been central to our company culture, guiding how we do business. Our corporate responsibility priorities extend this commitment.

Our Leading with Integrity report illustrates how we are making an impact with our governance, people, communities, clients and partners, and with the environment. Leading with Integrity is more than a slogan, report name or compliance requirement. It is a foundation upon which we seek to build trust and create enduring value among our stakeholders and position Robert Half for continued responsible growth in an evolving business environment.

We remain steadfast in our belief that our people are the foundation of our growth, with our success defined by how well we support, develop and engage our teams. Everyone performs better when they feel like they belong. And companies make better decisions when varied backgrounds and points of view are considered in the process. Through our employee engagement opportunities, professional development programs, and well-being initiatives, we continued to strengthen a workplace culture during 2024 that embeds inclusion and belonging in how we engage with our clients, candidates, communities and each other.

Our corporate giving programs, volunteerism and partnerships with nonprofit organizations empower our employees to contribute to causes that matter. We are also dedicated to reducing our environmental impact. As a professional services firm, our greatest opportunities to do so lie in operational areas, including responsible sourcing, energy efficiency and leveraging technology for smarter business practices.

We recognize that there is still work ahead of us, and we are ready to embrace new opportunities to contribute as a responsible corporate citizen. We will continue to use our industry-leading brand, talented people and advanced technology to create economic opportunity. This includes helping businesses scale their growth through flexible access to specialized talent, strengthening our communities by connecting employers with local talent pools, and enriching people's lives by connecting job candidates with meaningful and rewarding work.



M. KEITH WADDELL

President and Chief Executive Officer



With our people-first approach, Robert Half is committed to maintaining an inclusive workplace that is welcoming to all team members across our global enterprise.

Accolades



Note: Throughout this report, “Robert Half” refers to our entire global enterprise, including our talent solutions business and Protiviti. We refer to our talent solutions business and Protiviti separately only in instances where their employee or community programs differ. When we refer to employees, we mean our full-time internal staff and our full-time engagement professionals, rather than the contract talent we place externally with clients. The content of this report represents our performance for our fiscal year 2024, which aligns with the calendar year.

All content and data reflect our operations worldwide, except where otherwise noted.



About Robert Half

Robert Half is the world’s first and largest specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. Robert Half offers contract talent, permanent placement and executive search services through our talent solutions business and is the parent company of Protiviti, a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration.

OUR VALUES

Robert Half’s enterprise values serve as the cornerstone of everything we do. Our values reflect who we are and how we connect and flourish as individuals, as teams and as an enterprise. They steer us toward championing responsible and sustainable business practices and help us focus our efforts on the opportunities that will have the greatest impact on our stakeholders.



INTEGRITY

Put ethics first and do the right thing in all situations.



INCLUSION

Foster a culture of belonging where everyone can connect, thrive and grow.



INNOVATION

Adapt, evolve and invest to deliver new ideas and solutions.



COMMITMENT TO SUCCESS

Empower our people to drive the success of our clients, colleagues and candidates and better our communities.



14,700+

INTERNAL STAFF

375+

LOCATIONS GLOBALLY

Our Approach to Leading with Integrity

Guided by our enterprise values, and with oversight from senior leadership and the board of directors, our corporate responsibility efforts seek to align with global standards and stakeholder expectations.

Read more in the [Our Governance](#) section.

UNDERSTANDING OUR PRIORITY TOPICS

We completed a formal materiality assessment in 2022 and published the results in our Leading with Integrity report. The assessment process included reviewing global reporting guidelines, such as the Sustainability Accounting Standards Board Materiality Map for the professional services sector, the Global Reporting Initiative Standards and the Task Force on Climate-Related Financial Disclosures Recommendations. We considered a range of perspectives and the unique needs of our business and stakeholders to identify a list of priority material topics for our influence and impact based on stakeholder expectations and our management practices.

Recognizing that materiality is dynamic, we are conducting a double materiality assessment to identify corporate responsibility topics that affect our business financially and those where we have an impact on people and the environment. This process, informed by ongoing stakeholder engagement, will guide our strategy and future disclosures.



As we put our values into action, we strive to make integrity, inclusion, innovation and commitment to success more than just words—they shape our daily decisions and inform how we engage with our employees, clients, candidates and communities. By integrating corporate responsibility principles into our operations, we aim to create a culture where ethical practices are embedded in every process, fostering trust and sustainable growth and extending our impact far beyond our business.



Susan Haseley
Chief Corporate Responsibility & Inclusion Officer



OUR GOVERNANCE

Governance plays a critical role in our ability to manage our risks, effectively execute our business strategy, make progress toward our goals and deliver value to our stakeholders.

IN THIS SECTION

Oversight >

Ethics & Integrity >

IT Security & Data Protection >



Oversight

The corporate responsibility team, reporting to the chief corporate responsibility and inclusion officer, collaborates with departments across the business to manage risks and opportunities to support long-term growth and deliver value for stakeholders. Our board of directors plays a fundamental role in overseeing Robert Half’s strategy and risk management activities, including those related to the corporate responsibility issues that matter most to our business and stakeholders. The board reviews our annual reports, including Leading with Integrity, and receives updates on human capital management, inclusion initiatives, cybersecurity and privacy, environmental considerations, and compliance matters.

OUR COMMITMENT, OUR PROGRESS

Our commitment is to understand our risks and opportunities, and manage and report on these to support long-term value and stakeholder relationships. With oversight from our board, in 2024, we continued to integrate management of these risks and opportunities across our business. This included engaging the Compliance Advisory Committee, comprised of senior leaders, to prepare for upcoming reporting regulations.

PRIORITIZING RISK MANAGEMENT

We take a holistic approach to identifying, monitoring and managing risks. Each year, our internal audit function conducts an enterprisewide risk assessment, gathering insights through in-depth interviews with leadership across our business units. The findings are presented to our Audit Committee for review and strategic guidance.

Leaders within the organization manage risk day-to-day, with risk management oversight from: (1) our general counsel, who also serves as our corporate compliance officer, (2) our senior vice president and global privacy officer, and (3) our executive vice president and chief risk officer for Protiviti.

CORPORATE RESPONSIBILITY OVERSIGHT:

Board Oversight

Our board of directors provides high-level, strategic oversight of corporate responsibility in alignment with company goals and values.

Executive Leadership

Our CEO fosters ethical leadership and corporate responsibility aligned with our enterprise values. Our chief corporate responsibility and inclusion officer, reporting to the CEO, is responsible for enterprise-wide strategy and implementation.

Functional Management

Our corporate responsibility team manages strategy development and implementation as well as disclosure, in collaboration with teams across the business.



OUR BOARD

Our board of directors has oversight of our corporate governance activities and provides guidance as the company navigates changes, risks and opportunities, evaluating areas of short-, medium- and long-term risks on an ongoing basis. Focus areas span strategic, operational, financial, legal and regulatory risks. They also include technological risks (including cybersecurity, artificial intelligence, information security and data privacy), reputational and social risks, as well as risks related to environmental considerations and human capital management.

2024 BOARD MAKE-UP AT A GLANCE:

78%

INDEPENDENT BOARD MEMBERS
(2023: 78%)

44%

IDENTIFYING AS FEMALE OR UNDERREPRESENTED
(2023: 44%)

28%

JOINED IN THE PAST 5 YEARS
(2023: 57%)

100%

INDEPENDENT AUDIT, COMPENSATION, & NOMINATING AND GOVERNANCE COMMITTEES
(2023: 100%)

Our board structure includes a chairman, an independent lead director and our CEO. A majority of our board members (78%) are independent directors. Additionally, our board’s Audit, Compensation, and Nominating and Governance committees are each 100% independent.

Our ongoing commitment is to maintain varied backgrounds, experiences and points of view on our board. Our 2024 and current board composition reflects this commitment. To learn more about our members and committees, please see our [annual proxy statement](#).

BOARD OF DIRECTORS:



Harold M. Messmer, Jr.
Chairman of Robert Half Inc.



Marc H. Morial
President and Chief Executive Officer of the National Urban League



M. Keith Waddell
President and Chief Executive Officer of Robert Half Inc.



Robert J. Pace
Founder and Chief Executive Officer of HundredX, Inc., a privately held technology company



Jana L. Barsten
Retired Audit Partner, KPMG LLP



Frederick A. Richman
Consultant to Deloitte Tax LLP



Julia L. Coronado, Ph.D.
President and Founder, MacroPolicy Perspectives LLC, an economic research consulting firm



Marnie H. Wilking
Chief Security Officer of Booking.com, a digital travel marketplace



Dirk A. Kempthorne
President of The Kempthorne Group, a private consulting firm

Ethics & Integrity

Our commitment to integrity is embedded in our operations through a robust corporate compliance and ethics program.

Led by our general counsel and corporate compliance officer, our compliance and ethics team reports to our board on ethical, legal and regulatory compliance matters, including compliance-related investigations. We require all global employees to complete annual training and certify that they have read, understand and comply with the [Code of Business Conduct and Ethics](#) (the “Code”). We provide an [independent hotline](#) for reporting potential violations of the Code.

More information on our corporate compliance and ethics program can be found in our annual [proxy statement](#).

OUR COMMITMENT, OUR PROGRESS

Our ongoing commitment is to provide all employees with relevant and informative training in compliance, information security, privacy, ethics, anti-discrimination and anti-harassment topics, and for all employees to complete this training. In 2024, we achieved a 96% completion rate across all required compliance training courses.

2024 Highlights

ENHANCING ARTIFICIAL INTELLIGENCE (AI) GOVERNANCE

Our AI Oversight Committee was established to monitor the evolving technologies and standards related to AI. We prioritize practicing responsible and effective use of advanced technology.

UPDATING OUR POLICY DOCUMENTATION

In 2024, we published a [Political Engagement Policy Statement](#), clarifying our company’s approach to political activities and advocacy. The company’s political engagement, whether via direct advocacy or participation in [trade associations](#), strives to adhere to all applicable laws, ethical considerations and anti-bribery regulations. We have not directly contributed to political parties or candidates in the last 10 years.

We also updated our [Foreign Corrupt Practices Act Guidelines and Anti-Corruption Policy](#) to better align with our values, stay abreast of evolving regulations and provide clearer guidance on the policy’s scope.

ADDRESSING HUMAN RIGHTS ASSESSMENT RESULTS

In support of the United Nations Global Compact, we conducted a Human Rights Impact Assessment and integrated human rights considerations into our enterprise risk management framework. As a result of the assessment, we plan to update our Global Human Rights Policy in 2025 to align with evolving regulations and stakeholder expectations.



OUR VALUES IN ACTION: INTEGRITY GUIDES OUR WAY

Ethics and integrity have been central to our business since Bob Half founded the company in 1948. He was the pioneer of specialized staffing and an advocate for inclusive employment practices, positioning himself and the company against discriminatory hiring policies prevalent in the staffing industry at the time.

IT Security & Data Protection

Protecting the security, confidentiality and integrity of our data is paramount to our business and a prerequisite to our success. Our senior vice president and global privacy officer leads the company's privacy and information technology security teams, with oversight from the board and the Audit Committee.

The Enterprise Information Security Steering Committee, comprised of senior executives, is responsible for implementing and managing our cybersecurity and data privacy initiatives. This cross-functional committee is chaired by our chief information security officer and reports directly to the senior vice president and global privacy officer. Additionally, our global data privacy team oversees all policies and procedures relating to data privacy.

To strengthen our security posture, we engage independent specialists for regular assessments of our cybersecurity and privacy programs. Our business success is dependent upon the trust of our stakeholders, and we work every day to maintain that trust.

OUR COMMITMENT, OUR PROGRESS

Our ongoing commitment is to maintain transparent privacy policies and to continually evolve our practices. We provide all employees with mandatory training courses across compliance, information security, privacy, ethics, anti-discrimination and anti-harassment. In 2024, we had a 96% completion rate across all required compliance training courses.

2024 Highlights

KEEPING OUR POLICIES AND STANDARDS UP TO DATE

We conduct regular evaluations and update our [Privacy Notice](#), our [Cybersecurity Governance Statement](#) and all other regional data privacy and cybersecurity policies in order to maintain high standards of data protection and adapt to evolving global regulations and security needs.

CERTIFYING SOC 2 TYPE II AND THE EXPANSION OF ISO 27001

We continue to pass third-party audits related to our security controls, as evidenced by our annual SOC 2 Type II global certification and our ISO 27001 certifications across the European Union and the Asia-Pacific and North America regions. In addition, we continued to further expand the scope and coverage of our ISO certifications around the world.

INVITING OUR EMPLOYEES TO CHAMPION CYBERSECURITY AND PRIVACY

Our people are our first line of defense against today's sophisticated cyber threats and are critical to our adherence of our privacy policies and practices. We continued our Data Defenders program, which is an innovative cybersecurity training course designed to raise awareness among employees and foster a culture where every employee contributes to the organization's overall security. The program is designed to encourage employees to adopt a security-first mindset and make everyone active participants in protecting sensitive information.



OUR PEOPLE

We believe that talent attraction, retention, engagement and well-being are deeply intertwined. We are committed to strengthening our workforce and cultivating our culture of growth and connection where all employees feel included and have a sense of belonging.

IN THIS SECTION

Attraction, Retention & Development >

Engagement & Well-Being >

Inclusion >



Attraction, Retention & Development

Our people are at the center of our success. We aim to provide a seamless and engaging experience throughout the employee life cycle, from a candidate's initial interaction to an alumni's enduring connections.

Our approach draws on the strength of our organization by creating an ecosystem where candidates, employees and alumni thrive.

Together, we:

- Attract talent by showcasing meaningful work, innovative technology and an inclusive culture
- Retain employees through continuous investment in their development, growth and well-being
- Sustain relationships with Robert Half alumni who continue to champion our mission

OUR COMMITMENT, OUR PROGRESS

Our ongoing commitment is to strive to provide opportunities for professional development to all employees so they can be successful and build fulfilling careers. In 2024, we continued to connect our people with the tools and resources they needed to pursue and meet their goals.

2024 Highlights

SETTING THE STAGE FOR SUCCESS

In 2024, we maintained our focus on providing candidates with an understanding of our organization's culture from their first interaction with us. This helps them to envision how they can achieve their goals while contributing to our mission.

PROMOTING GROWTH AND CONNECTION

We continued to prioritize the growth and engagement of professionals who join our team, helping them build strong relationships within our organization.

1. **New Hires:** We help employees feel confident in their decision to join our company and set them up for success through comprehensive onboarding, mentoring and training programs.
2. **Development:** We offer continuous learning, recognition and career growth opportunities.
3. **New Roles and Job Transitions:** We provide tailored support for employees to excel in their roles as they evolve and to navigate transitions with optimism.
4. **Work-Life Balance:** We champion flexibility, enabling employees to balance professional responsibilities with personal well-being.
5. **Belonging and Connection:** Recognizing that our people can have a significant impact on our company and the community, we seek to foster a sense of belonging amongst our employees by encouraging and facilitating their connections with peers, leaders and community members.



Employees supporting participants at the 2024 Chicago Marathon.

GROWING WITH PURPOSE

We continued our aim to further enrich the employee experience by striving to let all individuals know they will:

- **FEEL VALUED:** By receiving fair compensation and opportunities to be acknowledged through our recognition programs
- **FEEL ENABLED:** By leveraging technology and resources to allow them to perform at their best
- **GROW WITH US:** By accessing mentoring, upskilling and leadership development opportunities
- **BELONG:** By building strong connections with peers, leaders and the broader community
- **CONTRIBUTE TO OUR SUCCESS:** By seeing their work as integral to our mission and purpose

CREATING LIFELONG AMBASSADORS

Valuing employees from candidacy to alumni status creates lifelong ambassadors who support our brand, refer talented candidates to us and contribute to our broader community impact. To create a positive workplace experience that keeps former employees connected to our company, in 2024 we continued to provide them with a range of mentoring, networking and collaboration opportunities.



Employees volunteering at a local community garden.

Engagement & Well-Being

2024 Highlights: Employee Survey Results

We believe in setting our people up for success and creating opportunities where individuals and teams thrive. We regularly listen to our employees and take action based on their feedback.

88% EMPLOYEES GLOBALLY WHO SAID WE ARE A GREAT PLACE TO WORK

OUR COMMITMENT, OUR PROGRESS

Through biannual engagement surveys, we capture feedback and insights which inform organizational strategies and drive continuous improvement. In 2024, our employee survey results highlighted key areas of focus and achievement.

What we heard:

Employees trust their leaders and value ongoing efforts to keep them informed and supported.

How we responded:

- Hosted virtual global events with Q&As on market strategy and key topics
- Enhanced leadership skills through workshops on feedback and coaching
- Led awareness campaigns on ethics, compliance, AI and cybersecurity
- Published FAQs on environmental and social topics to educate employees

What we heard:

Employees appreciate the resources provided for their growth and success.

How we responded:

- Invested in AI resources such as Protiviti GPT and rhGPT, Protiviti [Atlas](#) and talent solutions' [ARC and ART](#) to improve interactions between employees and clients
- Upgraded our learning platform with "What's New" and "My Learning" pages for better user experience
- Piloted the Protiviti Employee Experience app for real-time project insights
- Refined performance check-in forms to align reflections with enterprise values

What we heard:

Employees appreciate opportunities to engage in community service and focus on their well-being.

How we responded:

- Launched the Global Activity Challenge, raising \$80,000 for charities while promoting well-being and team connections
- Expanded employee well-being support with a new assistance program and life coaches in multiple countries
- Increased virtual and year-round volunteer opportunities, including the community impact program and global fundraising events
- Expanded well-being programs to support employees' financial, physical and emotional needs
- Enhanced parental support including fertility benefits and adoption and surrogacy assistance

What we heard:

Recognition and connection are important to employees.

How we responded:

- Celebrated employees through annual appreciation and promotions events
- Fostered global connections with the Protiviti Games
- Recognized achievements through talent solutions' award programs
- Honored company culture with heritage month and awareness day celebrations

Inclusion

As one of our enterprise values, our commitment to inclusion guides us as we foster an environment that allows everyone to connect, thrive and grow in their roles. By offering a variety of programs and experiences and operating in a highly collaborative manner, we bring together people with unique backgrounds, experiences and skills.

OUR AREAS OF FOCUS:

CULTIVATE OUR CULTURE OF GROWTH AND CONNECTION

Provide opportunities for our employees to engage in learning and join communities of connection

STRENGTHEN OUR WORKFORCE

Embed inclusive practices that assist in attracting, retaining and advancing our diverse workforce

EXPAND OUR IMPACT

Enhance employee, client and community engagement through our value of inclusion

OUR COMMITMENT, OUR PROGRESS

By leveraging various recruiting channels, we seek a broad slate of initial candidates and ultimately hire the best candidates based solely on their merit. Our ongoing commitment to inclusion fosters an environment where employees can experience a strong sense of belonging. We will continue to implement strategies designed to develop and advance talent while supporting all employees.

2024 Highlights

ENHANCING OUR EMPLOYEE NETWORK GROUPS

Together with senior leaders and executive sponsors, our employee-led ENGs, offered to all our professionals across the globe, provided communities of connection and inclusive programming and events.

17 ENGs

18 COUNTRIES WITH ENG PARTICIPATION

384 ENG-SPONSORED EVENTS

42% OF OUR EMPLOYEES ACROSS GLOBAL OFFICES OPTED TO JOIN ENG



Employees volunteer at a food bank in San Jose.

PROMOTING MULTIGENERATIONAL WORKPLACES

Two reports promoted in 2024 emphasized the importance of fostering multigenerational workforces to enhance organizational productivity and innovation. Talent solutions' Examining the Multigenerational Workforce and Protiviti's When Generations Meet: The Productivity Potential of Multigenerational Meetings offer insights and strategies to create an inclusive environment across generations.

PROMOTING INCLUSIVE LEADERSHIP DEVELOPMENT

Protiviti's Amplify sponsorship program was created to accelerate the careers of high-potential employees at the leadership level. This 18-month program allows participants to gain new skills and experiences and receive one-on-one coaching and support from key leaders and sponsors. In 2024, we grew participation in the program across our international locations.



OUR VALUES IN ACTION: INCLUSION MOVES US FORWARD TOGETHER

Collaborating with external organizations through our

Alliance Champion program creates opportunities for networking, professional development and community building. In 2024, we participated in events to contribute specialized skills and share expertise through resume-building workshops, interview preparation and board membership positions.

272

EVENTS IN 2024 IN
THE UNITED STATES

143

TOTAL ALLIANCE
CHAMPIONS



Employees gather in Melbourne for a celebratory event.

OUR COMMUNITIES & INNOVATION

We seek to make a positive impact on our employees, partners and their communities through the responsible use of technology, engagement in philanthropy and volunteerism, and an emphasis on values-based procurement.

IN THIS SECTION

Emerging Technology & Innovation >

Community Impact >



Emerging Technology & Innovation

Robert Half's innovative spirit allows us to better serve our clients and empower our workforce, fostering an environment that supports creativity and ingenuity. We focus on leveraging emerging technologies to improve our processes, tools and services, which helps us enhance client outcomes and employee experiences.

OUR COMMITMENT, OUR PROGRESS

We remain committed to innovation and embracing new technology. In 2024, we made significant progress in this area with the global rollout of Protiviti Atlas and the ongoing adoption of AI Recommended Talent (ART) and AI Recommended Clients (ARC) in our talent solutions business.

2024 Highlights

DRIVING EFFICIENCY GAINS WITH PROGPT AND RHGPT

Protiviti GPT (ProGPT) is a proprietary AI-powered assistant that boosts productivity by enabling enhanced client interactions, risk assessments and project management. In our talent solutions business, the internal deployment of rhGPT provides cutting-edge generative AI that enhances the operational efficiency and decision making of our professionals worldwide.

RECEIVING RECOGNITION FOR OUR UNIQUE AI TOOLS

In 2024, Robert Half received the Stevie® Award for [Best Artificial Intelligence/Machine Learning Solution](#). This award recognizes AI Recommended Talent and AI Recommended Client, our unique AI-powered tools that help our recruiters streamline candidate discovery and assessment and client outreach. These proprietary solutions use advanced machine learning algorithms to assist our recruiters to match candidates with roles, improve the recruitment process and provide helpful insights for clients.

ACCELERATING AI INNOVATION

Introduced in summer 2024, Protiviti Atlas is an AI-as-a-Service platform, offering enterprise-grade scalability, security and multimodal capabilities. Since its launch, it has been expanded to over 2,000 AI models across seven regions worldwide.

ENHANCING GREENHOUSE GAS REPORTING WITH AI

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 Atlas. This innovative solution is now deployed for our own enterprise GHG inventory as well as for clients wishing to streamline their emissions reporting processes.



OUR VALUES IN ACTION:

INNOVATION CREATES NEW DESTINATIONS

A client in the manufacturing industry was looking to develop an AI-powered document retrieval system to streamline their data analysis and comply

with the U.S. Environmental Protection Agency's Good Neighbor Plan and looked to Protiviti to help.

Protiviti's innovative solution enabled the client to quickly analyze countless documents and data from their extensive engineering database to analyze their equipment and machinery to determine what they should rebuild, upgrade or retrofit, reducing air pollution to meet new levels compliant with the EPA guidelines. Read more about it [here](#).

Community Impact

In a global professional services company with nearly 15,000 employees working across hundreds of locations, our workforce gives us a deep understanding of local job markets, and our employees actively engage in their communities through volunteering, mentorship and local initiatives. We also connect across communities through our Supplier Inclusion program and efforts to support small businesses and suppliers. By helping people find meaningful work and supporting community development, we create a lasting positive impact in every market we serve.

OUR COMMITMENT, OUR PROGRESS

We advance our ongoing commitment to volunteerism and community engagement by participating in company-sponsored activities and philanthropic initiatives. In 2024, we built on our previous success to achieve record levels of volunteerism across the enterprise.

2024 Highlights

ENCOURAGING OUR EMPLOYEES TO GIVE BACK

Robert Half matches employee donations and the value of their volunteer hours up to \$1,500 annually for both part-time and full-time staff, plus an additional \$500 annually directed to select U.S.-based partners. In addition, through Robert Half talent solutions’ Happy Hours and Protiviti’s Dollars for Doers programs, we donate \$15 to eligible nonprofits for every hour our employees volunteer.

SUPPORTING COMMUNITY ORGANIZATIONS

We’re proud to have built long-standing relationships with many community partners worldwide across key areas such as workforce development, career readiness and disaster relief, including:



2024 BY THE NUMBERS

96,000+
TOTAL VOLUNTEER HOURS

\$5.2M
TOTAL COMMUNITY INVESTMENT
(INCLUDES CASH DONATIONS,
VALUE OF TIME VOLUNTEERED
AND IN-KIND GIVING)

2,400+
TOTAL NONPROFITS
SUPPORTED

\$1.7M
COMPANY MATCH OF
EMPLOYEE DONATIONS
AND VOLUNTEER HOURS

CONNECTING EMPLOYEE WELL-BEING WITH COMMUNITY IMPACT

In 2024, Robert Half’s annual Global Activity Challenge embraced the theme Kindness Around the Globe and encouraged employees to combine personal well-being with community impact through activity-based fundraising. While engaging in activities like yoga, cycling and hiking, employees connected with colleagues, tracked their progress and collected donations, supported by the company’s program for matching donations.

CELEBRATING 10 YEARS OF i ON HUNGER

Protiviti’s global initiative i on Hunger focuses on serving our communities, providing food to those in need. In 2024, i on Hunger celebrated its 10-year anniversary and hosted over 100 events including food drives, meal-packing events, and meal preparation and serving. More than 1.1 million meals were delivered in 2024. Since the program’s founding, more than 16.5 million meals have been delivered to those in need, and the program has collaborated with more than 260 partners across 21 countries.



EXPANDING OUR EMPLOYEE EMERGENCY FUND

Our Employee Emergency Fund helps staff who are impacted by a natural disaster or similar unexpected events, reflecting our commitment to a compassionate and resilient workplace culture and reinforcing our dedication to employee well-being. In 2024, we expanded this initiative to all our global offices so that any talent solutions or Protiviti employee who needs assistance can apply for a grant to help ease the cost of recovery.

CREATING OPPORTUNITIES FOR SUPPLIERS

We have a 20-year tradition of impacting the companies and communities we engage with through our Supplier Inclusion program. Our buying approach includes conducting a fair and ethical supplier selection process and prioritizing partnerships with vendors that meet our business requirements and share our values. This approach supports not only our business goals and supply chain but also broader community well-being and our commitment to environmental stewardship.

We maintain and update our [Supplier Code of Conduct](#) to outline our standards for ethical behavior to our suppliers. In 2024, we spent nearly

\$103 million with small and community-based suppliers in 44 states and 1 territory and vetted 47 additional such suppliers for request for proposal opportunities.

We are committed to fostering the growth and success of suppliers by providing learning and development resources. We continued our involvement with the Veterans in Business Network’s peer-to-peer cohort program, Veteran 2 Veteran, providing guidance on hiring and compensation trends at their national conference, and remained engaged with the Western Region Minority Supplier Development Council’s Business Growth Acceleration program.



OUR ENVIRONMENTAL IMPACT

We collaborate with our people, partners and clients across the globe to drive collective progress toward our environmental goals.

IN THIS SECTION

Environmental Sustainability >

Environmental Sustainability

Our environmental program focuses on responsibly limiting our impact, mitigating climate-related risks, and leveraging climate-related opportunities to enhance resilience in a changing world. Our science-based targets guide our transition to a lower carbon future. We quantify and report on our carbon emissions at least annually.

2024 Highlights

PROGRESSING ON OUR CLIMATE TRANSITION PLAN

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:

OUR COMMITMENT, OUR PROGRESS

We are committed to reducing our environmental impact and strengthening resilience in a dynamic world. In 2024, we continued efforts to advance progress on our near-term science-based targets (SBTs).



OUR TARGET: Reduce our absolute Scope 1 and 2 GHG emissions 55% by 2032 from our 2019 baseline

OUR 2024 PROGRESS: Reduced facilities and fleet emissions by 65% from our FY19 baseline, driven primarily by renewable electricity coverage



OUR TARGET: Reduce our Scope 3 GHG emissions from business travel and employee commuting 62% per full-time employee by 2032 from our 2019 baseline year

OUR 2024 PROGRESS: Reduced business travel and commute emissions by 56% per full-time employee from our FY19 baseline



OUR TARGET: Partner with suppliers so that 50% by spend, covering purchased goods and services and capital goods, have SBTs by 2027

OUR 2024 PROGRESS: Increased percentage of suppliers by spend with validated SBTs to 29%, with a further 9% committed

FACILITIES

- We expanded renewable electricity coverage from 22% to 93% globally.
- Year-over-year, we reduced our Scope 1 and 2 emissions by 53%. 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 will be 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 will offer 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

ADVANCING RENEWABLE ELECTRICITY COVERAGE AT GLOBAL FACILITIES

In 2024, we accelerated renewable electricity adoption by tailoring our approach to regional market dynamics, broadening our renewable energy use while expanding global coverage.

- **North America:** Most of our electricity use is in this region, where there is limited access to green tariffs. To bridge this constraint, we purchased RECs from a wind project in a high-intensity emissions region to maximize impact while also growing our renewable electricity coverage from 14% in 2023 to 100% in 2024.
- **Europe and the Middle East:** We've prioritized direct contracts with utility providers for renewable electricity via utility green tariffs. Coverage in this area has improved year-over-year from 57% in 2023 to 62% in 2024.
- **Asia-Pacific:** With many facilities located in areas with high-intensity grids and water stress, we prioritized renewable electricity to less water-intensive solar and wind power, driving climate and water co-benefits. Throughout our Asia offices, we achieved 100% renewable electricity coverage in 2024, up from 12% the prior year, through bundled and unbundled RECs. By leveraging green tariffs in the consumer choice utility markets of Australia and New Zealand, we achieved 46% renewable electricity coverage at year-end, up from 0% the prior year.

93% RENEWABLE ELECTRICITY
COVERAGE GLOBALLY

PROTECTING BIODIVERSITY

Though limited in our direct impact as a professional services firm, we recognize the importance of protecting biodiversity and have incorporated it as an additional component within our climate transition plan. In 2024, we:

- Focused primarily on proactive measures, mapping our potential operational impact across the five key drivers of biodiversity loss¹ and using this as a guide to identify sustainability initiatives
- Addressed our energy sources in water-stressed regions
- Extended responsible e-waste processing across our global operations, tackling issues like resource depletion

ENGAGING EMPLOYEES IN SUSTAINABILITY

Our sustainability-focused employee interest group, iSustain, hosts events that raise awareness and engagement on environmental issues. As an example, the group held global deep-dive learning sessions weighing AI's sustainability applications against the technology's environmental footprint. Additionally, local iSustain teams held bespoke events for their offices, ranging from environmental clean-up days to citizen science projects.



Employees volunteer during a community harvest project in Westborough.



OUR VALUES IN ACTION: COMMITMENT TO SUCCESS

Our collective commitment to success goes beyond business achievements. It includes going the extra mile to make a meaningful impact. Employees across our organization advance environmental initiatives by reducing waste, promoting eco-friendly practices and supporting sustainability-focused community projects.

¹ According to the [Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services](#).



ESG DATA TABLES

About Us

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ABOUT US				
GRI 2-1a	Legal name of organization	Robert Half International Inc.	Robert Half Inc.	Robert Half Inc. Restated Certification of Incorporation
GRI 2-1b	Nature of ownership and legal form	See 2024 response	See 2024 response	Robert Half Inc. Form 10-K
GRI 2-1c	Location of headquarters	See 2024 response	See 2024 response	Menlo Park, CA
GRI 2-1d	Countries of operations	See 2024 response	See 2024 response	Locations Robert Half Locations Protiviti For a list of our subsidiaries please see our Form 10-K (p. 99, Exhibit 21.1)
GRI 2-2	Entities included in the organization's sustainability reporting	2022 Leading with Integrity Report (p. 6)	2023 Leading with Integrity Report (p. 6)	2024 Leading with Integrity report (p. 4)
GRI 2-3a	Reporting period for, and the frequency of, its sustainability reporting	Annual cadence as of reporting year FY22: Jan. 1, 2022 - Dec. 31, 2022	Annual cadence as of reporting year FY23: Jan. 1, 2023 - Dec. 31, 2023	Annual cadence as of reporting year FY24: Jan. 1, 2024 - Dec. 31, 2024
GRI 2-3b	Reporting period for financial reporting	Annual, Jan. 1, 2022 - Dec. 31, 2022	Annual, Jan. 1, 2023 - Dec. 31, 2023	Annual, Jan. 1, 2024 - Dec. 31, 2024
GRI 2-3c	Publication date of the report	April 2023	April 2024	TBD
GRI 2-3d	Contact point for questions about the report or reported information	See 2024 response	See 2024 response	investor.relations@roberthalf.com
GRI 2-4a	Restatements of information made from previous reporting periods	See greenhouse gas emissions changes in the Emissions section of the 2022 report (p. 46, Emissions)	See greenhouse gas emissions changes in the Emissions section of the 2023 report (p. 46, Emissions) See waste changes in the Waste & Water section of the 2023 report	See greenhouse gas emissions changes in the Emissions section of the data tables (p. 37-38) See waste changes in the Waste & Water section of the data tables (pp. 39-40)
GRI 2-5b	Sustainability reporting external assurance	Letter of Attestation — GHG Inventory 2022	Letter of Attestation — GHG Inventory 2023	Letter of Attestation — GHG Inventory 2024
GRI 2-6	Activities, value chain and other business relationships	Robert Half International Inc. Form 10-K (p. 1, Item 1. Business)	Robert Half Inc. Form 10K (p. 1, Item 1. Business)	Robert Half Inc. Form 10-K (p. 1, Item 1. Business)
GRI 2-7	Employees	See 2024 response	See 2024 response	See Our People section
GRI 2-28a	Report industry associations, other membership associations and national or international advocacy organizations in which it participates in a significant role	See 2024 response	See 2024 response	Robert Half Strategic Alliances and Relationships Protiviti Strategic Alliances and Relationships Political Engagement Policy Statement



ESG DATA TABLES

About Us

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ABOUT US				
GRI 2-29a	Approach to stakeholder engagement	2022 Leading with Integrity Report (p. 7)	2023 Leading with Integrity Report (p. 7)	2024 Leading with Integrity Report (p. 6)
FINANCIAL PERFORMANCE				
	Total revenue	Robert Half International Inc. Form 10-K (p. 19)	Robert Half Inc. Form 10-K (p. 21)	Robert Half Inc. Form 10-K (p. 22)
	Percent of total revenue: U.S. & International Zone	Robert Half International Inc. Form 10-K (p. 19)	Robert Half Inc. Form 10-K (p. 21)	Robert Half Inc. Form 10-K (p. 22)
	Net income	Robert Half International Inc. Form 10-K (p. 16)	Robert Half Inc. Form 10-K (p. 29)	Robert Half Inc. Form 10-K (p. 30)
	Percent of effective tax rate	Robert Half International Inc. Form 10-K (p. 42)	Robert Half Inc. Form 10-K (p. 44)	Robert Half Inc. Form 10-K (p. 45)
	Acquisitions	Robert Half International Inc. Form 10-K (p. 30)	Robert Half Inc. Form 10-K (p. 43)	Robert Half Inc. Form 10-K (p. 43)
MATERIALITY ASSESSMENT				
GRI 3-1	Process to determine material topics	See 2024 response	See 2024 response	2024 Leading with Integrity Report (p. 6)
GRI 3-3	Commitments and management of material topics	See 2024 response	See 2024 response	2024 Leading with Integrity Report (p. 6)



ESG DATA TABLES

Our Governance

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
OVERSIGHT				
	Corporate responsibility governance structure and policies	See 2024 response	See 2024 response	2024 Leading with Integrity Report (p. 8) Corporate Responsibility at Robert Half Related Policies and Resources
	Measuring and reporting corporate responsibility impact	See 2024 response	See 2024 response	2024 Leading with Integrity Report (p. 6) Corporate Responsibility at Robert Half Our Approach
GRI 2-10a-b	Nomination and selection of the highest governance body	Proxy Statement (pp. 19-20) Corporate Governance Guidelines	Proxy Statement (p. 21) Corporate Governance Guidelines	Proxy Statement (p. 21) Corporate Governance Guidelines
GRI 2-11a	Chair of the highest governance body	Proxy Statement (pp. 12-13)	Proxy Statement (pp. 13-14)	Proxy Statement (pp. 13-14)
GRI 2-12a-b	Role of the highest governance body in overseeing the management of impacts	Proxy Statement (pp. 16-18)	Proxy Statement (pp. 17-19)	Proxy Statement (pp. 17-19)
GRI 2-13a	Delegation of responsibility for managing impacts on the economy, the environment and people	Proxy Statement (p. 14)	Proxy Statement (pp. 16-17)	Proxy Statement (pp. 15-17)
GRI 2-13b	Process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, the environment and people	Proxy Statement (pp. 14-16)	Proxy Statement (pp. 16-19)	Proxy Statement (pp. 15-18)
GRI 2-4a	Role of the highest governance body in sustainability reporting	2022 Leading with Integrity Report (p. 6)	2023 Leading with Integrity Report (p. 9)	2024 Leading with Integrity Report (p.8)
GRI 2-15a	Conflict of interest management	Proxy Statement (pp. 11-12, 14-15, 54) Code of Business Conduct and Ethics (p. 5)	Proxy Statement (pp. 12-13, 16-17, 21, 59) Code of Business Conduct and Ethics (p. 5)	Proxy Statement (pp. 12-13, 15-17, 21, 59) Code of Business Conduct and Ethics (p. 3)
GRI 2-18a	Report whether the evaluations are independent or not, and the frequency of the evaluations	Proxy Statement (pp. 11-12)	Proxy Statement (pp. 12-13)	Proxy Statement (pp. 12-13)
GRI 2-18b	Describe actions taken in response to evaluations, including changes to the composition of the highest governance body and organizational practices	Proxy Statement (p. 12) Corporate Governance Guidelines	Proxy Statement (pp. 6, 13-14) Corporate Governance Guidelines	Proxy Statement (pp. 6, 13-14) Corporate Governance Guidelines
GRI 2-19a	Executive remuneration policies	Proxy Statement (pp. 29, 31-33, 48-50)	Proxy Statement (pp. 28-30, 52-53)	Proxy Statement (pp. 28-30, 52-53)
GRI 2-20a	Process to determine remuneration	Proxy Statement (pp. 29, 31-33, 48-50)	Proxy Statement (pp. 28-30, 52-53)	Proxy Statement (pp. 28-30, 52-53)
GRI 2-20b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Robert Half International Inc. Form 8-K	Robert Half Inc. Form 8-K	Robert Half Inc. Form 8-K
GRI 2-21a	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Proxy Statement (p. 45)	Proxy Statement (pp. 47-48)	Proxy Statement (p. 48)
GRI 2-22a	Statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	2022 Leading with Integrity Report (p. 3)	2023 Leading with Integrity Report (p. 3)	2024 Leading with Integrity Report (p. 3)



ESG DATA TABLES

Our Governance

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
OVERSIGHT CONT.				
GRI 405-1	Diversity of governance bodies and employees	Proxy Statement (p. 12) EEO-1 Report	Proxy Statement (pp. 12, 18) EEO-1 Report	Proxy Statement (p. 12) EEO-1 Report
	Board committee details including member composition, diversity and independence, and number of meetings	Proxy Statement (p. 19-21)	Proxy Statement (p. 20)	Proxy Statement (p. 20)
	Quality management certification	ISO 9001 Certification for Protiviti Italy	See 2022 response	ISO 9001 and 14001 Certifications for Protiviti Italy
ETHICS & INTEGRITY				
SV-PS-510a.1	Approach to ensuring professional integrity	See 2024 response	See 2024 response	Code of Business Conduct and Ethics
GRI 205-2b & e	Percentage of employees who have completed training across compliance, including anti-corruption, information security, ethics, and anti-discrimination and anti-harassment ¹	92.4%	94.5%	95.8%
	Date of last Human Rights Impact Assessment	Not applicable	See 2024 response	Our most recent Human Rights Impact Assessment was completed in 2023.
GRI 205-2c	Communication of organization's anti-corruption policy for partners	See 2024 response	See 2024 response	Foreign Corrupt Practices Act Guidelines and Global Anti-Corruption Policy Code of Business Conduct and Ethics (p. 8)
GRI 205-3	Confirmed incidents of corruption and action taken	No known material incidents in 2022. Please refer to our SEC filings	No known material incidents in 2023. Please refer to our SEC filings	No known material incidents in 2024. Please refer to our SEC filings
GRI 206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	No known material incidents in 2022. Please refer to our SEC filings	No known material incidents in 2023. Please refer to our SEC filings	No known material incidents in 2024. Please refer to our SEC filings
SASB SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	In FY22, Robert Half did not have any material monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings. Robert Half Inc. Form 10-K (p. 12, Item 3)	In FY23, Robert Half did not have any material monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings. Robert Half Inc. Form 10-K (p. 15, Item 3)	In FY24, Robert Half did not have any material monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings. Robert Half Inc. Form 10-K (p. 15, Item 3)
GRI 415-1	Political contributions	In 2022, Robert Half did not make contributions to political action committees, candidate committees or party organizations. Please refer to our Code of Business Conduct and Ethics (sec. 14) .	See 2024 response	Political Engagement Policy Statement

¹ Our figures for 2021 include only percentage completion for discrimination training. This percentage does not include Robert Half Australia or Robert Half New Zealand, given unavailability of data corresponding directly with FY21. Note, however, that as of the end of May 2022, completion rate for Robert Half Australia was 100%.



ESG DATA TABLES

Our Governance

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ETHICS & INTEGRITY CONT.				
GRI 2-23a-c	Policy commitments for responsible business conduct and respect for human rights	See 2024 response	See 2024 response	Code of Business Conduct and Ethics Global Human Rights Policy Robert Half Inc. Corporate Governance Policies Modern Slavery Act Statement - UK Modern Slavery Act Statement - AU Modern Slavery Act Statement - CA
GRI 2-23d	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	See 2024 response	See 2024 response	The Code of Business Conduct and Ethics, Global Human Rights Policy, Corporate Governance Guidelines, and the following components within the Corporate Governance Guidelines are board approved: the Director Succession Plan, Severance Policy, Clawback Policy, Hiring Policy Regarding Outside Auditors, Foreign Corrupt Practices Act Guidelines and Global Anti-Corruption Policy, Policy on Compliance with Securities Laws, and Regulation FD Policy.
GRI 2-23e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	See 2024 response	See 2024 response	Code of Business Conduct and Ethics (p. 1)
GRI 2-23f	Describe how the policy commitments are communicated to workers, business partners and other relevant parties	See 2024 response	See 2024 response	<p>The Code of Business Conduct and Ethics is publicly available. Annual mandatory training, provided in seven languages, is provided to employees on the Code of Conduct and other policies.</p> <p>Employees must confirm in writing that they have completed the training and understand and agree to abide by the standards set forth in the Code and related policies.</p>
GRI 2-24a	Describe how the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	See 2024 response	See 2024 response	Robert Half’s base Master Services Agreement requires suppliers comply with our Supplier Code of Conduct , which incorporates the Code. Robert Half also has policy certifications that Robert Half employees agree to, which includes conformance with the Code.
GRI 2-25a	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	See 2024 response	See 2024 response	<p>Robert Half is fully committed to making the ethical choice in resolving matters. Per our Code of Business Conduct and Ethics, “All our directors, employees, agents and representatives must conduct themselves accordingly and seek to avoid even the appearance of improper behavior.”</p> Code of Business Conduct and Ethics (p. 4)
GRI 2-26a	Describe the mechanisms for individuals to seek advice and raise concerns	See 2024 response	See 2024 response	Code of Business Conduct and Ethics (p. 10) Robert Half and Protiviti Ethics Compliance

ESG DATA TABLES

Our Governance

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ETHICS & INTEGRITY CONT.				
GRI 2-27	Compliance with laws and regulations (Robert Half regards a material instance of noncompliance with laws and regulations as one which resulted in a material fine or required public disclosure in Robert Half’s SEC filings)	Robert Half did not have any material instances of noncompliance with laws and regulations during 2022.	Robert Half did not have any material instances of noncompliance with laws and regulations during 2023.	Robert Half did not have any material instances of noncompliance with laws and regulations during 2024.
GRI 2-30	Collective bargaining	See 2024 response	See 2024 response	Global Human Rights Policy — inclusive of our policy on freedom of association (p. 5)
IT SECURITY & DATA PROTECTION				
SV-PS-230a.1	Approach to identifying and addressing data security risks	See 2024 response	See 2024 response	Robert Half Cybersecurity Governance Statement
SV-PS-230a.2	Policies and practices relating to collection, usage and retention of customer information	See 2024 response	See 2024 response	As a global company, we have privacy policies and notices that are specific to the jurisdiction in which we operate. Our U.S. privacy notices for Robert Half and Protiviti are included below, and our additional international privacy policies are available on our country-specific external websites. Robert Half Privacy Policy (U.S.) Protiviti Privacy Policy (U.S.)
SV-PS-230a.3 GRI 418-1	Number of data breaches	There were no specific material data breaches that required disclosure in our SEC filings in 2022. Please refer to our SEC filings	There were no specific material data breaches that required disclosure in our SEC filings in 2023. Robert Half Inc. Form 10-K (p. 14, Cybersecurity Risks)	There were no specific material data breaches that required disclosure in our SEC filings in 2024. Robert Half Inc. Form 10-K (p. 15, Cybersecurity Risks)
	Certifications (including ISO 27001 and SOC 2 Type 2)	SOC 2 Type 2 Certifications for Protiviti client engagements and Protiviti Legal Consulting ISO 27001:2013 Certifications for Protiviti North America, Protiviti UK, Protiviti Germany, Protiviti Italy, Protiviti Australia and Protiviti Japan <i>All certifications have restricted distributions to clients/prospects under non-disclosure agreement</i>	SOC 2 Type 2 Certifications for Protiviti client engagements and Protiviti Legal Consulting ISO 27001:2013 Certifications for Protiviti North America, Protiviti UK, Protiviti Germany, Protiviti Italy, Protiviti Australia and Protiviti Japan <i>All certifications have restricted distributions to clients/prospects under non-disclosure agreement</i>	SOC 2 Type 2 Certifications for Protiviti client engagements and Protiviti Legal Consulting ISO 27001:2022 Certifications for Protiviti North America, Protiviti UK, Protiviti Germany, Protiviti Netherlands, Protiviti Australia, Protiviti Singapore and Protiviti Japan. ISO 27001:2022, ISO 27701:2019, ISO 9001:2015, ISO 14001:2015, PdR125:2022 for Protiviti Italy <i>All certifications have restricted distributions to clients/prospects under non-disclosure agreement.</i>



ESG DATA TABLES

Our People

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ATTRACTION, RETENTION & DEVELOPMENT				
GRI 404-1	Hours of completed training for full-time, internal employees	417,744	344,136 ¹	395,502
	Average annual training and development hours per full-time, internal employee	Not reported	19.2	23.3
	Hours of completed training for contract talent and full-time engagement professionals	42,756	24,340	23,879
	Total investment in employee development	Not reported	\$1.34 million	\$726,719
	Total percent of contract talent and full-time engagement professionals who have access to our training platforms	See 2024 response	See 2024 response	All full-time engagement professionals have access to our trainings. Contract talent has access to trainings based on branch discretion or if they need to complete mandatory trainings.
	Percentage of Protiviti employees who have completed training across Corporate Responsibility topics	70.1% of Protiviti employees completed Corporate Responsibility training.	74.6% of Protiviti employees completed Corporate Responsibility training.	75.9% of Protiviti employees have completed Corporate Responsibility training.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<u>2022 Leading with Integrity Report (pp. 17-19)</u>	<u>2023 Leading with Integrity Report (p. 19)</u>	<u>2024 Leading with Integrity Report (pp. 13-15)</u>
GRI 404-3	Percent of employees receiving regular performance and career development reviews	See 2024 response	See 2024 response	100% of Protiviti and Robert Half corporate, talent solutions operational support, and talent solutions branch manager and above employees globally are given the opportunity for regular performance and career development conversations and reviews.
	Education reimbursement program	See 2024 response	See 2024 response	Education reimbursement options are available as part of benefit packages for Robert Half and Protiviti employees in North America for up to \$5,250 per employee per year, with a maximum lifetime cap of \$25,000. Details pertaining to specific opportunities and tuition assistance policies are published on our internal website.

¹ Based on introduction of technology training tools and on-the-job learning opportunities, we have gained training efficiencies that do not require formal training or recording of training hours.



ESG DATA TABLES

Our People

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ENGAGEMENT & WELL-BEING				
SV-PS-330a.3	Employee engagement as a percentage	94% ¹	92% ¹	88% ¹
GRI 201-3	Defined benefit plan obligations and other retirement plans (U.S.)	Robert Half International Inc. Form 10-K (p. 5)	Robert Half Inc. Form 10-K (p. 5)	Robert Half Inc. Form 10-K (p. 5)
GRI 401-2	Benefits offered to full-time employees, temporary, part-time and/or contract talent	See 2024 response	See 2024 response	Robert Half Employee Benefits Robert Half Contract Talent Benefits Protiviti Benefits and Well-Being
	Minimum number of paid sick leave days for exempt, full-time internal employees (U.S.)	Not reported	Internal employees working 20 or more hours per week are offered Choice Time Off (CTO) to be used for vacation, sick leave and/or personal business. The minimum amount of CTO that can be used for sick leave offered to a new hire working 20 or more hours per week is 136 hours per year. Part-time employees working 20 or fewer hours per week who live in states where sick leave is mandatory are offered sick leave.	Internal employees working 20 or more hours per week are offered Choice Time Off (CTO) to be used for vacation, sick leave and/or personal business. The minimum amount of CTO that can be used for sick leave offered to a new hire working 20 or more hours per week is 136 hours per year. Part-time employees working 20 or less hours per week who live in states where sick leave is mandatory, are offered sick leave at an accrual rate of one hour per every 30 hours worked.
	Minimum number of Choice Time Off (CTO) for exempt, full-time internal employees (U.S.)	Not reported	Robert Half: 17 days Protiviti: 20 days	Robert Half employees working 20 or more hours per week are offered Choice Time Off (CTO) to be used for vacation, sick leave and/or personal business. The minimum amount of CTO for a new hire working 40 hours per week is 136 hours per year. Protiviti exempt employees working 20 or more hours per week are offered CTO to be used for vacation, sick leave and/or personal business. The minimum amount of CTO for an exempt employee working 40 hours per week is 160 hours per year.
GRI-403-1	Occupational health and safety management system	See 2024 response	See 2024 response	We have a nationwide Injury and Illness Prevention Program (IIPP) for both internal employees and contract talent. This program constitutes our training for safety and is also a part of the annual awareness training.
GRI-403-9	Total number of recordable injuries/illnesses (U.S. internal employees and contract/temporary talent)	Internal: 6 Contract/Temporary: 199	Internal: 9 Contract/Temporary: 144	Internal: 11 Contract/Temporary: 111
GRI-403-9	Total number of cases with days away from work (U.S. internal employees and contract/temporary talent)	Internal: 1 Contract/Temporary: 67	Internal: 5 Contract/Temporary: 70	Internal: 1 Contract/Temporary: 19
GRI-403-9	Total number of work-related fatalities (U.S. internal employees and contract/temporary talent)	Internal: 0 Contract/Temporary: 0	Internal: 0 Contract/Temporary: 0	Internal: 0 Contract/Temporary: 0
GRI-404-3	Total recordable incidence rate (TRIR) (U.S. internal employees and contract/temporary talent)	Internal: 0.06 Contract/Temporary: 0.56	Internal: 0.08 Contract/Temporary: 0.54	Internal: 0.11 Contract/Temporary: 0.48
GRI-404-3	Days away/restricted and transferred incidence rate (DART) (U.S. internal employees and contract/temporary talent)	Internal: 0.01 Contract/Temporary: 0.19	Internal: 0.04 Contract/Temporary: 0.26	Internal: 0.04 Contract/Temporary: 0.21

¹ Percentage of employees across Robert Half and Protiviti responding favorably to the question “Robert Half/Protiviti is a great place to work” in surveys administered by Great Place To Work®. Favorability is calculated by employees responding a 4 or a 5 on a 5-point scale.



ESG DATA TABLES

Our People

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
INCLUSION				
SASB-SV-PS-000.A	Number of full-time, part-time and contract employees	Approximately 16,300 full-time internal staff, placed 164,000 engagement professionals on assignment with clients	Approximately 15,000 full-time internal staff, including approximately 7,000 employees engaged directly in Protiviti operations as of Dec. 31, 2023	Approximately 14,700 full-time internal staff, including approximately 7,100 employees engaged directly in Protiviti operations as of Dec. 31, 2024.
		<u>Robert Half International Inc. Form 10-K (p. 4)</u>	In addition, the Company placed approximately 125,000 engagement professionals (which includes full-time engagement professionals) on assignments with clients during 2023. <u>Robert Half Inc. Form 10-K (p. 4)</u>	In addition, the Company placed approximately 109,000 engagement professionals (which includes full-time engagement professionals) on assignments with clients during 2024. <u>Robert Half Inc. Form 10-K (p. 4)</u>
SV-PS-330a.1 GRI 2-7	Total employees in global internal workforce¹			
	By region	69.5% U.S. 30.5% International Zone	69.0% U.S. 31.0% International Zone	69.4% U.S. 30.6% International Zone
	Global gender breakdown	Female: 54.4% Male: 44.9% Unspecified: 0.7%³	Female: 53.5% Male: 45.8% Unspecified: 0.7%	Female: 53.3% Male: 46.1% Unspecified: 0.6%
	U.S. employee demographics	<u>EEO-1 Report</u>	<u>EEO-1 Report</u>	<u>EEO-1 Report</u>
SASB-SV-PS-330a.1	Total employees in executive management/senior leadership (executive management) (Defined as all Officer-, SVP- and VP- level roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2)¹			
	Global gender breakdown	Female: 25.6% Male: 73.0% Unspecified: 1.4%²	Female: 27.5% Male: 71.2% Unspecified: 1.3%	Female: 28.9% Male: 70.1% Unspecified: 1.1%

1 Figures include full-time, internal staff.
2 Data reflects Robert Half employees who have voluntarily disclosed their gender and U.S. race and ethnicity data.



ESG DATA TABLES

Our People

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
INCLUSION CONT.				
	U.S. employee demographics	EEO-1 Report	EEO-1 Report	EEO-1 Report
SASB SV-PS-330a.1	Total leaders and managers <i>(Defined as all Officer, SVP and VP level roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2)¹</i>			
	Global gender breakdown	Female: 47.1% Male: 52.2% Unspecified: 0.7% ²	Female: 47.6% Male: 51.6% Unspecified: 0.7%	Female: 47.4% Male: 52.0% Unspecified: 0.6%
	U.S. employee demographics	EEO-1 Report	EEO-1 Report	EEO-1 Report
	Back-up family care services or subsidies through the company	Robert Half offers back-up family and elder care services to employees in the U.S., Canada, and UK. These employees represent approximately 77% of our global internal workforce.	Robert Half offers back-up family and elder care services to employees in the U.S., Canada, and UK. These employees represent approximately 76% of our global internal workforce.	Robert Half offers back-up child and elder care services to employees in the U.S., Canada, and UK. These employees represent approximately 76% our global internal workforce.
	Inclusion policies	See 2024 response	See 2024 response	Enterprise EEO Policy Code of Business Conduct and Ethics
	Gender Pay Gap Report	Robert Half UK Gender Pay Gap Report Protiviti UK Gender Pay Gap Report	Robert Half Australia Gender Pay Gap Report Protiviti Australia Gender Pay Gap Report Robert Half UK Gender Pay Gap Report Protiviti UK Gender Pay Gap Report	Robert Half Australia Gender Pay Gap Report Protiviti Australia Gender Pay Gap Report Robert Half UK Gender Pay Gap Report Protiviti UK Gender Pay Gap Report

¹ Figures include full-time, internal staff.
² Data reflects Robert Half employees who have voluntarily disclosed their gender and U.S. race and ethnicity data. As of 2022, Robert Half updated our reporting methodology to represent the total workforce, including those who choose not to self-identify.

ESG DATA TABLES

Our Communities & Innovation

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
COMMUNITY IMPACT				
	Corporate philanthropic guidelines	See 2024 response	See 2024 response	<u>Robert Half Community Impact</u>
	Matching Gifts program	See 2024 response	See 2024 response	Every year, each part- and full-time internal employee can have their donations and volunteer hours matched up to \$1,500, plus an additional \$500 annually for select U.S.-based partners.
	Total employee volunteer hours	33,259	74,678	96,795
	— Total employee volunteer hours per employee	Not reported	5.0	6.6
	— Total employee volunteer hours completed during the workday and included in total community investment disclosure	11,624	25,110	29,821
	Company match of volunteer hours and employee donations	Not reported	\$1.65 million	\$1.73 million
	— Total donation match for volunteer hours from our Dollars for Doers and Happy Hour programs	Not reported	\$780,585	\$915,144
	— Total donations to match employee contributions through our Matching Gifts program	Not reported	\$868,467	\$816,123
	Total community investment, including cash donations, value of time volunteered and in-kind giving	\$7.06 million	\$7.14 million	\$5.23 million ¹
	Total non-profits benefited	Not reported	2,593	2,419
	Supplier social and environmental policies and governance	See 2024 response	See 2024 response	Robert Half's North American and European suppliers are subject to the following: <u>Supplier Code of Conduct</u> <u>Global Environmental Policy</u> <u>Global Human Rights Policy</u>
GRI 414-1 GRI 308-1	Percentage of new procurement-managed suppliers screened using environmental and social criteria in each given year by count (North America only) ²	100%	100%	99.3%
GRI 414-1 GRI 308-1	Percentage of new procurement-managed suppliers screened using environmental and social criteria in each given year by spend (North America only) ²	Not reported	Not reported	99.9%
GRI 414-1 GRI 308-1	Percentage of procurement-managed suppliers using environmental and social criteria by count (North America only) ^{2,3}	27.6%	40.0%	55.0%
GRI 414-1 GRI 308-1	Percentage of procurement-managed suppliers screened using environmental and social criteria by spend (North America only) ²	Not reported	Not reported	51.1%
GRI 305-5	SBT: 50% of our suppliers by spend, covering purchased goods and services, and capital goods, will have SBTs by 2027.	Not applicable in 2022 as target was not yet validated at the time of reporting.	24% of suppliers by spend have validated SBTs and 12% of suppliers by spend are committed to setting SBTs.	29% of suppliers by spend have validated SBTs and 9% of suppliers by spend are committed to setting SBTs.

¹ The 2024 total community investment metric was developed using best practice guidelines from CECIP.

² This figure represents procurement-managed suppliers who signed our Supplier Code of Conduct or equivalent which includes specific environmental and social criteria. Additionally, using a risk-based approach, we conduct onboarding surveys for new suppliers to better understand their ESG performance. We also include ESG performance in our request for proposal (RFP) selection criteria.

³ In 2023, we revised this metric to reflect all managed and contracted suppliers that would fall within our central procurement process for North America. The figures for 2022 were updated to reflect this change.

ESG DATA TABLES

Our Communities & Innovation

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
EMERGING TECHNOLOGY & INNOVATION				
	Protiviti Services	See 2024 response	See 2024 response	<u>Sustainability Consulting Innovation Services</u>
	Protiviti Luma-certified design thinking practitioners	380+	471	465
	Protiviti employees trained in design thinking	80.0%	74.5%	82.9%
	Robert Half mobile app	2022 Gold w3 Award for Mobile Features — Best Visual Design — Function 2022 Silver w3 Award for Mobile Apps and Sites — Professional Services 2022 Silver w3 Award for Mobile Apps and Sites — Recruitment 2022 Silver w3 Award for Mobile Features — Best User Experience 2022 Gold Stevie Award — Mobile Sites and Apps — Professional Services <u>Robert Half Press Release—w3 Award</u> <u>Robert Half Press Release—Stevie Award</u>	2023 Silver w3 Award for Mobile Features — Best Visual Design — Function 2023 Silver w3 Award for Mobile Features — Best Practices 2023 Silver w3 Award for Mobile Apps and Sites — Recruitment	2024 Silver w3 Award for Mobile Features — Best Visual Design — Function 2024 Gold w3 Award for Mobile Features — Best User Experience 2024 Silver w3 Award for Mobile Features — Best Practices 2024 Silver w3 Award for Mobile Apps and Sites — Recruitment 2024 Gold w3 Award for Mobile Features — Best User Interface <u>Robert Half Press Release—w3 Award</u>

ESG DATA TABLES

Our Environmental Impact

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ENVIRONMENTAL ACTION				
GRI 305-5	Greenhouse gas emissions (GHG) reduction targets	GHG emissions reduction targets were submitted to the Science Based Targets initiative for validation.	Refer to detail of our three validated near-term science based targets below.	Refer to detail of our three validated near-term science based targets below.
GRI 305-5	SBT: Reduce our absolute Scope 1 and 2 GHG emissions 55% by 2032 from our 2019 baseline year	Not applicable as target was not yet validated at the time of reporting	23% absolute reduction vs. 2019 baseline	65% absolute reduction vs. 2019 baseline
GRI 305-5	SBT: Reduce our Scope 3 GHG emissions from business travel and employee commuting 62% per full-time employee ¹ by 2032 from our 2019 baseline year	Not applicable as target was not yet validated at the time of reporting	52% reduction per full-time employee vs. 2019 baseline	56% reduction per full-time employee vs. 2019 baseline
GRI 305-5	SBT: Partner with suppliers so that 50% by spend, covering purchased goods and services and capital goods, have SBTs by 2027	Not applicable as target was not yet validated at the time of reporting	24% of suppliers by spend have validated SBTs and 12% of suppliers by spend are committed to setting SBTs.	29% of suppliers by spend have validated SBTs and 9% of suppliers by spend are committed to setting SBTs.
	Sustainability Policy	See 2024 response	See 2024 response	<u>Global Environmental Policy</u>
GRI 201-2	Financial implications and other risks and opportunities due to climate change	See 2024 response	See 2024 response	<u>Robert Half CDP Response</u>
GRI 307-1	Material fines or penalties related to compliance with environmental legislation	Robert Half did not have any material fines or penalties related to compliance with environmental legislation in 2022.	Robert Half did not have any material fines or penalties related to compliance with environmental legislation in 2023.	Robert Half did not have any material fines or penalties related to compliance with environmental legislation in 2024.
	Environmental management system certification	<u>ISO 14001 Certification for Protiviti Italy</u>	See 2022 response	<u>ISO 9001 and 14001 Certifications for Protiviti Italy</u>
EMISSIONS				
GRI 305-1	Total Scope 1 emissions (MTCO ₂ e)	3,220	3,183	3,235
GRI 305-1	— Stationary fuel	139	0	0
GRI 305-1	— Mobile	3,081	3,183	3,235
GRI 305-2	Total Scope 2 emissions (MTCO ₂ e) — location-based	10,414	13,525	12,330
GRI 305-2	Total Scope 2 emissions (MTCO ₂ e) — market-based	9,523	12,048	3,821
	— Purchased electricity (location-based)	6,157	10,498	9,437
	— Purchased electricity (market-based)	5,266	9,021	928
	— Purchased heating	3,575	2,483	2,262

¹ "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 greenhouse gas inventory and SBTs since they are full-time Robert Half employees.



ESG DATA TABLES

Our Environmental Impact

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
EMISSIONS CONT.				
	— Purchased cooling	682	544	631
GRI 305-3	Total Scope 3 emissions (MTCO2e) — location-based without radiative forcing ¹	104,515	97,659	85,226
GRI 305-3	Total Scope 3 emissions (MTCO2e) — market-based without radiative forcing ¹	103,623	97,591	83,867
	— Category 1 — Purchased goods and services	42,313	40,654	37,699
	— Category 2 — Capital goods	8,540	6,716	3,326
	— Category 3 — Fuel and energy-related activity (FERA) (location-based)	3,638	3,643	3,299
	— Category 3 — Fuel and energy-related activity (FERA) (market-based)	2,727	3,578	1,945
	— Category 6 — Business travel	9,927	13,520	14,447
	— Category 6 — Air travel radiative forcing effects ²	3,704	4,718	4,515
	— Category 7 — Employee commute ³	19,651	18,117	12,500
	— Category 7 — Work from home ⁴	19,531	13,953	11,437
	— Category 8 — Upstream leased assets (location-based)	31	12	1
	— Category 8 — Upstream leased assets (market-based)	51	10	1
	— Category 14 — Franchises (Protiviti member firms) (location-based)	884	1,044	2,518
	— Category 14 — Franchise (Protiviti member firms) (market-based)	884	1,044	2,512
	Limited External Assurance status of reported Scope 1, 2 and 3 emissions	Assured	Assured	Assured
GRI 305-4	GHG intensity (MTCO2e) — Scope 1, 2 and 3 (location-based) per employee ⁵ — Scope 1, 2 and 3 (market-based) per employee ⁵	5.0 4.9	5.5 5.5	5.3 4.8
ENERGY & ELECTRICITY				
	Total space worldwide (sq. ft.)	2,784,281	2,518,865	2,238,385
GRI 302-1	Total energy consumption (MWh)	51,913	58,247 ⁶	55,132

¹ Reflects footnoted adjustments across Scope 3 categories.
² As radiative forcing effects are optionally reported per the WRI GHG Protocol, they are excluded from the scope of our SBTs, as required by SBTi.
³ 2022 Scope 3 Category 7 employee commute emissions have been updated to add well-to-tank emissions in line with the requirements of SBTi. Well-to-tank emissions are also included in the reported 2023 and 2024 employee commute emissions. In 2024, reductions in employee commute emissions is primarily due to improved data and methodology that better reflect regional commuting patterns. This update did not impact work from home emissions.
⁴ As work from home emissions are optionally reported per the WRI GHG Protocol, they are excluded from the scope of our SBTs, as required by SBTi.
⁵ "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 greenhouse gas inventory and SBTs since they are full-time Robert Half employees.
⁶ 2023 total energy consumption has been updated to reflect a more accurate methodology for the conversion of mobile fuels to the standard MWh energy consumption.

ESG DATA TABLES

Our Environmental Impact

REFERENCE	DISCLOSURE DESCRIPTION	2022	2023	2024
ENERGY & ELECTRICITY CONT.				
GRI 302-1	Total electricity consumption — facilities and vehicles (MWh)	18,792	31,526	29,266
GRI 302-1	Total electricity consumption — facilities only (MWh)	Not previously reported	31,258	29,200
GRI 302-1	Total electricity consumption from renewable sources — facilities only ¹	Not previously reported	6,940	27,013
GRI 302-1	Percent of total electricity that is renewable electricity — facilities only	18%	22%	93%
WASTE & WATER				
GRI 306-3	Non-hazardous waste: Total waste generated (metric tons) ²	53.5	160.7	90.8
GRI 306-4	Non-hazardous waste: Total waste diverted (metric tons)	10.8	62.4	30.3
GRI 306-4	Non-hazardous waste: Total waste recycled (metric tons)	10.8	50.1	26.3
GRI 306-4	Non-Hazardous Waste: Total waste composted (metric tons)	Not previously reported	12.3	4.0
GRI 306-5	Non-hazardous waste: Total waste directed to disposal - landfill/incineration (metric tons)	42.7	98.3	60.5
GRI 306-4	Waste diverted from disposal rate (percent of total waste diverted from landfill through recycling or compost)	20.2%	38.8%	33.3%
GRI 306-1	Hazardous waste creation and disposal ³	Immaterial	Immaterial	Immaterial
GRI 303-5	Total water consumption in metrics cubed ⁴	21,200	81,303.8	20,472.4
GRI 303-1	Number of offices (by count and square footage) in areas of current or projected high or extremely high water stress (Leveraging WRI Aqueduct's Water Risk Atlas)	Not previously reported	37.6% of our offices by count (128 total) are in locations of high or extremely high baseline water stress. This represents 36.2% of our global square footage. <i>Source: WRI Aqueduct, accessed on 03/29/2024, aqueduct.wri.org</i>	38.0% of our offices by count (125 total) are in locations of high or extremely high baseline water stress. This represents 37.5% of our office square footage. <i>Source: WRI Aqueduct, accessed on 01/18/2025, aqueduct.wri.org</i>

¹ None of the electricity consumed by vehicles is from renewable sources.
² 2024 waste data represents 10% of our global square footage, 2023 represents 16%, and 2022 represents 2%. The reduction in coverage of waste data from 2023 to 2024 was largely due to relocation and size decrease of our corporate headquarters. Other changes in coverage are due to availability of information, as our facilities are fully leased and waste management is typically managed by the building.
³ Robert Half does not produce any physical products. As such, hazardous waste is not material to our business.
⁴ 2024 water data represents 15% of our global square footage, 2023 represents 35%, and 2022 represents 10%. The reduction in coverage for water data from 2023 to 2024 was largely due to relocation and size decrease of our corporate headquarters. Other changes in coverage are due to availability of information, as our facilities are fully leased and water sub-metering is often not available. We have updated our 2023 numbers to reflect the most accurate data available.



In this corporate responsibility report, Robert Half has highlighted some of its corporate responsibility efforts during the year ended December 31, 2024; it is not a comprehensive description or representation of all of Robert Half’s corporate responsibility activities during that time. This report has also disclosed information that may be forward-looking in nature, including certain information and opinions regarding its corporate responsibility and compliance programs and metrics, targets or aspirations for those programs, including greenhouse gas emissions reduction and suppliers covered by SBTs targets. These statements may be identified by words such as “may,” “might,” “will,” “should,” “could,” “can,” “would,” “potential,” “estimate,” “forecast,” “target,” “project,” “plan,” “intend,” “believe,” “expect,” “anticipate,” or variations or negatives thereof, or by similar or comparable words or phrases. Forward-looking statements are estimates only, based on management’s current expectations, currently available information, and current strategy, plans, or forecasts, and involve certain known and unknown risks, uncertainties, and assumptions that are difficult to predict, often beyond our control and are inherently uncertain.

Such risks and uncertainties could cause actual results, outcomes, or the timing of these results or outcomes, to differ materially from those expressed or implied in the statements. Forward-looking statements are not guarantees or promises that goals or targets will be met or retained and are not intended to create legal rights or obligations. In addition, historical, current and forward-looking information about the Company’s corporate responsibility and compliance programs, including targets, outcomes or goals, may be based on standards for measuring progress that are still developing, on internal controls, diligence, or processes that are evolving, on representations reviewed or provided by third parties, and on assumptions that are subject to change in the future. For information regarding risks and uncertainties associated with our business and a discussion of some of the factors that may cause actual results to differ materially from those expressed in the forward-looking statements, including changes in technology, laws, cybersecurity, regulations, and economic conditions, please refer to the Company’s SEC filings, including the “Management’s Discussion and Analysis of Financial Condition and Results of Operations,” “Risk Factors” and “Legal Proceedings” sections of its 2024 Annual Report on Form 10-K and subsequent SEC filings for a discussion of risk factors as they relate to forward-looking statements. Except as required by law, the Company undertakes no obligation to update information in this corporate responsibility report, whether as a result of new information, future events, or otherwise, and notwithstanding any historical practice of doing so. The inclusion of information in this report is not an indication that the information or subject is material to Robert Half, including its business, financial performance, strategy, or outlook, to its stakeholders, or for SEC or other mandatory reporting purposes.