

LEADING WITH INTEGRITY

2025 CORPORATE RESPONSIBILITY REPORT



02

INTRODUCTION

- 03 CEO Letter
- 03 Accolades
- 04 About Robert Half



05

GOVERNANCE AND TRUST

- 06 Corporate Responsibility Governance
- 08 Ethics and Integrity
- 09 Data Privacy and Cybersecurity
- 10 Responsible Technology and Innovation



12

PEOPLE AND COMMUNITIES

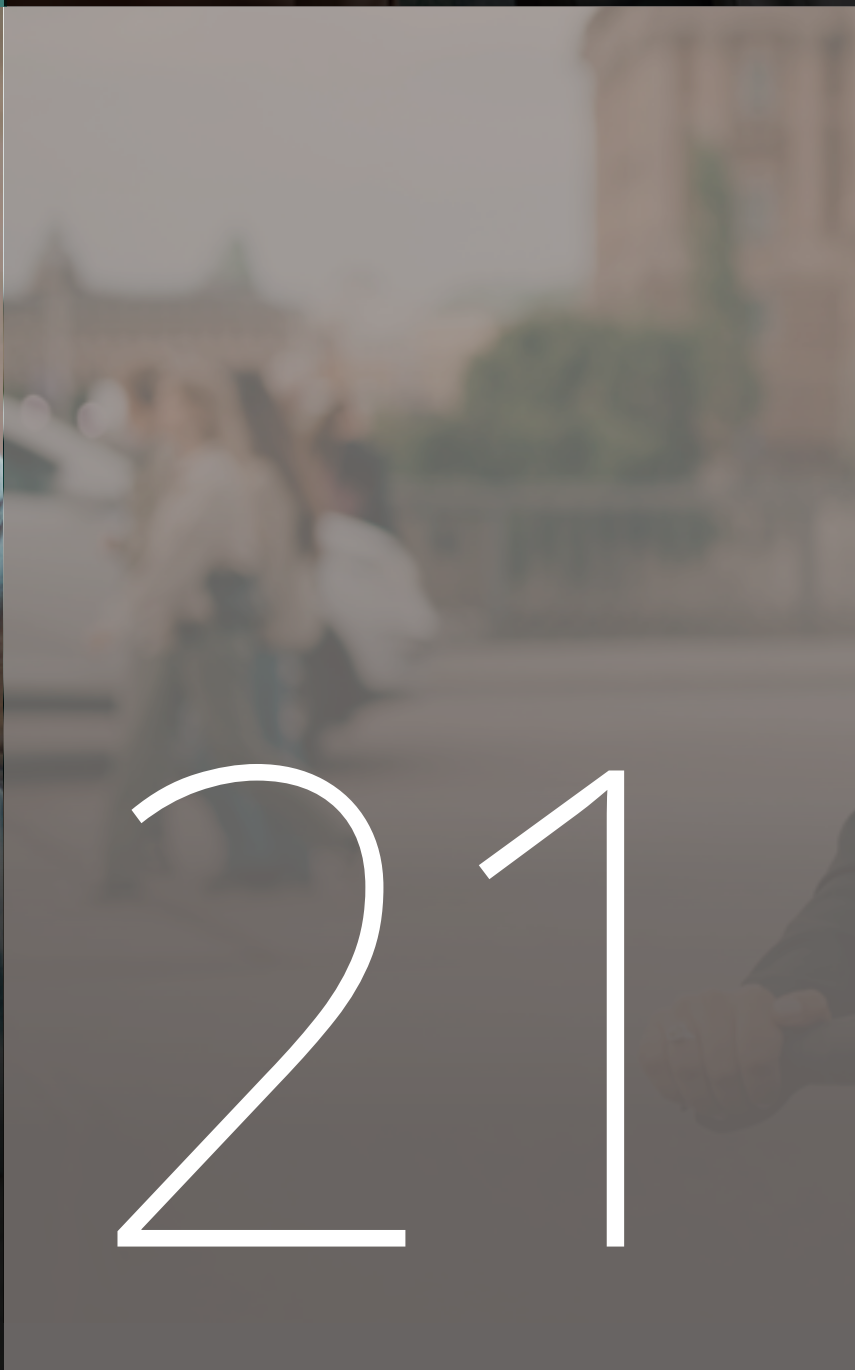
- 13 Talent and Experience
- 15 Inclusion and Belonging
- 16 Community Impact



17

VALUE CHAIN

- 18 Human Rights
- 19 Client Success
- 20 Responsible Procurement



21

ENVIRONMENTAL SUSTAINABILITY

- 22 Climate Risks and Opportunities
- 23 Sustainable Operations
- 24 Amplifying Our Impact



25

2025 DATA DISCLOSURES

From Our CEO

At Robert Half, integrity is central to who we are and how we operate. It shapes our corporate culture, informs our decisions and underpins the trust we earn with our stakeholders. Our corporate responsibility priorities reflect this commitment.

Our Leading With Integrity report highlights how responsible business practices guide our actions. Across our governance, our people, our communities, and our clients and partners, accountability is embedded throughout the enterprise.

In 2025, we remained focused on strengthening the capabilities that support responsible technology, data protection and artificial intelligence (AI). As AI augments labor and is embedded in how we work, human judgment remains essential. Technology delivers its greatest value when guided by the expertise of the people who use it.

Our people remain at the foundation of our success. As the world of work evolves, we continue to invest in learning, leadership and well-being so employees are equipped to navigate change with confidence. We believe organizations make better decisions when a range of perspectives are considered, and individuals perform at their best when they feel supported and engaged. These principles guide how we develop talent, build inclusive connection and serve clients with integrity.

We also recognize that our impact extends beyond our own operations. Through volunteerism, community partnerships and responsible procurement practices, we contribute resources that help strengthen local workforces and community resilience. Our employees further extend that impact by sharing their time, skills and expertise in the communities where we live and work.

As a professional services organization, our environmental footprint is primarily operational. We continue to work across our operations, and with clients, suppliers and partners to better understand climate-related risks, reduce our environmental impact and support progress across our value chain.

Responsible leadership is an ongoing commitment. By continuing to lead with integrity, we aim to help organizations adapt, connect people with meaningful opportunities and contribute as a responsible corporate citizen—now and into the future.



M. Keith Waddell

President and Chief Executive Officer

Industry Recognition



Several Robert Half legal entities have been assessed by EcoVadis, with Protiviti Germany and Protiviti Italy receiving Gold recognition.

Learn more about [Robert Half's company history and accolades](#) and [Protiviti's awards and accolades](#).

About Robert Half

Robert Half is the world's first and largest specialized talent solutions and business consulting firm. We create pathways for success by connecting people to meaningful opportunities through contract talent and permanent placement services. Robert Half is the parent company of Protiviti, a global consulting firm helping organizations solve complex business challenges through deep expertise and data-driven insights.

Our Global Presence*

- North America
- South America
- Middle East
- Europe
- Asia-Pacific

Robert Half

19

Countries

Protiviti*

29

Countries

Our Values

Robert Half's enterprise values reflect who we are and how we connect and flourish as individuals, as teams and as an organization. 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—empowering people, strengthening organizations and expanding access to opportunity while being responsible stewards of the environment.



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 to better our communities

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 strategy aims to align with global standards and stakeholder expectations. Read more about our [Corporate Responsibility Governance](#).

About This Report

Leading With Integrity, Robert Half's annual corporate responsibility report, outlines how we translate our values into action through governance, supporting our people, and having an impact on our communities and the environment. The content of this report represents our performance for our fiscal year 2025, which aligns with the calendar year. It spotlights corporate responsibility initiatives and outcomes from across the enterprise, including commitments, progress, data and disclosures.

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

* Includes member firms, which are independent legal entities operating under the Protiviti name

Governance and Trust

Strong governance and a culture of trust guide our organization, supported by clear oversight, ethical conduct, data protection and the responsible use of technology. Together, these principles help us manage risk, deliver value and uphold the trust of our stakeholders.

In This Section

- + Corporate Responsibility Governance | 06
- + Ethics and Integrity | 08
- + Data Privacy and Cybersecurity | 09
- + Responsible Technology and Innovation | 10



Corporate Responsibility Governance

Effective corporate responsibility starts with strong governance. Our approach embeds oversight, accountability and cross-functional alignment into how we manage our key environmental, social and governance priorities.

Our corporate responsibility team, reporting to the chief corporate responsibility and inclusion officer, collaborates with departments across the business to manage risks and opportunities, support long-term growth and create value for our stakeholders.

Our board of directors oversees corporate responsibility, including environmental, climate, social, human capital management and other sustainability-focused topics. This oversight is formalized in our [Corporate Governance Guidelines](#).

Board Oversight

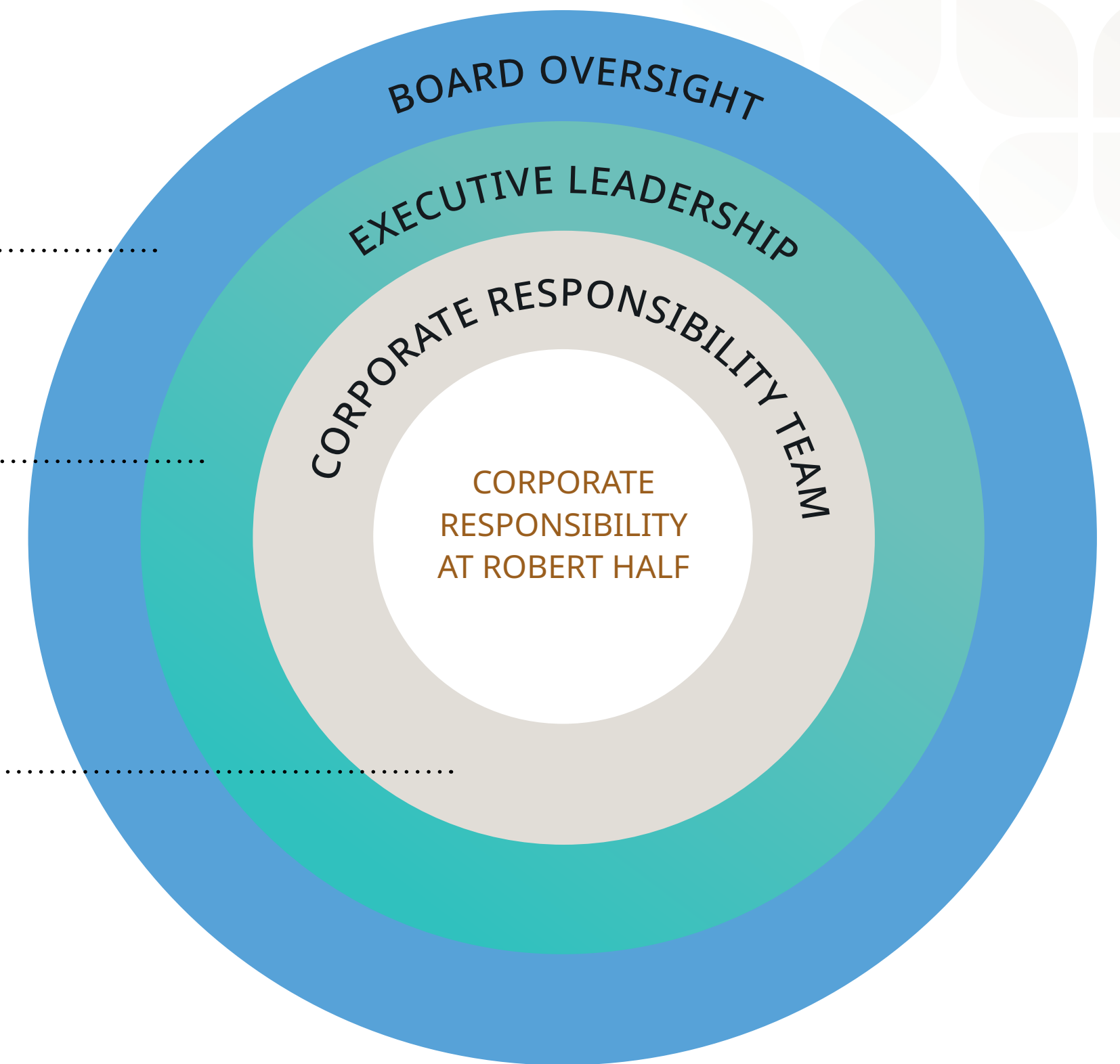
Our board of directors provides strategic oversight of corporate responsibility in alignment with company goals and values.

Executive Leadership

Our CEO models 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.

Corporate Responsibility Team

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



Assessing Our Impact and Risk Landscape

We take a holistic approach to identifying, monitoring and managing risks to our business. Each year, our internal audit function conducts an enterprise-wide risk assessment that integrates feedback from leadership across our business. Findings are reviewed with our audit committee, which provides oversight and strategic guidance. In addition, Protiviti also conducts a periodic global risk assessment specific to its operations.

Our general counsel (who also serves as a senior vice president, corporate compliance officer and corporate secretary), our senior vice president and global privacy officer, and the executive vice president and chief risk officer for Protiviti oversee day-to-day monitoring, escalation and mitigation, helping us maintain a disciplined approach as our business and the external landscape continue to evolve.

In addition to our regular enterprise risk assessment, our corporate responsibility team partners across the organization to identify emerging risks, including those related to climate, regulatory change, technology, supply chain and social topics. These efforts include collaboration with procurement, risk functions within Robert Half and Protiviti, business continuity and disaster recovery teams, internal and external counsel, and subject-matter experts across finance, legal, privacy, strategy and operations.

Our compliance advisory committee continuously monitors select regulatory risks, and our corporate responsibility team provides quarterly updates on environmental, social and governance requirements to help the organization stay aligned with changing expectations.

In 2025, we complemented these processes with two additional enterprise-level assessments:

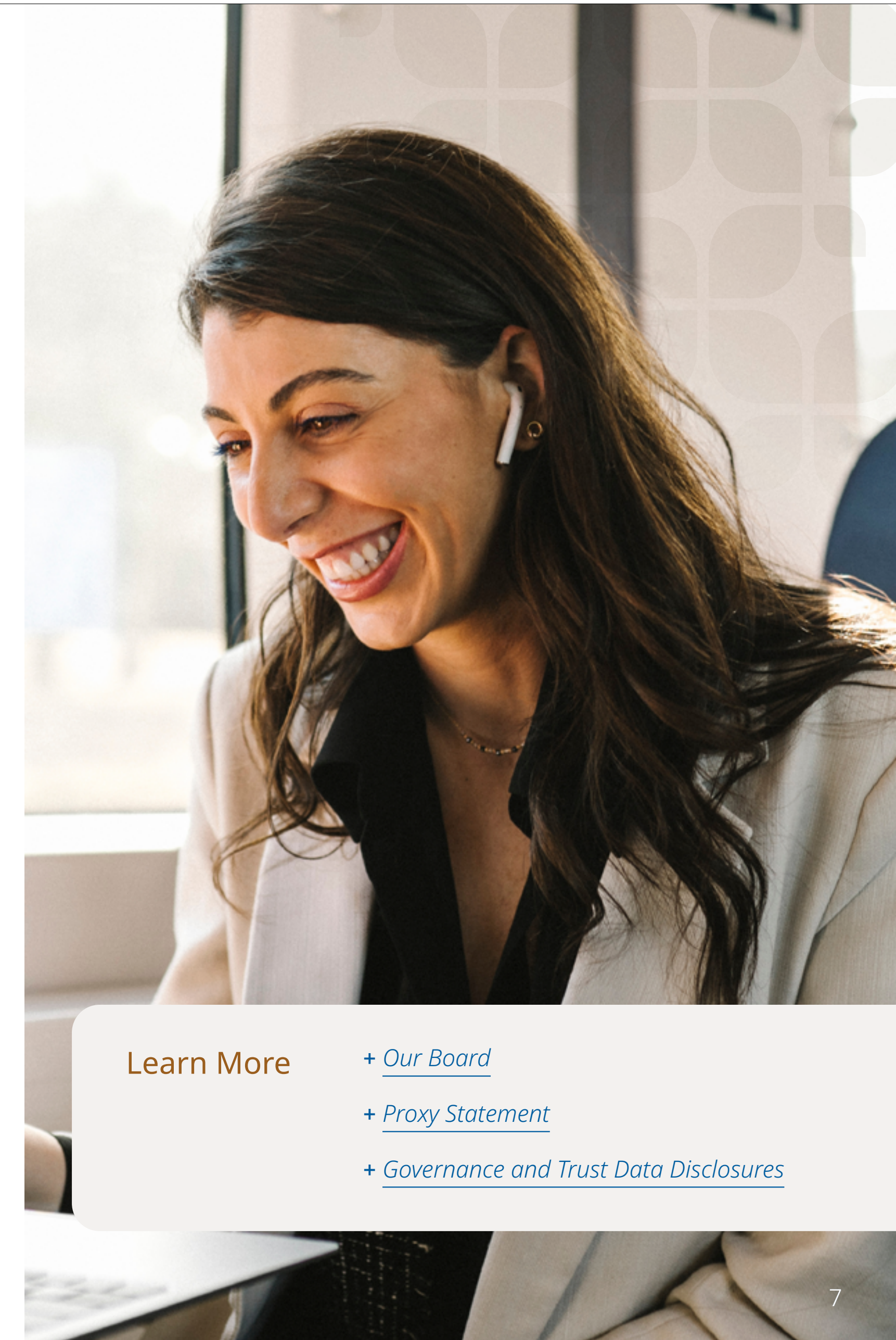
Double Materiality Assessment

- This analysis helped us identify the issues that matter most to our business and our stakeholders. It considered two perspectives: how our activities may affect people and the environment, and how environmental and social issues might impact our business through potential risks and opportunities. Our process was informed by leading global reporting frameworks, including the Sustainability Accounting Standards Board, Global Reporting Initiative, and Task Force on Climate-related Financial Disclosures. Insights from this work support our strategic planning and reporting approach.

Climate Scenario Analysis

- To better understand climate-related risks and opportunities, we conducted a scenario analysis using three globally recognized climate pathways. We assessed potential impacts using a five-level rating model with input from leaders across finance, strategy, business continuity, legal and internal audit. The results of this analysis will inform the development of our climate adaptation and resilience plan and strengthen integration of climate considerations within our existing risk management framework. Learn more in our [Environmental Sustainability](#) section.

Together, these processes embed risk management into our day-to-day operations.



Learn More

+ [Our Board](#)

+ [Proxy Statement](#)

+ [Governance and Trust Data Disclosures](#)

Ethics and Integrity

We promote a culture of ethical business conduct, integrity and accountability across our global operations. Our corporate compliance and ethics program is overseen by our general counsel and corporate compliance officer, who reports to our board on ethical, legal and regulatory compliance matters, including compliance-related investigations.

We require all of our employees to complete annual training and certify that they have read, understand and comply with our [Code of Business Conduct and Ethics](#). We further reinforce our commitment to ethics and integrity through ongoing employee education and our [Ethics and Compliance Reporting Tool](#).

Building Awareness, Championing Responsibility

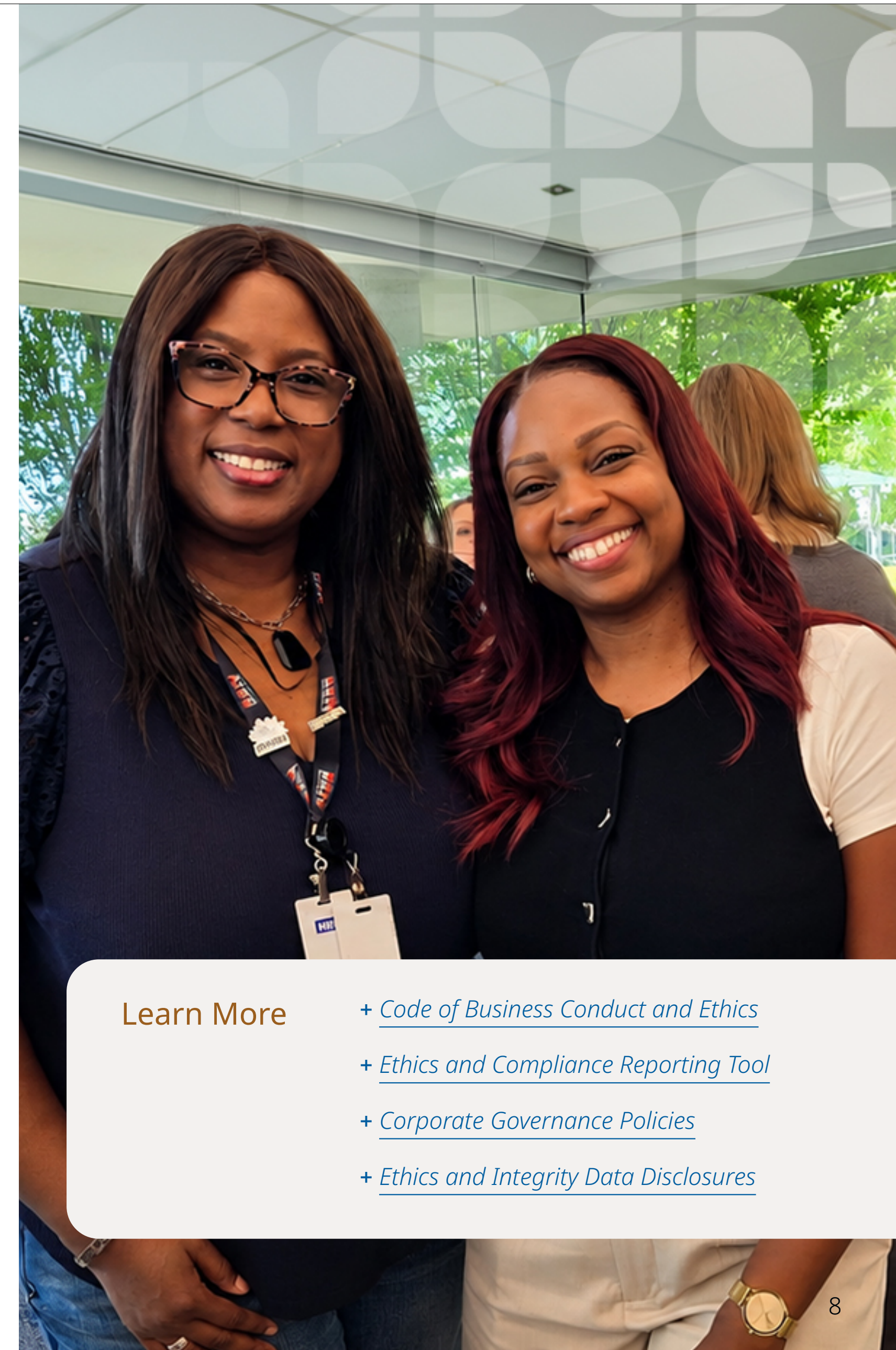
Our ethics and integrity efforts are built around three interconnected themes:

1. Raising awareness of expectations and risks across our global workforce.
2. Recognizing individuals, leaders and teams who demonstrate ethical leadership and active engagement with our compliance programs.
3. Reinforcing standards through education, assessment and action.

In 2025, we hosted our fifth annual Global Ethics Day, celebrated Corporate Compliance Week—to highlight our themes of awareness, recognition and reinforcement—and completed a global Foreign Corrupt Practices Act anti-corruption risk assessment, underscoring our commitment to ethical business conduct across all regions.

Global Ethics Day in Action

Our fifth annual Global Ethics Day live event was attended by employees from around the world. The session featured an expert panel discussion examining high-profile ethics and compliance incidents and exploring how these real-world examples can inform and strengthen ethical decision making across our organization.



Learn More

- + [Code of Business Conduct and Ethics](#)
- + [Ethics and Compliance Reporting Tool](#)
- + [Corporate Governance Policies](#)
- + [Ethics and Integrity Data Disclosures](#)

Data Privacy and Cybersecurity

Protecting the security, confidentiality and integrity of personal and sensitive data is essential to earning the trust of our stakeholders. We develop and maintain systems and enterprise-wide controls that are designed to be resilient and protect the data of our stakeholders, including our employees, clients, candidates and suppliers.

Our senior vice president and global privacy officer oversees our data privacy and cybersecurity programs, with additional oversight from the board and its audit committee. Our enterprise information security steering committee—composed of senior executives and chaired by our chief information security officer—supports oversight by implementing and managing our cybersecurity and data protection strategy.

We continuously monitor evolving data privacy and cybersecurity risks and endeavor to update our practices to align with regulatory requirements and industry best practices. These efforts are guided by our information security office and global privacy office, which coordinates enterprise data privacy governance and compliance. They are also supported by regular third-party assessments.

Strengthening Our Culture of Data Protection

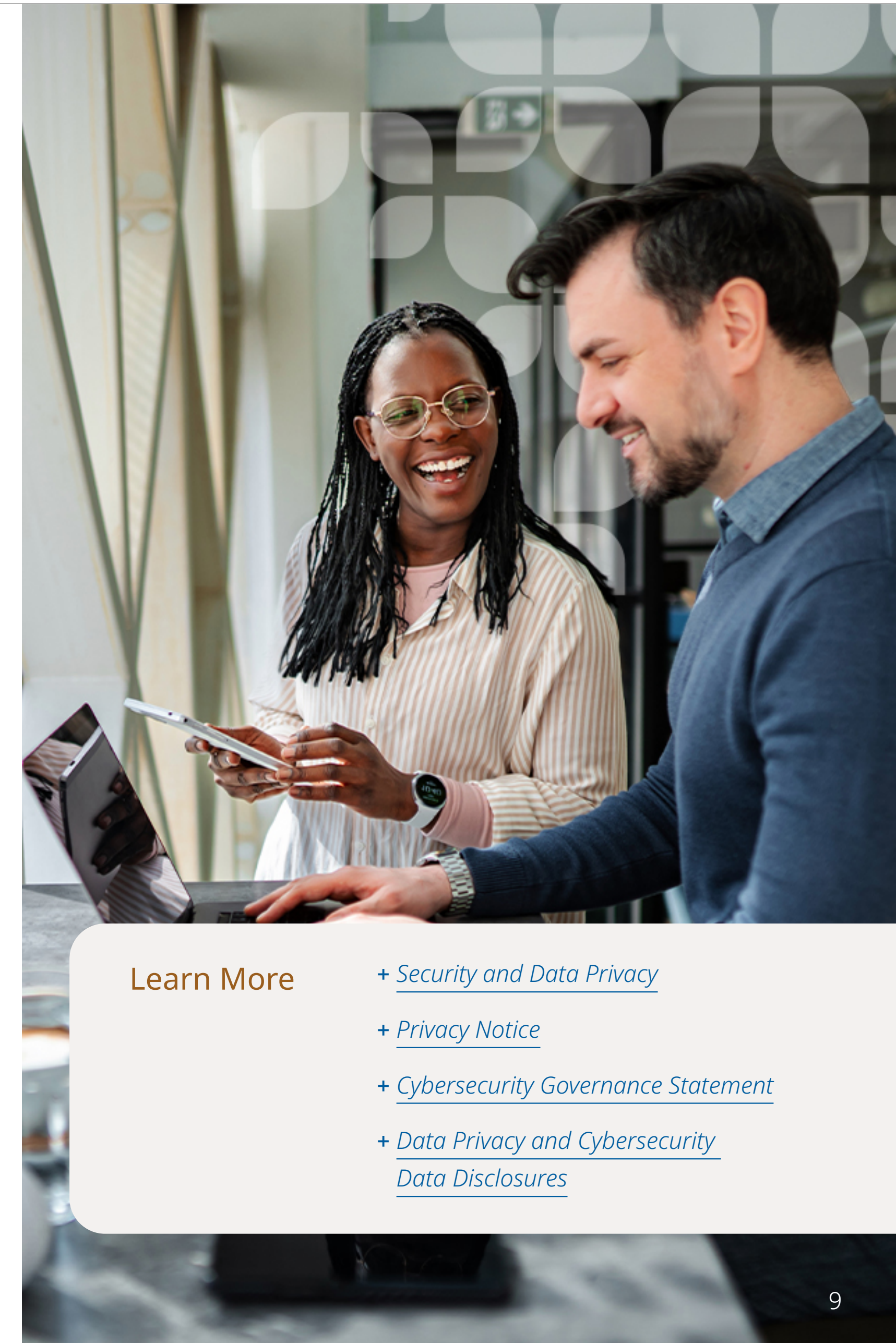
Interactive, employee-centered initiatives helped us strengthen our culture of data protection in 2025.

Our Data Defenders program empowers employees to recognize security threats, understand risks and take proactive steps to safeguard sensitive information. During Cybersecurity Awareness Month, we featured weekly themes—from AI-powered defenses to phishing prevention—through engaging resources, quick tips and team activities that emphasized personal responsibility and practical action.

Reinforcing Our Expectations for the Responsible Use of AI and Data

In 2025, we developed additional employee training modules focused on artificial intelligence (AI) and data protection. These modules have been incorporated into our annual privacy training curriculum, which reinforces company expectations and standards regarding the responsible use of AI and data. This training will continue to be mandatory for all employees annually.

Together, these employee-focused initiatives and training modules foster a shared commitment to protecting our systems and maintaining a culture of confidence among our employees.



Learn More

- [+ Security and Data Privacy](#)
- [+ Privacy Notice](#)
- [+ Cybersecurity Governance Statement](#)
- [+ Data Privacy and Cybersecurity Data Disclosures](#)

Responsible Technology and Innovation

As artificial intelligence (AI) and other emerging technologies continue to reshape how work gets done, we remain focused on innovating with purpose. Our goal is to meet evolving business, client and candidate needs while practicing responsible and effective use of advanced technology and adhering to industry standards.

The responsible use of AI has the potential to increase efficiency in the workplace, improve decision making and foster innovation. We understand that with these benefits come potential risks, including data protection issues, copyright issues, security issues, the need to protect confidential information, ethical considerations and compliance with emerging legal obligations.

Across our enterprise, we embrace new tools and services while aiming to prioritize responsible governance and risk management in their implementation.

Supporting AI Governance and Responsible Use

To support AI governance across our enterprise, Robert Half has established internal policies designed to facilitate the informed and responsible use of AI across all projects and use cases. Areas that these policies address include data protection, confidentiality, appropriate use, human oversight and risk management.

Our AI oversight committee, composed of senior executives, considers AI-related technologies and standards as they evolve. This committee develops and maintains an AI governance program consistent with the principles outlined in our AI policy.

Connecting People and Opportunities Responsibly

Across our operations, we keep people at the center of the decision making process while using data and AI to augment their capabilities. By pairing responsible governance and human judgment with advanced analytics, we aim to improve transparency and consistency for all clients, candidates and employees.

AI-Enabled Matching Technology

- Our talent solutions employees use their own experience and judgment along with proprietary, AI-enabled matching technology that defines our “recruiters plus AI” service model. This model leverages our extensive proprietary data assets to augment the skills, judgment and expertise of our professional recruiters. It significantly improves the accuracy and relevance of our client-candidate matches made by our talent solutions team.

Enhanced Labor-Market Analytics

- In 2025, our talent solutions business evolved its Salary Guide and Demand for Skilled Talent reports by integrating more granular labor-market data and a standardized and rigorous analytical framework. This enhances our insights and makes them easier to compare, helping clients understand both pay trends and where demand for skills is rising. This information helps equip them to make informed decisions about compensation, hiring and workforce planning across regions, industries and company sizes.

Consensus Labeling and Recommendation Agent

- Supporting teams across our talent solutions business with research, analysis and content development tasks, our Consensus Labeling and Recommendation Agent (CLARA) synthesizes multiple AI perspectives into one consistent, high-quality output. Designed with governance and accountability in mind, CLARA reduces the need to reconcile conflicting outputs. This technology improves reliability and enables more efficient workflows, while maintaining human oversight to prioritize accuracy and responsible use.

These innovations strengthen our role as a trusted partner in the talent market by enabling more equitable access to opportunities and higher-quality guidance for clients and candidates.

Robert Half has been recognized in the [American Business Awards \(Stevie® Awards\)](#) for a third consecutive year in 2026 for its AI-enabled solutions.



Scaling AI to Enhance Client Impact at Protiviti

At Protiviti, AI tools are deeply embedded in how teams work and deliver for clients. This includes proprietary solutions such as ProGPT and Protiviti Atlas—our enterprise AI platform—which provides access to a growing suite of generative AI capabilities to help teams analyze complex information, generate insights, and build tailored solutions for client engagements. These tools are supported by strong governance, data protection and human oversight, enabling teams to apply AI responsibly while continuing to develop innovative solutions for clients.

In 2025, adoption of AI continued to grow:

- Protiviti's proprietary AI-powered assistant, ProGPT, surpassed 2.9 million chats and achieved 364% year-over-year growth.
- Protiviti Atlas, our AI-as-a-Service platform, handled 59 million actions (237% year-over-year growth).

As these platforms scale, Protiviti continues to apply strong rigor to AI governance as we do to our client work. Oversight structures, policies and human touchpoints all work together so that AI can be deployed safely and in alignment with our values.



Learn More

+ [*VISION Insights on AI, Data Privacy and Security*](#)

+ [*AI Featured Insights Collection*](#)

+ [*AI Cyber Risk Pulse Survey*](#)

People and Communities

By investing in our people, advancing inclusion and driving community impact through giving and volunteerism, we take a people-first approach that strengthens our business and the communities we serve.

In This Section

- + Talent and Experience | 13
- + Inclusion and Belonging | 15
- + Community Impact | 16



Talent and Experience

Our employees are at the heart of everything we do. We support them from day one through ongoing learning and development and by creating an environment where everyone can grow, contribute and do their best work. We continue to prioritize the growth and engagement of our professionals as their careers progress, helping them build strong relationships within the organization.

Creating New Opportunities for Feedback and Coaching

Our talent solutions business's continuous listening strategy involves conducting two surveys that collect approximately 18,000 employee comments annually. These surveys help us better understand what is working well and where employees need additional support.

At Protiviti, the launch of a new performance review platform enabled employees to record roughly 25,000 points of feedback, 17,000 mentor check-ins and 30,000 goals, reflecting a more structured, engaging approach to performance, coaching and development. Similarly, Protiviti's employee experience app provides employees at all levels with a way to share confidential feedback, ideas and concerns. Since the app's launch in 2024, more than 1,300 comments have been shared, including over 500 in 2025.

Together, these listening channels inform leadership decision making with real-time data, strengthen manager effectiveness and support a culture of responsiveness and trust. By translating employee feedback into clear actions, our continuous listening strategy seeks to enhance performance, accelerate professional development and improve the day-to-day workplace experience.

Cultivating Leadership

We continue to invest in our managers and future leaders. In 2025:

- Participation in our talent solutions business mentorship program for new leaders, the Leadership Exchange, grew 31% year-over-year from 2024. The initiative was awarded a Gold Brandon Hall Award for Best Leadership Program.
- 2,000+ career advisors from Protiviti enhanced their coaching skills at global workshops.
- Our talent solutions business delivered 2,300+ leadership workshops, reaching 900+ leaders.

Workshops, learning resources, and networking and mentoring opportunities are some of the ways we invest in rising leaders and people managers.

Learn more about [leadership development at Robert Half](#).



Enhancing Employee Well-being

We continue to focus on well-being as a driver of performance, innovation and retention through our people-first approach, providing support that prioritizes the physical, mental and financial health of our global workforce. By blending flexible work models with specialized health programming, we offer tools to manage professional development alongside personal well-being.

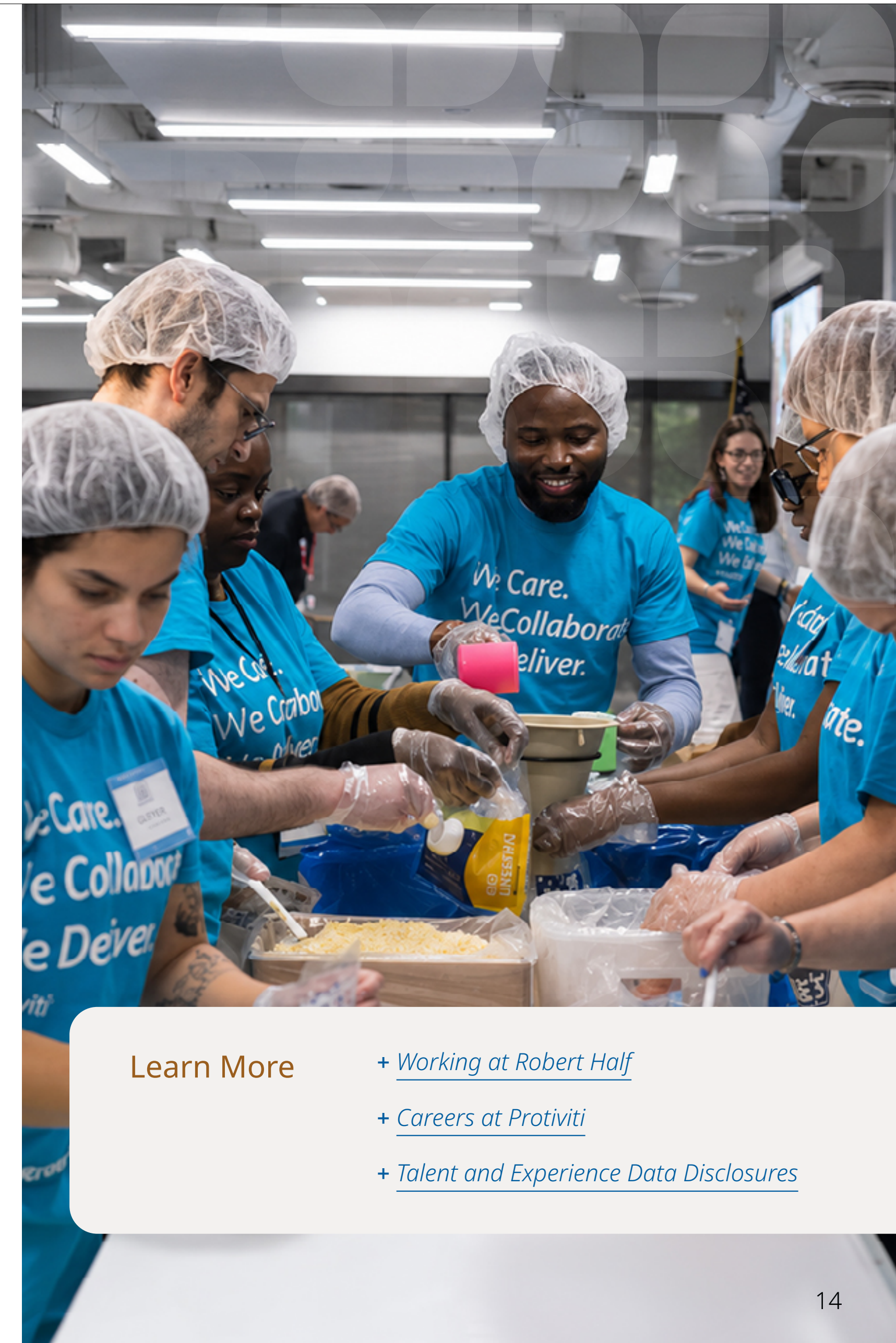
Among the many ways we provide continuous education and support for our employees, we hosted over 140 webinars and training sessions focused on well-being in 2025, reaching a total attendance of over 4,000 employees globally.

In 2025, 87% of employees surveyed said Robert Half is a great place to work.

Empowering Our People With New Technologies

Across our business, employees embrace emerging technologies, leveraging them in ways that combine human judgment with AI-enabled insights and efficiency. We recognize the importance of context, ethics and accountability in decisions informed by AI. Our aim is for employees to be comfortable with new technologies and to equip our leaders to guide their teams through change with empathy and accountability. Read more about our approach to [Responsible Technology and Innovation](#).

Check out [#myprotivitistory](#), where Protiviti employees share their real experiences of growth, belonging and purposeful work, giving prospective candidates an authentic window into career paths at the firm.



Learn More

+ [Working at Robert Half](#)

+ [Careers at Protiviti](#)

+ [Talent and Experience Data Disclosures](#)

Inclusion and Belonging

Inclusion is one of our core values and guides our efforts to bring together people with unique backgrounds, experiences and skills to solve complex challenges and create value. These efforts strengthen our service to clients, candidates and communities, fueling our ability to innovate.

Our programs are designed to strengthen connection, learning and opportunity while supporting the needs and growth of our business. Participation in employee programs and Employee Network Groups (ENGs), and access to learning, networking, and development resources are open to all employees.

Cultivating a Culture of Growth and Connection

Across our enterprise in 2025, we continued to broaden development programs, create community and expand global well-being initiatives. These programs strengthen our people-first culture, bolster employee engagement and support long-term retention.

Our ENGs are employee-led communities that help foster inclusion and belonging, strengthen professional connections and support learning across our global workforce. ENG membership and events are open to all employees, and participation is voluntary.

In 2025, we enhanced onboarding and support of our ENG leaders and hosted ENG events offering education, support, networking and community-building.

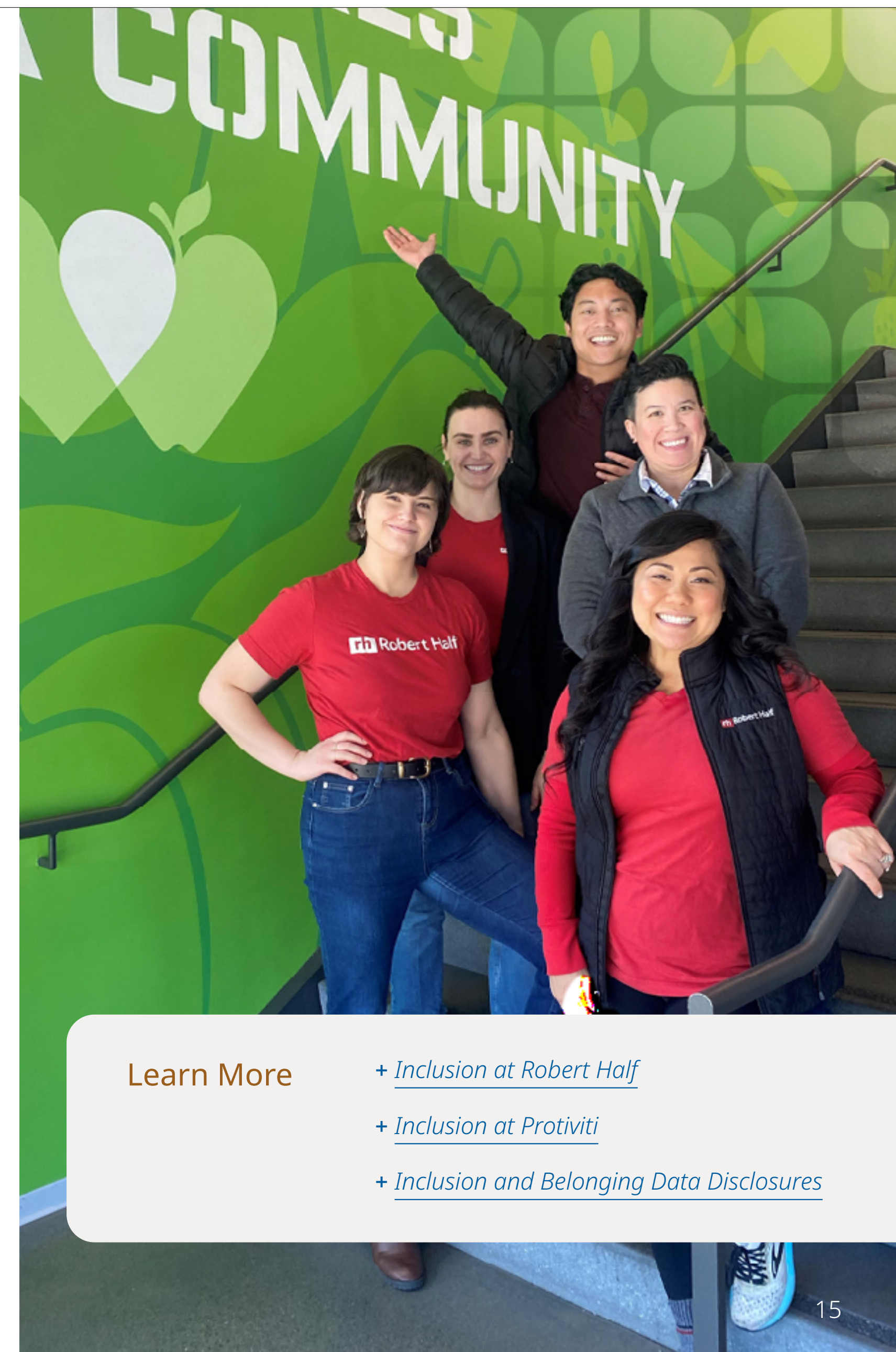
Learn more about how our [17 ENGs support connection across the enterprise](#).

Expanding Our Impact

Our inclusion efforts extend beyond our own workforce, including how we engage with job seekers and clients, support our communities and partner with suppliers. These external engagements provide opportunities for connection. They enable our employees to contribute their skills and expertise to workforce development and engage in volunteer opportunities to give back.

Through our North American inclusion partnerships, employees from across our enterprise attend conferences and engage through speaking opportunities and volunteering, strengthening relationships with job seekers, students and clients.

Our enterprise Alliance Champion program fosters cohesion through networking, professional development and community-building. In 2025, our 148 champions participated in 222 events across the United States. By contributing specialized skills, ranging from board membership to resume-building and interview workshops, our champions furthered our commitment to professional growth through tangible action.



Learn More

[+ Inclusion at Robert Half](#)

[+ Inclusion at Protiviti](#)

[+ Inclusion and Belonging Data Disclosures](#)

Community Impact

We help employees find greater meaning in their work by supporting community involvement that puts their skills and partnerships to use in addressing local needs. Through employee-driven giving campaigns, matching gifts, collaboration with nonprofits and volunteer opportunities, we work to strengthen the communities where we live and work.

Setting a Record for Global Volunteerism

In 2025, our employees surpassed 104,000 volunteer hours with nonprofit organizations—a milestone that reflects the generosity and commitment of our teams worldwide. We expanded global participation in signature community events, increased access to volunteer opportunities through enterprise platforms and local engagement, and continued aligning our community impact programs with our business purpose.

Giving and Volunteering With Measurable Impact

We help our employees support causes that matter to them.* Through our enterprise matching gifts program, we continued to amplify our contributions to eligible charities worldwide.

We also expanded participation in the annual [Round the World Challenge](#) in support of Make-A-Wish® International, a campaign that helps grant life-changing wishes to children with critical illnesses. With participation across our global Robert Half offices, we are proud of the impact we've made so far:

- \$1.3 million raised for the Make-A-Wish Foundation since 2021 (\$298,000+ in 2025)
- 110 organizations supported through the Round the World Challenge

At Protiviti, the [i on Hunger](#) initiative continued to mobilize volunteers across global offices to package and provide meals for people experiencing food insecurity. Since the program's founding in 2014, more than 17.7 million meals have been delivered to those in need. In 2025, i on Hunger hosted 94 events, including food drives, meal-packing events, meal preparation and serving, resulting in delivery of over 1.1 million meals.

Deepening Impact Through Community Partnerships

In 2025, our colleagues continued to lend their time and expertise to nonprofits focused on education pathways to career success, and local workforce and economic resilience.

Through collaborations across the globe, we provided more opportunities for employees to engage in high-impact projects that address community challenges while strengthening our ties with clients, local leaders and industry partners. These engagements create opportunities for skills development among students and job seekers while supporting organizations addressing social and economic needs.



2025 by the Numbers

104,000+
total volunteer hours

\$6.2M
total community investment (includes cash donations, value of time volunteered and in-kind giving)

2,450+
total charities supported

\$1.8M
company match of employee donations and volunteer hours

Learn More

- + [Robert Half Community Impact](#)
- + [Protiviti i on Hunger](#)
- + [Protiviti Brand Ambassadors](#)
- + [Community Impact Data Disclosures](#)

*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.

Value Chain

We recognize that our impact extends beyond our walls. Our value chain includes those affected by or connected to how the company creates and delivers value—from our employees and candidates, to the clients we serve and the suppliers we engage. Our corporate responsibility extends to how we respect human rights, serve clients responsibly and set expectations for suppliers.

In This Section

+ Human Rights | 18

+ Client Success | 19

+ Responsible Procurement | 20



Human Rights

We are committed to respecting human rights in all of our business activities and relationships. This extends to how we engage with our suppliers, partners and other third parties. We maintain policies, processes and controls designed to help identify and mitigate risks related to issues such as human trafficking, forced labor, child labor and modern slavery.

Our Approach to Human Rights Governance

Our approach to human rights governance is informed by our 2023 Human Rights Impact Assessment and by internationally recognized principles reflected in the United Nations Global Compact. We maintain a [Global Human Rights Policy](#) that reflects these principles and provides a framework for how we approach human rights across our operations and business relationships. As regulations, best practices and stakeholder expectations evolve, our governance processes help us maintain an approach that is relevant and aligned with our business.

We also maintain a suite of policies across our enterprise that support our commitment to lawful, ethical and responsible conduct and help reinforce respect for human rights across our operations. To support these policies in practice, we provide all employees with mandatory annual training on key human rights topics, including anti-discrimination, anti-harassment, human trafficking and modern slavery. Employees have access to multiple feedback and reporting channels, including our Ethics and Compliance Hotline, which help guide our awareness and ongoing management of human rights risks.



Learn More

- + [Global Human Rights Policy](#)
- + [Code of Business Conduct and Ethics](#)
- + [Supplier Code of Conduct](#)
- + [Equal Opportunity Employer Policy](#)
- + [Global Non-Retaliation Policy](#)

Client Success

Our talent solutions and business consulting services support our clients' long-term growth and resilience. Through our work with clients—supporting workforce needs, helping them manage emerging risks and enabling responsible transformation—we extend our corporate responsibility impact and contribute to shared long-term success.

Helping Our Clients Turn Sustainability Ambition into Action

Our corporate responsibility extends to how we advise and support clients on complex, high-impact issues. For example, Protiviti partners with clients across industries to translate sustainability goals into action.

- For one client, this included developing their decarbonization road map, strengthening their sustainability governance, managing renewable energy portfolios and embedding sustainability data governance into daily operations.
- For a global technology client, Protiviti streamlined data processes, enhanced responsible product practices and reinforced reporting controls—enabling the organization to mitigate risk, meet stakeholder expectations and build a more resilient, future-ready operating model.

These engagements amplify our impact beyond our own operations and support the markets and communities our clients serve.

Protiviti's climate-risk advisory teams help clients navigate physical and transition risks, meet evolving regulatory expectations and embed climate resilience into core strategy and decision making. [Read more about the team's work in this area across Europe.](#)



Learn More

+ [Hire Talent With Robert Half](#)

+ [Protiviti's Capability Model](#)

Responsible Procurement

We are committed to sustainable purchasing, supply chain due diligence and long-term investment in small and community-based suppliers. Guided by our [Supplier Code of Conduct](#), we seek suppliers who comply with applicable laws, uphold strong human rights and labor standards, and take thoughtful steps to manage their environmental impact.

We engage suppliers through a transparent and collaborative approach that includes onboarding, ongoing dialogue and periodic reviews. These touchpoints help us understand supplier practices, identify and manage potential risks and support continuous improvement.

Strengthening Communities Through Supplier Inclusion

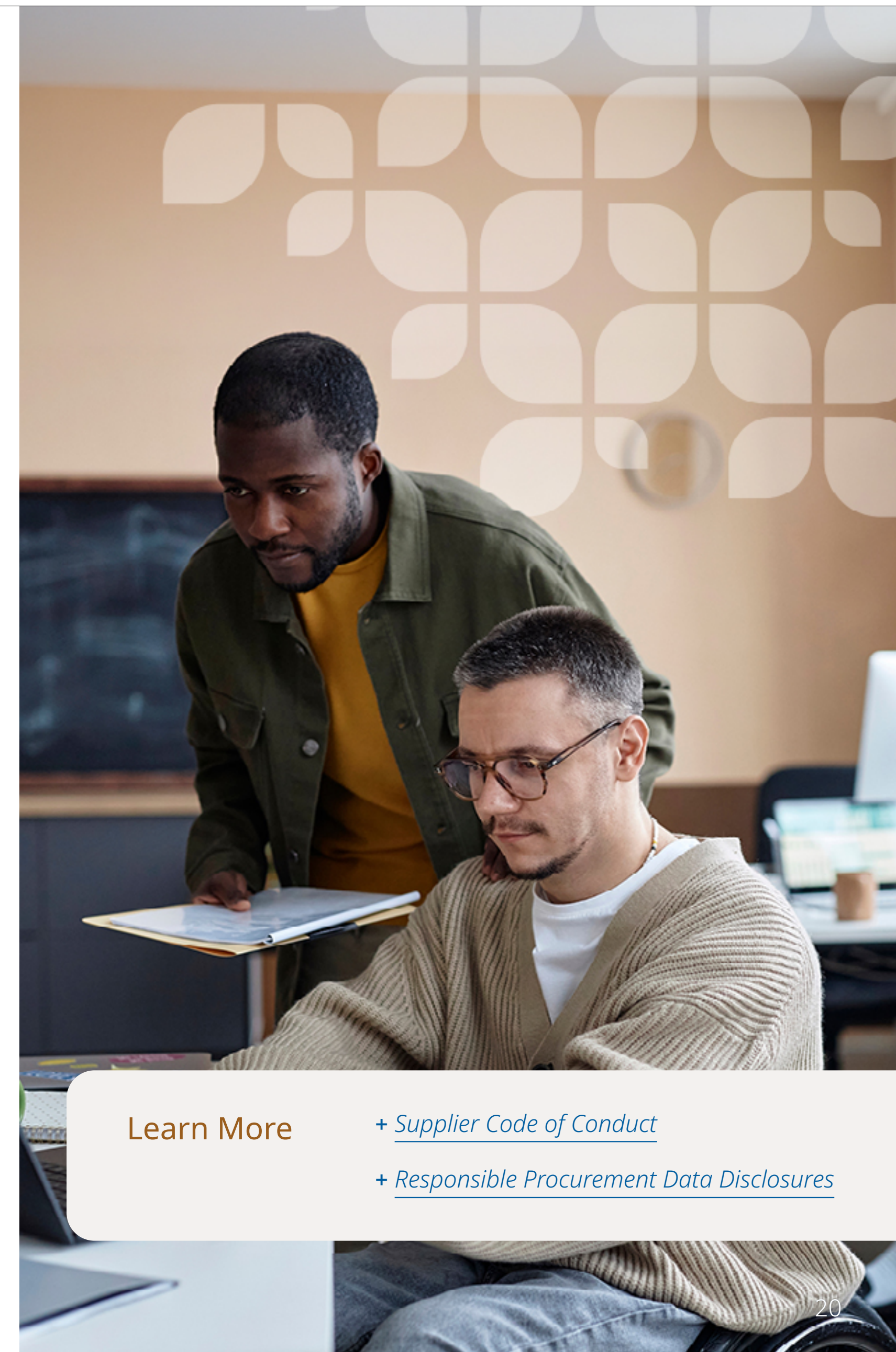
We work to expand our supplier network and remove barriers to participation through outreach, education and supplier development, while maintaining a merit-based procurement process grounded in capability, equal opportunity, competitiveness and compliance with applicable laws. For over 20 years, our U.S.-based supplier inclusion program has focused on expanding access for a broad range of qualified small, community-based suppliers to compete for our business, while strengthening the communities in which we operate.

In 2025, we spent over \$232 million with small and community-based suppliers across 45 states, two U.S. territories and three Canadian provinces, and further evaluated 61 suppliers in connection with request-for-proposal opportunities.

Supporting Supplier Growth

We strive to help our suppliers grow and thrive through shared expertise and development opportunities. In 2025, we continued our involvement with the Veterans in Business Network's peer-to-peer cohort program, Veteran 2 Veteran. As part of this program, we provided guidance on hiring and compensation trends at the organization's national conference, and our director of supplier inclusion also mentored veteran-owned business leaders.

To further embed supplier inclusion across our operations and underscore our shared ownership of responsible procurement goals, we launched an ambassador program in 2025. Through the program, employees volunteer their time and expertise to support outreach, education and process improvements that strengthen supplier engagement.



[Learn More](#)

[+ Supplier Code of Conduct](#)

[+ Responsible Procurement Data Disclosures](#)

Environmental Sustainability

Environmental sustainability plays an important role in the management of our operations and supports long-term business resilience, trust and readiness for the future. We collaborate across our business, with external partners and with our clients to understand and better address climate-related risks and opportunities, reduce energy consumption and support meaningful environmental progress.

In This Section

- + Climate Risks and Opportunities | 22
- + Sustainable Operations | 23
- + Amplifying Our Impact | 24



Climate Risks and Opportunities

Understanding how climate-related risks and opportunities could affect our business is essential to maintaining long-term operational resilience. In 2025, Robert Half conducted a climate scenario analysis to build on our existing climate-related risk disclosures and evaluate how different climate futures could influence our business and long-term strategy.

Understanding Climate Risks and Building Resilience

Using three distinct climate scenarios, our analysis engaged leaders across our global organization to identify climate-related risks and opportunities and assess their potential impact and likelihood.

The analysis highlighted several ways climate-related factors could impact our business. These include potential changes in operating costs or client demand as decarbonization policies evolve, as well as disruptions resulting from more frequent and severe weather events. The analysis also identified growing client needs for talent and consulting support related to business continuity and climate transition planning.

Building on this work, we are developing a climate adaptation and resilience plan to help us continue to understand, monitor and address climate-related risks and opportunities.



Sustainable Operations

We focus on managing our operations in ways that reduce environmental impact and improve efficiency. We seek practical opportunities to lower emissions, increase renewable electricity use and ensure resources are used responsibly.

Reducing Our GHG Emissions

In 2025, we reduced our absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 16% year over year, representing a 70% reduction from our 2019 baseline. This achievement was supported by a 17% year-over-year reduction in electricity consumption—driven by real estate optimization and energy-efficiency improvements across our global portfolio.

Science-based Target:

Fleet and Facilities

Our target is to reduce absolute Scope 1 and 2 GHG emissions by 55% by 2032. As of 2025, we have reduced Scope 1 and 2 GHG emissions 70% from our 2019 baseline due to reductions in our fleet and facility-related emissions.

Maximizing Renewable Electricity Coverage

Renewable electricity plays an important role in reducing our operational footprint. In 2025, we increased renewable electricity coverage across our global facilities from 93% to 97%, while tailoring our approach to regional market conditions.

- **In North America**, which accounts for more than half of our global facilities and remains our most energy-intensive region, we maintained 100% renewable electricity coverage through a combination of participation in utility-provided renewable energy programs and unbundled renewable energy certificates (RECs).
- **In the Asia-Pacific region**, we reached 100% renewable electricity coverage for local facilities for the first time. Participation in utility-provided renewable energy programs enabled us to achieve 29% renewable electricity across this region before supplementing with RECs. In Australia and New Zealand specifically, coverage via utility programs increased from 46% to 63% year over year.
- **In Europe and the Middle East**, we increased renewable electricity coverage to 84%, up from 62% in 2024. We achieved this by prioritizing direct contracts with utility providers.

In 2025, Robert Half's real estate team diverted 144 metric tons of office furniture from landfills through reuse and donation. These efforts supported 18 nonprofit organizations. [Read more.](#)



Amplifying Our Impact

By engaging our supply chain and employee base to encourage sustainable practices, we extend our impact beyond our direct footprint.

Supporting Sustainability Across Our Value Chain

A significant portion of our environmental impact occurs beyond our direct operations, making supplier engagement a critical part of our approach to sustainability.

We seek to advance resilience across our value chain, particularly in the goods and services we purchase from suppliers. We encourage our suppliers to strengthen their environmental practices, improve emissions transparency and implement emissions reduction targets where relevant. Our global [Supplier Code of Conduct](#) clarifies our environmental commitments and expectations of suppliers. Learn more about our responsible procurement practices in our [Responsible Procurement](#) section.

In 2025, we encouraged climate progress within our supply chain by continuing to engage key suppliers, surveying them to better understand their emissions reduction goals and progress. Building on this engagement, we launched a pilot program offering select suppliers one-on-one support for GHG target-setting and reduction strategies.

Science-based Target:

Supplier Engagement

We aim for 50% of suppliers by spend, covering purchased goods and services and capital goods, to have science-based targets by 2027. As of 2025, 41% have validated targets and a further 2% are committed.

Managing Travel Emissions

Reducing Scope 3 emissions from business travel and employee commuting remains an important part of our environmental strategy. While client-related travel increased in 2025, overall emissions and emissions intensity declined year over year, driven primarily by lower employee headcount and improved travel emission factors.

Science-based Target:

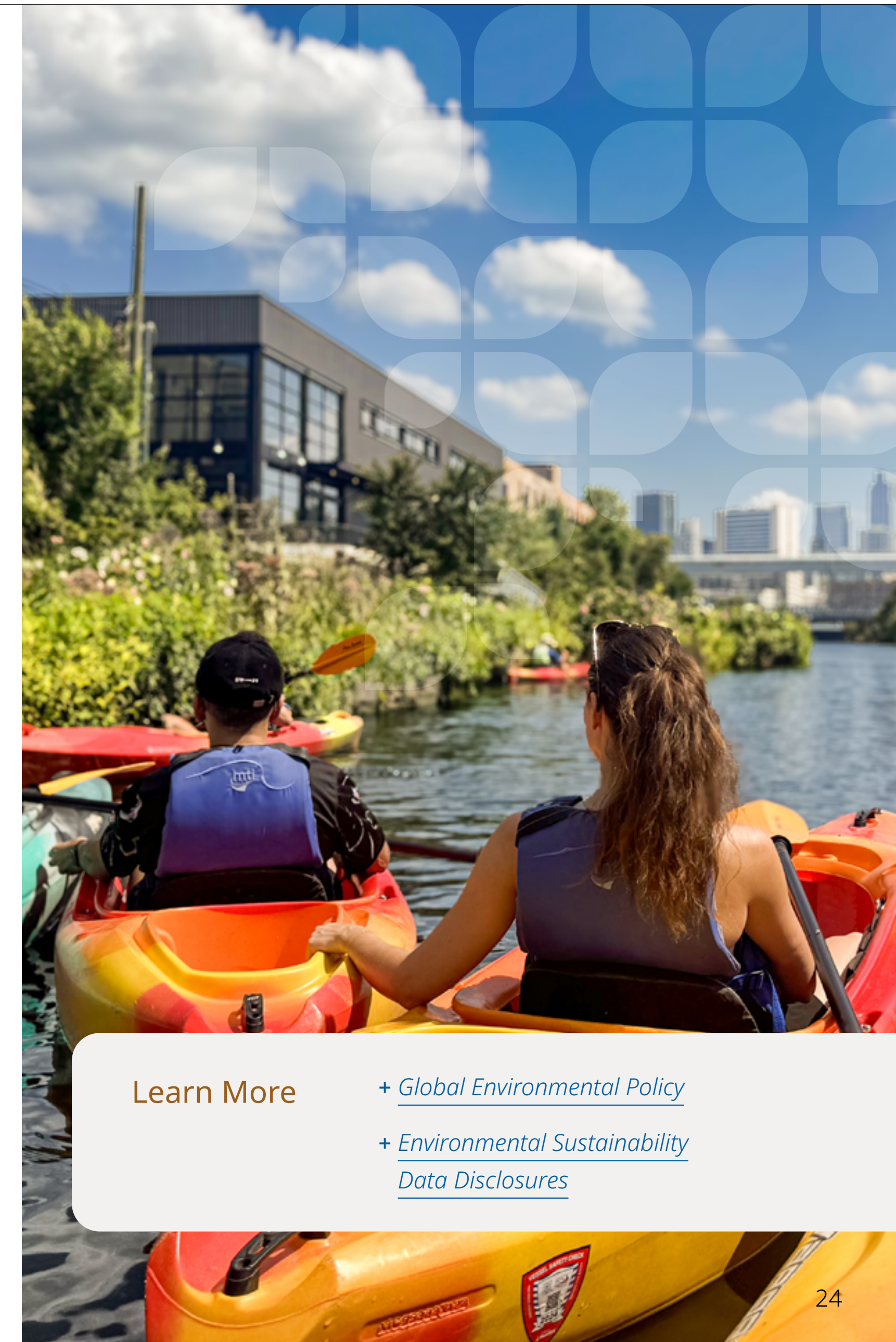
Business Travel and Employee Commuting

Our target is to reduce Scope 3 emissions from business travel and employee commuting 62% per full-time employee by 2032 from our 2019 baseline. As of 2025, we have achieved a 57% reduction in emissions per full-time employee.

Engaging Employees in Sustainability

We aim to foster a culture that values environmental sustainability and encourages our employees to apply their expertise to improve how we manage resources, spaces and services. By partnering with our people, we strengthen responsible practices across our operations.

Our sustainability-focused employee interest group, iSustain, helps raise awareness and encourages engagement on environmental issues across our workforce. In 2025, iSustain hosted an Earth Month Challenge that encouraged employee teams to earn points by completing sustainable actions. Employees across the globe participated, collectively completing over 460 sustainability-focused activities during the competition.



Learn More

[+ Global Environmental Policy](#)

[+ Environmental Sustainability Data Disclosures](#)

About Robert Half

Reference	Disclosure Description	2023	2024	2025
About Us				
GRI 2-1-a	Legal name of organization	Robert Half Inc. Restated Certificate of Incorporation	Robert Half Inc.	Robert Half Inc.
GRI 2-1-b	Nature of ownership and legal form	See 2025 response	See 2025 response	Robert Half Inc. Form 10-K
GRI 2-1-c	Location of headquarters	See 2025 response	See 2025 response	Menlo Park, California, USA
GRI 2-1-d	Countries of operations	See 2025 response	See 2025 response	Locations Robert Half Locations Protiviti <i>For a list of subsidiaries please see Robert Half Inc. Form 10-K (p. 86, Exhibit 21.1)</i>
GRI 2-2	Entities included in the organization’s sustainability reporting	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 3)
GRI 2-3-a	Reporting period for, and the frequency of, its sustainability reporting	Annual, January 1 - December 31, 2023	Annual, January 1 - December 31, 2024	Annual, January 1 - December 31, 2025
GRI 2-3-b	Reporting period for financial reporting	Annual, January 1 - December 31, 2023	Annual, January 1 - December 31, 2024	Annual, January 1 - December 31, 2025
GRI 2-3-c	Publication date of the report	April 2024	June 2025	June 2026
GRI 2-3-d	Contact point for questions about the report or reported information	See 2025 response	See 2025 response	Robert Half Corporate Responsibility: corpresponsibility@roberthalf.com
GRI 2-4-a	Restatements of information made from previous reporting periods	2022 Scope 3 Category 1 and 2 emissions updated to reflect enhanced categorization and classification of spend data. 2022 Scope 3 Category 7 emissions updated to add well-to-tank emissions capture.	2023 total energy consumption methodology updated to reflect the conversion of mobile fuels to standard MWh energy consumption.	2019–2025 GHG emissions categorizations updated to align with best-practice methodologies, including reclassifying natural gas as Scope 1 stationary combustion and refrigerants as Scope 1 fugitive emissions. These updates did not impact our Scope 1 and 2 reduction target or progress. 2023 total water consumption updated to reflect improved tenant allocation methodology applied in 2024 and 2025.
GRI 2-5-b	Sustainability reporting external assurance	Letter of Assurance — GHG Inventory 2023	Letter of Assurance — GHG Inventory 2024	Letter of Assurance — GHG Inventory 2025
GRI 2-6	Activities, value chain and other business relationships	Robert Half Inc. Form 10-K (p. 1, Item 1)	Robert Half Inc. Form 10K (p. 1, Item 1)	Robert Half Inc. Form 10-K (p. 1, Item 1)
GRI 2-7	Employees	See People and Communities data disclosures	See People and Communities data disclosures	See People and Communities data disclosures

About Robert Half

Reference	Disclosure Description	2023	2024	2025
About Us (Cont.)				
GRI 2-28-a	Report industry associations, other membership associations and national or international advocacy organizations in which it participates in a significant role	See 2025 response	See 2025 response	Robert Half Strategic Alliances and Relationships Protiviti Global Ecosystem and Alliances Political Engagement Policy Statement
GRI 2-29-a	Approach to stakeholder engagement	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 4) Corporate Responsibility at Robert Half Our Approach
Financial Performance				
GRI 201-1	Total revenue	Robert Half Inc. Form 10-K (p. 21)	Robert Half Inc. Form 10-K (p. 22)	Robert Half Inc. Form 10-K (p. 23)
	Percent of total revenue: U.S. & International Zone	Robert Half Inc. Form 10-K (p. 21)	Robert Half Inc. Form 10-K (p. 22)	Robert Half Inc. Form 10-K (p. 23)
	Net income	Robert Half Inc. Form 10-K (p. 29)	Robert Half Inc. Form 10-K (p. 30)	Robert Half Inc. Form 10-K (p. 32)
	Percent of effective tax rate	Robert Half Inc. Form 10-K (p. 44)	Robert Half Inc. Form 10-K (p. 45)	Robert Half Inc. Form 10-K (p. 47)
	Acquisitions	Robert Half Inc. Form 10-K (p. 43)	Robert Half Inc. Form 10-K (p. 43)	Robert Half Inc. Form 10-K (p. 45)

Governance and Trust

Reference	Disclosure Description	2023	2024	2025
Oversight				
	Corporate responsibility governance structure and policies	See 2025 response	See 2025 response	2025 Leading With Integrity Report (pp. 6-7) Corporate Responsibility at Robert Half Related Policies and Resources
	Measuring and reporting corporate responsibility impact	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 7) Corporate Responsibility at Robert Half Our Approach
GRI 2-10-a, GRI 2-10-b	Nomination and selection of the highest governance body	Robert Half Inc. Proxy Statement (p. 21) Corporate Governance Guidelines	Robert Half Inc. Proxy Statement (p. 21) Corporate Governance Guidelines	Robert Half Inc. Proxy Statement (p. 22) Corporate Governance Guidelines
GRI 2-11-a	Chair of the highest governance body	Robert Half Inc. Proxy Statement (pp. 13-14)	Robert Half Inc. Proxy Statement (pp. 13-14)	Robert Half Inc. Proxy Statement (pp. 14-15)
GRI 2-12-a, GRI 2-12-b	Role of the highest governance body in overseeing the management of impacts	Robert Half Inc. Proxy Statement (pp. 17-19)	Robert Half Inc. Proxy Statement (pp. 17-19)	Robert Half Inc. Proxy Statement (pp. 19-20)
GRI 2-13-a	Delegation of responsibility for managing impacts on the economy, the environment and people	Robert Half Inc. Proxy Statement (pp. 16-17)	Robert Half Inc. Proxy Statement (pp. 15-17)	Robert Half Inc. Proxy Statement (pp. 16-18)
GRI 2-13-b	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	Robert Half Inc. Proxy Statement (pp. 16-19)	Robert Half Inc. Proxy Statement (pp. 15-18)	Robert Half Inc. Proxy Statement (pp. 15-19)
GRI 2-14	Role of the highest governance body in sustainability reporting	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 6)
GRI 2-15-a	Conflict of interest management	Robert Half Inc. Proxy Statement (pp. 12-13, 16-17, 21, 59) Code of Business Conduct and Ethics (p. 5)	Robert Half Inc. Proxy Statement (pp. 12-13, 15-17, 21, 59) Code of Business Conduct and Ethics (p. 5)	Robert Half Inc. Proxy Statement (pp. 13-14, 16-18, 22, 67) Code of Business Conduct and Ethics (p. 5)
GRI 2-18-a	Report whether the evaluations are independent or not, and the frequency of the evaluations	Robert Half Inc. Proxy Statement (pp. 12-13)	Robert Half Inc. Proxy Statement (pp. 12-13)	Robert Half Inc. Proxy Statement (pp. 13-14)
GRI 2-18-b	Describe actions taken in response to evaluations, including changes to the composition of the highest governance body and organizational practices	Robert Half Inc. Proxy Statement (pp. 6, 13-14) Corporate Governance Guidelines	Robert Half Inc. Proxy Statement (pp. 6, 13-14) Corporate Governance Guidelines	Robert Half Inc. Proxy Statement (pp. 7, 14-15) Corporate Governance Guidelines
GRI 2-19-a	Executive remuneration policies	Robert Half Inc. Proxy Statement (pp. 28-30, 52-53)	Robert Half Inc. Proxy Statement (pp. 28-30, 52-53)	Robert Half Inc. Proxy Statement (pp. 29-31, 51-52)
GRI 2-20-a	Process to determine remuneration	Robert Half Inc. Proxy Statement (pp. 28-30, 52-53)	Robert Half Inc. Proxy Statement (pp. 28-30, 52-53)	Robert Half Inc. Proxy Statement (pp. 28-37)
GRI 2-20-b	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Robert Half Inc. Form 8-K	Robert Half Inc. Form 8-K	Robert Half Inc. Form 8-K

Governance and Trust

Reference	Disclosure Description	2023	2024	2025
Oversight (Cont.)				
GRI 2-21-a	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	Robert Half Inc. Proxy Statement (pp. 47-48)	Robert Half Inc. Proxy Statement (p. 48)	Robert Half Inc. Proxy Statement (p. 47)
GRI 2-22-a	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	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 3)
GRI 405-1	Diversity of governance bodies and employees	Robert Half Inc. Proxy Statement (pp. 12, 18) EEO-1 Report	Robert Half Inc. Proxy Statement (p. 12) EEO-1 Report	Robert Half Inc. Proxy Statement (p. 13) EEO-1 Report
	Board committee details including member composition, independence, and number of meetings	Robert Half Inc. Proxy Statement (p. 20)	Robert Half Inc. Proxy Statement (p. 20)	Robert Half Inc. Proxy Statement (p. 21)
	Quality management certifications	ISO 9001 Certification for Protiviti Italy	ISO 9001 Certification for Protiviti Italy	ISO 9001 Certification for Protiviti Italy
Materiality Assessment				
GRI 3-1	Process to determine material topics	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 7)
GRI 3-3	Commitments and management of material topics	See 2025 response	See 2025 response	2025 Leading With Integrity Report (p. 7)
Ethics and Integrity				
SASB SV-PS-510a.1	Approach to ensuring professional integrity	See 2025 response	See 2025 response	Code of Business Conduct and Ethics
GRI 205-2-b, GRI 205-2-e	Percent of employees who have completed training across compliance, including anti-corruption, information security, ethics and anti-discrimination, and anti-harassment	95%	96%	98%
GRI 205-2-c	Communication of organization's anti-corruption policy for partners	See 2025 response	See 2025 response	U.S. 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 2023. Please refer to our SEC filings	No known material incidents in 2024. Please refer to our SEC filings	No known material incidents in 2025. Please refer to our SEC filings
GRI 206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	No known material incidents in 2023. Please refer to our SEC filings	No known material incidents in 2024. Please refer to our SEC filings	No known material incidents in 2025. Please refer to our SEC filings

Governance and Trust

Reference	Disclosure Description	2023	2024	2025
Ethics and Integrity (Cont.)				
SASB SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	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)	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)	In FY25, 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. 16, Item 3)
GRI 415-1	Political contributions	See 2025 response	See 2025 response	Political Engagement Policy Statement
GRI 2-23-a, GRI 2-23-c	Policy commitments for responsible business conduct and respect for human rights	See 2025 response	See 2025 response	Code of Business Conduct and Ethics Corporate Governance Guidelines Global Human Rights Policy Robert Half Australia Modern Slavery Act Statement Robert Half and Protiviti Canada Modern Slavery Act Statement Robert Half UK Modern Slavery Act Statement Protiviti UK Modern Slavery Act Statement
	Date of last Human Rights Impact Assessment	See 2025 response	See 2025 response	Our most recent Human Rights Impact Assessment was completed in 2023.
GRI 2-23-d	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	See 2025 response	See 2025 response	The Code of Business Conduct and Ethics, Global Human Rights Policy, Corporate Governance Guidelines, and the following components within the Corporate Governance Guidelines including 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 are Board approved.
GRI 2-23-e	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	See 2025 response	See 2025 response	Code of Business Conduct and Ethics (p. 4)

Governance and Trust

Reference	Disclosure Description	2023	2024	2025
Ethics and Integrity (Cont.)				
GRI 2-23-f	Describe how the policy commitments are communicated to workers, business partners and other relevant parties	See 2025 response	See 2025 response	<p>The Code of Business Conduct and Ethics is publicly available. Annual mandatory training on the Code of Conduct and other policies is provided in seven languages.</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 of Conduct and related policies.</p>
GRI 2-24-a	Describe how the organization embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	See 2025 response	See 2025 response	<p>Robert Half's Master Services Agreement requires suppliers comply with our Supplier Code of Conduct, which incorporates the Code of Business Conduct and Ethics. Additionally, Robert Half has policy certifications that employees agree to, including conformance with the Code of Business Conduct and Ethics.</p>
GRI 2-25-a	Describe the organization's commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to	See 2025 response	See 2025 response	<p>Robert Half is committed to making the ethical choice in resolving matters. Per the Code of Business Conduct and Ethics, "All of our directors, employees, agents and representatives must conduct themselves accordingly and seek to avoid even the appearance of improper behavior."</p> <p>Code of Business Conduct and Ethics (p. 4)</p>
GRI 2-26-a	Describe the mechanisms for individuals to seek advice and raise concerns	See 2025 response	See 2025 response	<p>Code of Business Conduct and Ethics (p. 10) Ethics and Compliance Hotline Ethics and Compliance Online Reporting Tool</p>
GRI 2-27	Compliance with laws and regulations ¹	Robert Half did not have any material instances of non-compliance with laws and regulations during 2023.	Robert Half did not have any material instances of non-compliance with laws and regulations during 2024.	Robert Half did not have any material instances of non-compliance with laws and regulations during 2025.
GRI 2-30	Collective bargaining	See 2025 response	See 2025 response	<p>Global Human Rights Policy, Freedom of Association and Collective Bargaining (p. 5)</p>

¹Robert Half regards a material instance of non-compliance as one which resulted in a material fine or required public disclosure in Robert Half's SEC filings.

Governance and Trust

Reference	Disclosure Description	2023	2024	2025
Data Privacy and Cybersecurity				
SASB SV-PS-230a.1	Approach to identifying and addressing data security risks	See 2025 response	See 2025 response	Cybersecurity Governance Statement
SASB SV-PS-230a.2	Policies and practices relating to collection, usage and retention of customer information	See 2025 response	See 2025 response	As a global company, we have privacy policies and notices that are specific to the jurisdictions in which we operate. Our U.S. privacy notices for Robert Half and Protiviti are included below. Additional international privacy policies are available on our country-specific external websites. Robert Half U.S. Privacy Policy Protiviti U.S. Privacy Policy
SASB SV-PS-230a.3	Number of data breaches	There were no data breaches that required disclosure in our SEC filings in 2023. Robert Half Inc. Form 10-K (p. 14)	There were no data breaches that required disclosure in our SEC filings in 2024. Robert Half Inc. Form 10-K (p. 15)	There were no data breaches that required disclosure in our SEC filings in 2025. Robert Half Inc. Form 10-K (p. 16)
	Certifications (including ISO 27001 and SOC 2 Type 2 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	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	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

²All certifications have restricted distributions to clients/prospects under non-disclosure agreements.

People and Communities

Reference	Disclosure Description	2023	2024	2025
Talent and Experience				
		Approximately 15,000 full-time internal staff, including approximately 7,000 employees engaged directly in Protiviti operations as of December 31, 2023.	Approximately 14,700 full-time internal staff, including approximately 7,100 employees engaged directly in Protiviti operations as of December 31, 2024.	Approximately 14,500 full-time internal staff, including approximately 7,100 employees engaged directly in Protiviti operations, as of December 31, 2025.
SASB SV-PS-000.A	Number of full-time, part-time and contract employees	In addition, the Company placed approximately 125,000 engagement professionals (which includes full-time engagement professionals) on assignments with clients during 2023. Robert Half Inc. Form 10-K (p. 4)	In addition, the Company placed approximately 109,000 engagement professionals (which includes full-time engagement professionals) on assignments with clients during 2024. Robert Half Inc. Form 10-K (p. 4)	In addition, the Company placed approximately 94,300 engagement professionals (which includes full-time engagement professionals) on assignments with clients during 2025. Robert Half Inc. Form 10-K (p. 4)
SASB SV-PS-330a.3	Employee engagement as a percentage	92%	88%	87%
	Total percent of contract talent and full-time engagement professionals who have access to our training platforms	See 2025 response	See 2025 response	100% of 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.
GRI 404-1	Hours of completed training for full-time, internal employees	344,136	395,502	340,710
	Average annual training and development hours per full-time, internal employee	19.2	23.3	20.4
	Hours of completed training for contract talent and full-time engagement professionals	24,340	23,879	19,995
	Percentage of Protiviti employees who have completed training across corporate responsibility topics	75%	76%	76%
	Total investment in employee development	\$1.34 million	\$726,719	\$897,945
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	See 2025 response	See 2025 response	2025 Leading With Integrity Report (pp. 13-14) Leadership Development at Robert Half and Protiviti

People and Communities

Reference	Disclosure Description	2023	2024	2025
Talent and Experience (Cont.)				
GRI 404-3	Percent of employees receiving regular performance and career development reviews	See 2025 response	See 2025 response	100% of Robert Half and Protiviti corporate, talent solutions operational support, talent solutions branch managers, and above employees globally are given the opportunity for regular performance and career development conversations and reviews.
	Education reimbursement program	See 2025 response	See 2025 response	Regular, full-time (30+ hours/week) Corporate Services and Field employees are eligible to apply for tuition assistance beginning on January 1 following their one-year anniversary date. Robert Half will assist with the cost for tuition of approved courses taken at an accredited institution, including books and lab fees, up to a maximum of \$5,250 per employee in each calendar year, with a lifetime cap of \$25,000.
GRI 201-3	Defined benefit plan obligations and other retirement plans (U.S.)	Robert Half Inc. Form 10-K (p. 5)	Robert Half Inc. Form 10-K (p. 5)	Robert Half Inc. Form 10-K (p. 5)
	Benefits offered to full-time employees, temporary, part-time and/or contract talent	See 2025 response	See 2025 response	Robert Half Employee Benefits Robert Half Contract Talent Benefits Protiviti Employee Benefits
	Back-up family care services or subsidies through the company	Robert Half offers back-up child and elder care services to employees in the U.S., Canada, and U.K. These employees represent approximately 76% 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% 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 74% of our global internal workforce.
GRI 401-2	Minimum number of paid sick leave days for exempt, full-time internal employees (U.S.)	See 2025 response	See 2025 response	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 at Robert Half is 136 hours per year and at Protiviti is 160 hours per year.
	Minimum number of paid time off days (PTO) for exempt, full-time internal employees (U.S.)	See 2025 response	See 2025 response	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 at Robert Half is 136 hours per year and at Protiviti is 160 hours per year.

People and Communities

Reference	Disclosure Description	2023	2024	2025
Talent and Experience (Cont.)				
GRI 403-1	Occupational health and safety management system	See 2025 response	See 2025 response	Robert Half has 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 ¹			
	— Internal	9	11	7
	— Contractor/temporary	144	111	100
GRI 403-9	Total number of cases with days away from work ¹			
	— Internal	5	1	4
	— Contractor/temporary	70	19	36
GRI 403-9	Total number of work-related fatalities ¹			
	— Internal	0	0	0
	— Contractor/temporary	0	0	0
GRI 404-3	Total recordable incidence rate (TRIR) ¹			
	— Internal	0.08	0.11	0.07
	— Contractor/temporary	0.54	0.48	0.49
GRI 404-3	Days away/restricted and transferred incidence rate (DART) ¹			
	— Internal	0.04	0.04	0.04
	— Contractor/temporary	0.26	0.21	0.30

¹ OSHA-related figures reflect U.S. full-time and part-time internal staff and contract talent employees.

People and Communities

Reference	Disclosure Description	2023	2024	2025
Inclusion and Belonging				
	Inclusion policies	See 2025 response	See 2025 response	Code of Business Conduct and Ethics Equal Opportunity Employer Policy
GRI 2-7 SASB SV-PS-330a.1	Total employees in global internal workforce ²			
	By region			
	— U.S.	69%	69%	67%
	— International Zone	31%	31%	33%
	Global gender breakdown			
	— Female	54%	53%	53%
	— Male	46%	46%	46%
	— Unspecified	1%	1%	1%
	U.S. employee demographics			
	— U.S. employee demographics	EEO-1 Report	EEO-1 Report	EEO-1 Report
GRI 2-7 SASB SV-PS-330a.1	Total employees in executive management/senior leadership, by gender ³			
	Global gender breakdown			
	— Female	28%	29%	28%
	— Male	71%	70%	70%
	— Unspecified	1%	1%	1%
	U.S. employee demographics			
	— U.S. employee demographics	EEO-1 Report	EEO-1 Report	EEO-1 Report

² Defined as full-time, internal staff.

³ Defined as all Officer, SVP and VP level roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2. Data reflects employees who have voluntarily disclosed their gender and U.S. race and ethnicity data.

People and Communities

Reference	Disclosure Description	2023	2024	2025
Inclusion and Belonging (Cont.)				
GRI 2-7 SASB SV-PS-330a.1	Total leaders and managers, by gender ³			
	Global gender breakdown			
	— Female	48%	47%	48%
	— Male	52%	52%	51%
	— Unspecified	1%	1%	1%
	U.S. employee demographics			
	— U.S. employee demographics	EEO-1 Report	EEO-1 Report	EEO-1 Report
GRI 405-2	Gender pay gap reports	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	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
Community Impact				
	Corporate philanthropic guidelines	See 2025 response	See 2025 response	Robert Half Community Impact
	Matching gifts program	See 2025 response	See 2025 response	Annually, full- and part-time internal employees are eligible for up to \$1,500 in matching for donations and volunteer hours, with an additional \$500 available for select U.S.-based partners.
	Total employee volunteer hours	74,678	96,795	104,328
	Total employee volunteer hours per employee	5.0	6.6	7.2
	Company match of volunteer hours and employee donations	\$1.65 million	\$1.73 million	\$1.84 million

³ Defined as all Officer, SVP and VP level roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2. Data reflects employees who have voluntarily disclosed their gender and U.S. race and ethnicity data.

People and Communities

Reference	Disclosure Description	2023	2024	2025
Community Impact (Cont.)				
	Total donation match for volunteer hours from our Dollars for Doers program	\$780,585	\$915,144	\$1.03 million
	Total donations to match employee contributions through our matching gifts program	\$868,467	\$816,123	\$815,589
	Total community investment, including cash donations, value of time volunteered and in-kind giving	\$7.14 million	\$5.23 million ⁴	\$6.22 million ⁴
	Total non-profits benefited	2,593	2,419	2,456

⁴ Total community investment metric was developed using best practice guidelines from Chief Executives for Corporate Purpose (CECP).

Value Chain

Reference	Disclosure Description	2023	2024	2025
Responsible Procurement				
	Supplier social and environmental policies and governance	See 2025 response	See 2025 response	Global Environmental Policy Global Human Rights Policy Supplier Code of Conduct
GRI 308-1, GRI 414-1	Percent new procurement-managed suppliers screened using environmental and social criteria in each given year by count (North America only)	100%	99%	100%
	Percent new procurement-managed suppliers screened using environmental and social criteria in each given year by spend (North America only)	Not reported	100%	100%
	Percent procurement-managed suppliers screened using environmental and social criteria by count (North America only)	40%	55%	67%
	Percent procurement-managed suppliers screened using environmental and social criteria by spend (North America only)	Not reported	51%	62%
GRI 305-5	Target: 50% of suppliers by spend, covering purchased goods and services and capital goods, will have SBTs ¹ by 2027 ²	See Environmental Sustainability data disclosures	See Environmental Sustainability data disclosures	See Environmental Sustainability data disclosures

¹ Science-based targets (SBTs)

² Spend activity reflects the fiscal year, January 1-December 31. Suppliers' targets and commitments are assessed after the close of the fiscal year.

Environmental Sustainability

Reference	Disclosure Description	2023	2024	2025
Sustainable Operations				
	Sustainability policy	See 2025 response	See 2025 response	Global Environmental Policy
	Environmental management system certification	ISO 14001 Certification for Protiviti Italy	ISO 14001 Certification for Protiviti Italy	ISO 14001 Certification for Protiviti Italy
	External assurance of reported Scope 1, 2, and 3 emissions	Letter of Assurance — GHG Inventory 2023	Letter of Assurance — GHG Inventory 2024	Letter of Assurance — GHG Inventory 2025
GRI 201-2	Financial implications and other risks and opportunities due to climate change	See 2025 response	See 2025 response	Robert Half Inc. CDP response
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 2023.	Robert Half did not have any material fines or penalties related to compliance with environmental legislation in 2024.	Robert Half did not have any material fines or penalties related to compliance with environmental legislation in 2025.
Emissions				
GRI 305-1	Scope 1 emissions (MTCO ₂ e)			
	Total Scope 1	6,129	6,094	5,357
	— Stationary combustion	2,402	2,228	1,997
	— Mobile combustion	3,183	3,183	2,915
	— Fugitive emissions	544	631	445
GRI 305-2	Scope 2, location-based emissions (MTCO ₂ e)			
	Total Scope 2	10,579	9,471	7,538
	— Purchased electricity	10,498	9,437	7,509
	— Purchased heating, cooling and steam	81	34	29

Environmental Sustainability

Reference	Disclosure Description	2023	2024	2025
Emissions (Cont.)				
GRI 305-2	Scope 2, market-based emissions (MTCO ₂ e)			
	Total Scope 2	9,101	962	540
	— Purchased electricity	9,021	928	511
	— Purchased heating, cooling and steam	81	34	29
GRI 305-3	Scope 3, location-based emissions (MTCO ₂ e)			
	Total Scope 3, without radiative forcing	97,659	85,226	74,526
	— Category 1 - Purchased goods and services	40,654	37,699	29,632
	— Category 2 - Capital goods	6,716	3,326	4,778
	— Category 3 - Fuel- and energy-related activities	3,643	3,299	2,831
	— Category 6 - Business travel	13,520	14,447	13,091
	— <i>Air travel radiative forcing</i> ¹	4,718	4,515	3,605
	— Category 7 - Employee commute	18,117	12,500	11,629
	— Category 7 - Work from home (optional) ²	13,953	11,437	9,930
	— Category 8 - Upstream leased assets	12	1	0.3
	— Category 14 - Franchises (Protiviti member firms)	1,044	2,518	2,636
GRI 305-3	Scope 3, market-based emissions (MTCO ₂ e)			
	Total Scope 3, without radiative forcing	97,591	83,867	73,270
	— Category 1 - Purchased goods and services	40,654	37,699	29,632

¹ Radiative forcing emissions are optionally reported per the GHG Protocol and are therefore excluded from the scope of Robert Half's science-based targets and Scope 3 totals.

² Work from home emissions are optionally reported per the GHG Protocol and are therefore excluded from the scope of Robert Half's science-based targets.

Environmental Sustainability

Reference	Disclosure Description	2023	2024	2025
Emissions (Cont.)				
	— Category 2 - Capital goods	6,716	3,326	4,778
	— Category 3 - Fuel- and energy-related activities	0	0	1,574
	— Category 6 - Business travel	13,520	14,447	13,091
	— <i>Air travel radiative forcing</i> ¹	4,718	4,515	3,605
	— Category 7 - Employee commute	18,117	12,500	11,629
	— Category 7 - Work from home (optional) ²	13,953	11,437	9,930
	— Category 8 - Upstream leased assets	10	1	0.5
	— Category 14 - Franchises (Protiviti member firms)	1,044	2,512	2,636
GRI 305-4	GHG intensity (MTCO₂e/employee)³			
	Location-based intensity	5.5	5.3	4.9
	Market-based intensity	5.5	4.8	4.4
GRI 305-5	GHG emission reduction targets and progress⁴			
	Target: Reduce absolute Scope 1 and 2 GHG emissions 55% by 2032 from 2019 baseline year	23% absolute reduction over 2019 baseline	65% absolute reduction over 2019 baseline	70% absolute reduction over 2019 baseline
	Target: Reduce Scope 3 GHG emissions from business travel and employee commuting 62% per full-time employee by 2032 from 2019 baseline year	52% reduction per full-time employee over 2019 baseline	56% reduction per full-time employee over 2019 baseline	57% reduction per full-time employee over 2019 baseline
	Target: 50% of suppliers by spend, covering purchased goods and services and capital goods, will have SBTs ⁵ by 2027 ⁶	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 2% of suppliers by spend are committed to setting SBTs	41% of suppliers by spend have validated SBTs and 2% of suppliers by spend are committed to setting SBTs

¹ Radiative forcing emissions are optionally reported per the GHG Protocol and are therefore excluded from the scope of Robert Half's science-based targets and Scope 3 totals.

² Work from home emissions are optionally reported per the GHG Protocol and are therefore excluded from the scope of Robert Half's science-based targets.

³ Defined Scope 1, 2, and 3 GHG global emissions per total full-time internal staff and full-time engagement professionals (FTEPs).

⁴ Robert Half's GHG targets are near-term science-based targets aligned to a 1.5°C pathway. All targets have been validated by the Science Based Targets initiative (SBTi).

⁵ Science-based targets (SBTs)

⁶ Spend activity reflects the fiscal year, January 1-December 31. Suppliers' targets and commitments are assessed after the close of the fiscal year.

Environmental Sustainability

Reference	Disclosure Description	2023	2024	2025
Energy and Electricity				
	Total space worldwide (sq. ft.)	2,518,865	2,238,385	2,163,320
GRI 302-1	Energy consumption within the organization (MWh)			
	Total energy consumption	63,309	55,132	48,507
	— Total electricity consumption, facilities and vehicles	31,526	29,266	25,304
	— Total electricity consumption, facilities only	31,258	29,200	24,378
	— Total electricity consumption from renewable sources, facilities only	6,940	27,013	23,688
	— Percent electricity consumption from renewable sources, facilities only	22%	93%	97%
Waste, Water and Biodiversity				
GRI 306-1, GRI 306-3, GRI 306-4, GRI 306-5	Non-hazardous waste: Generation, disposal and diversion (MT)			
	Total non-hazardous waste generated	160.7	90.8	101.6
	— Total directed to disposal	98.3	60.5	55.1
	— Total diverted	62.4	30.3	46.5
	— Total recycled	50.1	26.3	42.8
	— Total composted	12.3	4.0	3.7
	— Total diversion rate	38.8%	33.3%	45.8%
	Non-hazardous waste consumption coverage	2023 waste consumption data represents 16% of our global square footage.	2024 waste consumption data represents 10% of our global square footage.	2025 waste consumption data represents 15% of our global square footage.
GRI 306-1	Hazardous waste generation and impacts	See 2025 response	See 2025 response	Immaterial

Environmental Sustainability

Reference	Disclosure Description	2023	2024	2025
Waste, Water and Biodiversity (Cont.)				
GRI 306-2	E-waste details and actions, including circularity measures, to manage impacts of electronic waste	See 2025 response	See 2025 response	Our company has a defined process to reuse or responsibly recycle end-of-life electronics to prevent them from entering landfills or becoming hazardous waste.
GRI 303-1	Offices in areas of current or projected high or extremely high water stress	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. Source: WRI Aqueduct	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. Source: WRI Aqueduct , accessed on 01/18/2025	36.5% of our offices by count (119 total) are in locations of high or extremely high baseline water stress. This represents 37.4% of our global square footage. Source: WRI Aqueduct , accessed on 02/23/2026
GRI 303-5	Total water consumption (m ³)	38,350	20,472	34,937
	Water consumption coverage	2023 water consumption data represents 35% of our global square footage.	2024 water consumption data represents 15% of our global square footage.	2025 water data represents 25% of our global square footage.
GRI 304-1, GRI 304-2	Biodiversity	See 2025 response	See 2025 response	Robert Half is a professional services company with limited impact on nature and biodiversity. As such, biodiversity is not currently considered material to our business. While biodiversity is not a focus area for quantitative reporting, the Company maintains visibility into potential indirect impacts through a water stress analysis of operations in high-risk regions and a global e-waste management program to ensure responsible end of life handling of electronic equipment.



In this corporate responsibility report, Robert Half has highlighted some of its corporate responsibility efforts during the year ended December 31, 2025; 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 reductions and suppliers covered by science-based 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 2025 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.

