

ROBERT HALF 2022 ESG MATERIALITY ASSESSMENT

Robert Half completed its first formal ESG materiality assessment in early 2022, paving the way for an enterprisewide roadmap for impact. We conducted this assessment in partnership with qb. consulting, a women-owned ESG firm. Together, we identified the ESG risks, opportunities and topics that are most important for, and impactful to, Robert Half and our stakeholders.

This materiality assessment provides further transparency into Robert Half's ongoing ESG journey, and we consider it a foundational step toward combining and solidifying our existing and future ESG efforts into one unified strategy. We plan to review and update our initial materiality assessment when appropriate and consistent with best practices.

Our Assessment Process

Robert Half evaluated the current state of ESG to build our list of potentially material ESG topics. Our work included assessing emerging concerns in our industry and reviewing leading global reporting guidelines, such as the:

- Sustainability Accounting Standards Board (SASB) Materiality Map® for the professional services sector
- Global Reporting Initiative (GRI) Standards
- Taskforce on Climate-Related Financial Disclosures (TCFD)

Using double materiality — which accounts for a company's ability to both generate impacts on, and be affected by, environmental and social factors — we define a topic as "material" if it is likely to impact the sustainable and socially responsible development and financial or operating performance of our company.

We considered a range of perspectives to tailor our list of material ESG topics and to confirm that

it reflects the unique needs of our business and stakeholders. We gathered these perspectives by speaking with our internal and external stakeholders, as well as reviewing:

Key internal documents on business strategy, policies and programs

- Investor communications
- Customer questionnaires
- Surveys of employees and engagement professionals

We identified our areas of influence for each topic based on stakeholder expectations and our management practices. After analyzing this information, we identified 11 material ESG topics.

Robert Half's President and CEO, Senior Vice President and Global Privacy Officer, ESG team, and select enterprisewide leaders reviewed and validated the 11 material topics.

Materiality Topics and Impact Priorities

Our materiality topics illustrate the findings from our inaugural formal materiality assessment and identify the topics that are most likely to impact Robert Half's success and those of the greatest importance to our stakeholders. ESG materiality is dynamic in nature, and we see each topic as important to the business and to our stakeholders and society. Our Enterprise Risk Management process and assessment provide coverage over our identified ESG material areas and impact priorities.

Topics related to human capital management, including diversity, equal access to opportunity and inclusivity, emerged as top priorities in our materiality assessment. Data protection and ethics were also considered critical to Robert Half's stakeholders and core to our approach to business integrity and innovation. While environmental topics were identified as less impactful given the nature of our business and our carbon emissions, we are committed to addressing our environmental footprint by working closely with our stakeholders throughout our value chain.

For information and updates about our progress in addressing each of our 11 topics, please see our annual [Robert Half ESG reports](#).

Robert Half Materiality Topics



Our Governance

- Accountability
- Ethics and integrity
- Board structure
- Maintaining trust through IT security and protection



Our Communities

- Emerging technology and innovation
- Community investment
- Supplier inclusion



Our People

- Diverse workforce and inclusive workplace
- Talent attraction, retention and development
- Talent engagement and well-being



Environment

- Sustainable ecosystem impact

Our Material Topics: Definitions

TOPIC AND DEFINITION

Accountability

Ensuring enterprisewide accountability to our ESG commitments and integration of ESG considerations in decisions around business strategy, capital allocation and risk management

Ethics and Integrity

Promoting a strong culture of ethical business conduct, professional integrity and accountability throughout our global operations and in our corporate governance

Board Structure

Effectively managing the right experience, skills, independence and diversity of our board of directors

Maintaining Trust Through IT Security and Data Protection

Implementing systems and processes that are designed to securely collect, store, share and transfer data of clients, employees, engagement professionals and the company while upholding the right to privacy and protecting data from unwanted parties and unauthorized access

Diverse Workforce and Inclusive Workplace

Recruiting, hiring, promoting and retaining a diverse workforce, including diversity of gender, race, ethnicity and sexual orientation, across our talent ecosystem, from executive management to contract talent professionals that meets the needs of our evolving business and our clients; creating a workplace where all employees feel they belong and are respected, supported and valued

TOPIC AND DEFINITION

Talent Attraction, Retention and Development

Attracting and retaining our talent by providing equal access to career advancement, providing competitive and equitable compensation, and creating learning and development opportunities; helping people navigate workplace transformations and addressing barriers to employment by upskilling, reskilling and enabling people for the future of work

Talent Engagement and Well-Being

Understanding the needs of our talent through continual two-way feedback and communications in order to design guidelines, programs and support that increase well-being and satisfaction

Emerging Technology and Innovation

Embracing new technology and services that meet our stakeholders' evolving needs in a dynamic world, which also includes considering and reviewing the responsible use of the new technology and services

Community Investment

Leveraging company resources, technologies and employee skills to work with our stakeholders to address community needs

Supplier Diversity and Inclusion

Promoting and supporting the growth and development of diverse businesses, including minority-owned, women-owned, LGBTQ+-owned, disability-owned, veteran-owned small businesses and local suppliers as part of our overall supplier base

Sustainable Ecosystem Impact

Prioritizing a strategy that addresses energy consumption and climate change risk, improves efficiencies across our operations and expands opportunities to increase the use of renewable energy sourcing, including working with our stakeholders to meet our environmental and social commitments
