



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Robert Half:

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Robert Half for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Robert Half. Robert Half is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- **Scope 1:** 3,220 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 10,414 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 9,523 metric tons of CO₂ equivalent
- **Scope 3:**
 - Purchased Goods & Services: 24,991 metric tons of CO₂ equivalent
 - Capital Goods: 8,530 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Location-Based): 3,638 metric tons of CO₂ equivalent
 - Fuel- and Energy-Related Activities (Market-Based): 2,727 metric tons of CO₂ equivalent
 - Business Travel (without radiative forcing for air travel): 9,927 metric tons of CO₂ equivalent
 - Business Travel (with radiative forcing for air travel): 13,631 metric tons of CO₂ equivalent
 - Employee Commuting: 33,855 metric tons of CO₂ equivalent
 - Upstream Leased Assets (Location-Based): 31 metric tons of CO₂ equivalent
 - Upstream Leased Assets (Market-Based): 51 metric tons of CO₂ equivalent
 - Franchises: 884 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were primarily estimated and in some cases historical in nature.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- January 1, 2022 to December 31, 2022

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Robert Half;
- Review of documentary evidence produced by Robert Half;
- Review of Robert Half data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Robert Half to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Robert Half has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Robert Half, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems, and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

A handwritten signature in blue ink, appearing to read 'Trevor Donaghu'.

Trevor Donaghu, Lead Verifier
Director of ESG
Apex Companies, LLC
Bay Area, California

A handwritten signature in blue ink, appearing to read 'John Rohde'.

John Rohde, Technical Reviewer
Project Manager
Apex Companies, LLC
Lakewood, Colorado

April 10, 2023

This verification opinion declaration, including the opinion expressed herein, is provided to Robert Half and is solely for the benefit of Robert Half in accordance with the terms of our agreement. We consent to the release of this declaration by you to CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this declaration.