

2022 SUPPLEMENTAL DISCLOSURES FOR BLOOMBERG GENDER EQUALITY INDEX

Robert Half has prepared the following supplemental disclosures to address Bloomberg Gender Equality Index (GEI) disclosures. They represent global data from FY22 and are in addition to our FY22 disclosures that appear in our [2022 ESG Report](#).

Bloomberg GEI Disclosure Description	2022
% of women in senior management	44.1% ¹
% of women in middle management	47.1% ²
% of women in non-managerial positions	58.9% ³
% of women in IT/engineering	36.1% ⁴
% of women total promotions	56.9% ⁵
% of new hires who are women	51.8%
Back-up family care services or subsidies through the company	Robert Half offers back-up family and elder care services to employees in the U.S., Canada, and U.K. These employees represent 77% of our global internal workforce.
Unconscious bias training	Robert Half addresses gender bias and gender stereotyping in our annual global compliance training for all employees. Additionally, Robert Half offers comprehensive unconscious bias training globally to all employees through self-service training materials and our new hire training program. In FY22, we made training materials available in 6 different languages for all employees globally.

¹Note that Robert Half reports on a similar metric in our 2022 ESG report for "total [women] in executive management/senior management," defined as "All Officer, SVP and VP roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2." This percentage as disclosed in our report for FY22 is 25.6%. However, calculating "women in senior management" per GEI's disclosure definition of women "in a VP role or higher and 2 steps from CEO at fiscal year-end," the resulting percentage is 44.1%.

²Note that Robert Half reports on a similar metric in our 2022 ESG report for "total [women] leaders and managers," defined as "All Officer, SVP, VP, Senior Director, Director, Senior Manager and Mid-Level Manager roles across Robert Half and Protiviti, aligning to EEOC codes 1.1 and 1.2." This percentage as disclosed in our report for FY22 is 47.1%. Coincidentally, calculating "women in middle management" per GEI's disclosure definition of women in "management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy 3 or more levels from CEO at fiscal year-end," the resulting percentage is also 47.1%.

³Bloomberg GEI disclosure definition: "Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others."

⁴Note that in our 2022 ESG report, we disclose two separate percentages for women in "IT roles" for Robert Half and Protiviti, respectively. However, these figures do not include an additional percentage of women across the enterprise serving in "Engineering" roles. Our percentage in this addendum represents an enterprisewide (Robert Half and Protiviti) figure for the total number of women serving in IT and Engineering roles.

⁵Note that Robert Half reports on a similar metric in our 2022 ESG report for "total promotions". Calculating "% of women total promotions" per GEI's disclosure definition differs in counting only 1 promotion per employee per year and including employees only if they were employed through the year end.