



ManpowerGroup™

Earnings before Income Taxes, Net Earnings and Net Earnings Per Share – Diluted (“EPS – Diluted”), As Adjusted

Earnings before income taxes, net earnings and EPS - Diluted provided below is as adjusted to exclude certain items.

(in millions, except per share data)

	Three Months Ended March 31, 2024			Three Months Ended June 30, 2024			Three Months Ended September 30, 2024		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 57.5	\$ 39.7	\$ 0.81	\$ 92.4	\$ 60.1	\$ 1.24	\$ 59.2	\$ 22.8	\$ 0.47
Proservia Germany	6.2	6.2	0.13	2.9	2.9	0.06	-	-	-
Argentina Hyperinflation	0.2	0.2	0.00	0.1	0.1	0.00	0.1	0.1	-
Restructuring Costs	-	-	-	-	-	-	37.6	39.0	0.82
Earnings, As Adjusted	\$ 63.9	\$ 46.1	\$ 0.94	\$ 95.4	\$ 63.1	\$ 1.30	\$ 96.9	\$ 61.9	\$ 1.29

	Six Months Ended June 30, 2024			Nine Months Ended September 30, 2024		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 149.9	\$ 99.8	\$ 2.05	\$ 209.1	\$ 122.6	\$ 2.53
Proservia Germany	9.1	9.1	0.19	9.1	9.1	0.19
Argentina Hyperinflation	0.3	0.3	0.01	0.4	0.4	-
Restructuring Costs	-	-	-	37.6	39.0	0.81
Earnings, As Adjusted	\$ 3.0	\$ 109.2	\$ 2.25	\$ 256.2	\$ 171.1	\$ 3.53

	Three Months Ended March 31, 2023			Three Months Ended June 30, 2023			Three Months Ended September 30, 2023		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 110.4	\$ 77.8	\$ 1.51	\$ 95.8	\$ 65.2	\$ 1.29	\$ 54.7	\$ 30.3	\$ 0.60
Restructuring Costs	6.6	5.4	0.10	14.5	11.8	0.23	38.1	34.0	0.68
Argentina Hyperinflation	-	-	-	2.9	2.9	0.06	3.6	3.6	0.07
Philippines Disposition	-	-	-	-	-	-	1.3	1.4	0.03
Earnings, As Adjusted	\$ 117.0	\$ 83.2	\$ 1.61	\$ 113.2	\$ 79.9	\$ 1.58	\$ 97.7	\$ 69.3	\$ 1.38

	Six Months Ended June 30, 2023			Nine Months Ended September 30, 2023		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	\$ 206.2	\$ 143.0	\$ 2.80	\$ 260.9	\$ 173.3	\$ 3.42
Restructuring Costs	21.1	17.2	0.33	59.2	51.1	1.00
Argentina Hyperinflation	2.9	2.9	0.06	6.5	6.5	0.13
Philippines Disposition	-	-	-	1.3	1.4	0.03
Earnings, As Adjusted	\$ 230.2	\$ 163.1	\$ 3.19	\$ 327.9	\$ 232.3	\$ 4.58