

## Operating Profit and EBITA, As Adjusted – Current Year <sup>(1)</sup>

Operating Profit represents Net Earnings (Loss) adjusted to exclude Provision for Income Taxes and Interest and Other Expenses. EBITA further adjusts Operating Profit to exclude Amortization of Intangible Assets and Goodwill Impairment. We consider EBITA to be important because it allows us to better evaluate the underlying profit trends of our business. The calculation of Operating Profit and EBITA provided below is as adjusted to exclude certain items.

(in millions)

	Three Months Ended				Six Months Ended	Nine Months Ended	Twelve Months Ended
	March 31, 2023	June 30, 2023	September 30, 2023	December 31, 2023	June 30, 2023	September 30, 2023	December 31, 2023
<b>Net Earnings (Loss)</b>	<b>\$ 77.8</b>	<b>\$ 65.2</b>	<b>\$ 30.3</b>	<b>\$ (84.5)</b>	<b>\$ 143.0</b>	<b>\$ 173.3</b>	<b>\$ 88.8</b>
Provision for Income Taxes	32.6	30.6	24.4	29.5	63.2	87.6	117.1
Interest and Other Expenses, net	7.5	11.8	15.1	15.5	19.3	34.4	49.9
<b>Operating Profit (Loss)</b>	<b>\$ 117.9</b>	<b>\$ 107.6</b>	<b>\$ 69.8</b>	<b>\$ (39.5)</b>	<b>\$ 225.5</b>	<b>\$ 295.3</b>	<b>\$ 255.8</b>
Operating Profit Margin	2.5%	2.2%	1.5%	-0.9%	2.3%	2.1%	1.4%
Software Impairment	-	-	-	2.2	-	-	2.2
Netherlands Goodwill Impairment	-	-	-	55.1	-	-	55.1
Restructuring	6.6	14.5	38.1	90.0	21.1	59.2	149.2
<b>Operating Profit, As Adjusted</b>	<b>\$ 124.5</b>	<b>\$ 122.1</b>	<b>\$ 107.9</b>	<b>\$ 107.9</b>	<b>\$ 246.6</b>	<b>\$ 354.5</b>	<b>\$ 462.4</b>
Operating Profit Margin, As Adjusted	2.6%	2.5%	2.3%	2.3%	2.6%	2.5%	2.4%
Intangible Asset Amortization Expense	8.8	8.7	8.7	8.4	17.5	26.2	34.6
Netherlands Goodwill Impairment	-	-	-	55.1	-	-	55.1
<b>EBITA</b>	<b>126.7</b>	<b>116.3</b>	<b>78.5</b>	<b>24.0</b>	<b>243.0</b>	<b>321.5</b>	<b>345.5</b>
EBITA Margin	2.7%	2.4%	1.7%	0.5%	2.5%	2.3%	1.8%
Intangible Asset Amortization Expense	8.8	8.7	8.7	8.4	17.5	26.2	34.6
<b>EBITA, As Adjusted</b>	<b>\$ 133.3</b>	<b>\$ 130.8</b>	<b>\$ 116.6</b>	<b>\$ 116.3</b>	<b>\$ 264.1</b>	<b>\$ 380.7</b>	<b>\$ 497.0</b>
EBITA Margin, As Adjusted	2.8%	2.7%	2.5%	2.5%	2.7%	2.7%	2.6%
Revenues from Services	4,752.3	4,856.1	4,675.6	4,630.5	9,608.4	14,284.0	18,914.5

<sup>(1)</sup> Our EBITA definition was updated as of 2023 to exclude Goodwill Impairment. For comparability, we have recast prior years with the updated definition.

	Three Months Ended			
	March 31, 2022	June 30, 2022	September 30, 2022	December 31, 2022
<b>Net Earnings</b>	<b>\$ 91.6</b>	<b>\$ 122.2</b>	<b>\$ 111.3</b>	<b>\$ 48.7</b>
Provision for Income Taxes	44.4	51.8	45.5	41.6
Interest and Other Expenses, net	2.7	6.7	4.7	10.5
<b>Operating Profit</b>	<b>\$ 138.7</b>	<b>\$ 180.7</b>	<b>\$ 161.5</b>	<b>\$ 100.8</b>
<i>Operating Profit Margin</i>	<i>2.7%</i>	<i>3.6%</i>	<i>3.4%</i>	<i>2.1%</i>
U.S. Experis Acquisition Integration Costs	3.7	2.7	5.6	2.7
Loss on Russia Disposition	9.7	-	-	-
Netherlands Goodwill Impairment	-	-	-	50.0
Restructuring	-	-	-	3.6
Hungary Disposition	-	-	-	0.8
<b>Operating Profit, As Adjusted</b>	<b>\$ 152.1</b>	<b>\$ 183.4</b>	<b>\$ 167.1</b>	<b>\$ 157.9</b>
<i>Operating Profit Margin, As Adjusted</i>	<i>3.0%</i>	<i>3.6%</i>	<i>3.5%</i>	<i>3.3%</i>

Intangible Asset Amortization Expense	9.6	9.4	9.1	9.0
Netherlands Goodwill Impairment	-	-	-	50.0
<b>EBITA</b>	<b>148.3</b>	<b>190.1</b>	<b>170.6</b>	<b>159.8</b>
<i>EBITA Margin</i>	<i>2.9%</i>	<i>3.7%</i>	<i>3.6%</i>	<i>3.3%</i>

Intangible Asset Amortization Expense	9.6	9.4	9.1	9.0
<b>EBITA, As Adjusted</b>	<b>\$ 161.7</b>	<b>\$ 192.8</b>	<b>\$ 176.2</b>	<b>\$ 166.9</b>
<i>EBITA Margin, As Adjusted</i>	<i>3.1%</i>	<i>3.8%</i>	<i>3.7%</i>	<i>3.5%</i>

Revenues from Services	5,143.3	5,074.1	4,800.9	4,809.2
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Six Months Ended	Nine Months Ended	Year Ended
June 30, 2022	September 30, 2022	December 31, 2022
<b>\$ 213.8</b>	<b>\$ 325.1</b>	<b>\$ 373.8</b>
96.2	141.7	183.3
9.4	14.1	24.6
<b>\$ 319.4</b>	<b>\$ 480.9</b>	<b>\$ 581.7</b>
3.1%	3.2%	2.9%
6.4	12.0	14.7
9.7	9.7	9.7
-	-	50.0
-	-	3.6
-	-	0.8
<b>\$ 335.5</b>	<b>\$ 502.6</b>	<b>\$ 660.5</b>
3.3%	3.3%	3.3%

19.0	28.1	37.1
-	-	50.0
<b>338.4</b>	<b>509.0</b>	<b>668.8</b>
3.3%	3.4%	3.4%

19.0	28.1	37.1
<b>\$ 354.5</b>	<b>\$ 530.7</b>	<b>\$ 697.6</b>
3.5%	3.5%	3.5%

10,217.4	15,018.3	19,827.5
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