



ManpowerGroup™

Free Cash Flow

Free Cash Flow is commonly discussed by us during our quarterly conference calls. The calculation is provided below.

(in millions)	Three Months Ended September 30		Nine Months Ended September 30	
	2024	2023	2024	2023
Cash provided by operating activities	\$ 83.5	\$ 265.7	\$ 61.6	\$ 234.5
Capital expenditures	(16.1)	(20.5)	(39.8)	(55.1)
Free cash flow	\$ 67.4	\$ 245.2	\$ 21.8	\$ 179.4

(in millions)	Year Ended December 31				
	2023	2022	2021	2020	2019
Cash provided by operating activities	\$ 348.2	\$ 423.3	\$ 644.8	\$ 936.4	\$ 814.4
Capital expenditures	(78.2)	(75.6)	(64.2)	(50.7)	(52.9)
Free cash flow	\$ 270.0	\$ 347.7	\$ 580.6	\$ 885.7	\$ 761.5