



ManpowerGroup™

Operating Profit and EBITA, As Adjusted – Constant Currency

EBITA is defined herein as Operating Profit before Amortization of Intangible Assets and Goodwill Impairment. EBITA is further adjusted to exclude certain items, noted below, to derive EBITA, as adjusted.

(in millions)

	Three Months Ended March 31			
	2024	2023	Amount Reported	Constant Currency
Operating Profit	\$ 65.9	\$ 117.9	(44.1%)	(41.7%)
Intangible Asset Amortization Expense	8.3	8.8		
EBITA	74.2	126.7	(41.4%)	(39.2%)
<i>EBITA Margin</i>	1.7%	2.7%		
Proservia Germany	6.2	-		
Restructuring	-	6.6		
EBITA, as adjusted	\$ 80.4	\$ 133.3	(39.6%)	(37.6%)
<i>EBITA Margin, as adjusted</i>	1.8%	2.8%		