



ManpowerGroup

### Average Daily Revenue Growth - Constant Currency

Average daily revenue ("ADR") represents our revenues divided by the number of billing days in the period. The ADR growth in constant currency calculation removes the impact of both changes in foreign currency exchange rates and any difference in the number of billing days between periods. We believe that the ADR calculation is a useful measure as it indicates the underlying growth of our operations.

Three Months Ended March 31, 2024 Compared to 2023 <sup>(a)</sup>						
	Reported Amount <sup>(b)</sup>	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Number of Days (In Constant Currency)	Average Daily Revenue Growth (In Constant Currency)
Revenues from services:						
Americas:						
United States	\$ 680.4	(8.3) %	- %	(8.3) %	(0.8) %	(7.5) %
Other Americas	356.0	(8.4)	(20.9)	12.5	(3.7)	16.2
	<u>1,036.4</u>	(8.3)	(7.2)	(1.1)	(1.4)	0.3
Southern Europe:						
France	1,119.3	(4.3)	1.1	(5.4)	-	(5.4)
Italy	404.3	(4.2)	1.2	(5.4)	0.7	(6.1)
Other Southern Europe	457.7	(3.9)	(0.6)	(3.3)	(1.9)	(1.4)
	<u>1,981.3</u>	(4.2)	0.7	(4.9)	(0.3)	(4.6)
Northern Europe	870.3	(10.1)	2.0	(12.1)	(2.3)	(9.8)
APME	535.1	(11.7)	(6.9)	(4.8)	(2.2)	(2.6)
	<u>4,423.1</u>					
Intercompany Eliminations	(19.8)					
Consolidated	<u>\$ 4,403.3</u>	(7.3)	(1.8)	(5.5)	(1.2)	(4.3)

(a) Effective January 1, 2024, our segment reporting was realigned to include our Puerto Rico business within Other Americas. Accordingly, our reportable segment, United States, is now adjusted to exclude Puerto Rico. All previously reported results have been restated to conform to the current year presentation.

(b) In millions for the three months ended March 31 2024.