

## Operating Profit and EBITA, As Adjusted – Current Year

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 March 31, 2024
<b>Net Earnings</b>	<b>\$ 39.7</b>
Provision for Income Taxes	17.8
Interest and Other Expenses, net	8.4
<b>Operating Profit</b>	<b>\$ 65.9</b>
<i>Operating Profit Margin</i>	<i>1.5%</i>
Proservia Germany	6.2
<b>Operating Profit, As Adjusted</b>	<b>\$ 72.1</b>
<i>Operating Profit Margin, As Adjusted</i>	<i>1.6%</i>
Intangible Asset Amortization Expense	8.3
<b>EBITA</b>	<b>74.2</b>
<i>EBITA Margin</i>	<i>1.7%</i>
Intangible Asset Amortization Expense	8.3
<b>EBITA, As Adjusted</b>	<b>\$ 80.4</b>
<i>EBITA Margin, As Adjusted</i>	<i>1.8%</i>

	Three Months Ended
	March 31, 2023
<b>Net Earnings</b>	<b>\$ 77.8</b>
Provision for Income Taxes	32.6
Interest and Other Expenses, net	7.5
<b>Operating Profit</b>	<b>\$ 117.9</b>
<i>Operating Profit Margin</i>	2.5%
Restructuring	6.6
<b>Operating Profit, As Adjusted</b>	<b>\$ 124.5</b>
<i>Operating Profit Margin, As Adjusted</i>	2.6%

Intangible Asset Amortization Expense	8.8
<b>EBITA</b>	<b>126.7</b>
<i>EBITA Margin</i>	2.7%

Intangible Asset Amortization Expense	8.8
<b>EBITA, As Adjusted</b>	<b>\$ 133.3</b>
<i>EBITA Margin, As Adjusted</i>	2.8%