



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 December 31, 2025, Compared to 2024 ^(a)						
	Reported Amount ^(b)	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	681.7	(1.5)%	—	(1.5)%	0.0%	(1.5)%
Other Americas	451.7	18.3%	2.3%	16.0%	2.8%	13.2%
	<u>\$ 1,133.4</u>	5.6%	0.8%	4.7%	0.4%	4.3%
Southern Europe:						
France	1,170.9	5.4%	8.8%	(3.4)%	0.0%	(3.4)%
Italy	485.9	16.0%	9.7%	6.4%	(0.8)%	7.2%
Other Southern Europe	590.7	15.1%	10.2%	4.9%	(4.7)%	9.6%
	<u>2,247.5</u>	10.0%	9.3%	0.7%	(0.2)%	0.9%
Northern Europe	819.1	6.6%	7.7%	(1.1)%	0.1%	(1.2)%
APME	<u>519.7</u>	(0.5)%	(0.6)%	0.2%	(1.5)%	1.7%
Intercompany Eliminations	<u>(6.6)</u>					
Consolidated	<u>\$ 4,713.1</u>	7.1%	5.8%	1.3%	(0.2)%	1.5%

(a) In millions for the three months ended December 31, 2025.

(b) Effective January 1, 2025, our segment reporting was realigned to include our Morocco business within Other Southern Europe. Accordingly, France is now adjusted to exclude Morocco. All previously reported results have been recast to conform to the current year presentation.

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