



Operating Profit and EBITA, As Adjusted – 10 Year

Operating Profit represents Net Earnings adjusted to exclude Provision for Income Taxes and Interest and Other Expenses (Income), Net. 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 adjusted to exclude certain items.

| (in millions) | Year Ended December 31 | | | | |
|--|------------------------|-------------|-------------|-------------|-------------|
| | 2025 | 2024 | 2023 | 2022 | 2021 |
| Net (Loss) Earnings | \$ (13.3) | \$ 145.1 | \$ 88.8 | \$ 373.8 | \$ 382.4 |
| Provision for Income Taxes | 106.7 | 111.7 | 117.1 | 183.3 | 185.7 |
| Interest and Other Expenses, net | 56.7 | 49.2 | 49.9 | 24.6 | 17.3 |
| Operating Profit | \$ 150.1 | \$ 306.0 | \$ 255.8 | \$ 581.7 | \$ 585.4 |
| <i>Operating Profit Margin</i> | 0.8% | 1.7% | 1.4% | 2.9% | 2.8% |
| Impairment of Goodwill and Other Intangible Assets | 88.7 | | 55.1 | 50.0 | |
| Restructuring Costs | 64.2 | 53.6 | 149.2 | 3.6 | 5.3 |
| Dispositions | 2.4 | 1.6 | | 10.5 | |
| Proservia Germany | | 9.1 | | | |
| Software Impairment Charge | | | 2.2 | | |
| U.S. Experis Acquisition Integration Costs | | | | 14.7 | 18.8 |
| Operating Profit, As Adjusted | \$ 305.4 | \$ 370.3 | \$ 462.4 | \$ 660.5 | \$ 609.5 |
| <i>Operating Profit Margin, As Adjusted</i> | 1.7% | 2.1% | 2.4% | 3.3% | 2.9% |
| Revenues from Services | \$ 17,957.1 | \$ 17,853.9 | \$ 18,914.5 | \$ 19,827.5 | \$ 20,724.4 |
| Intangible Asset Amortization Expense | 31.3 | 32.7 | 34.6 | 37.1 | 24.2 |
| EBITA | \$ 270.1 | \$ 338.7 | \$ 345.5 | \$ 668.8 | \$ 609.6 |
| <i>EBITA Margin</i> | 1.5% | 1.9% | 1.8% | 3.4% | 2.9% |
| EBITA, As Adjusted | \$ 336.7 | \$ 403.0 | \$ 497.0 | \$ 697.6 | \$ 633.7 |
| <i>EBITA Margin, As Adjusted</i> | 1.9% | 2.3% | 2.6% | 3.5% | 3.1% |

| (in millions) | Year Ended December 31 | | | | |
|--|------------------------|-----------------|-----------------|-----------------|-----------------|
| | 2020 | 2019 | 2018 | 2017 | 2016 |
| Net Earnings | \$ 23.8 | \$ 465.7 | \$ 556.7 | \$ 545.4 | \$ 443.7 |
| Provision for Income Taxes | 123.9 | 219.8 | 198.0 | 191.9 | 257.6 |
| Interest and Other Expenses, net | 39.9 | (40.6) | 42.0 | 51.9 | 44.2 |
| Operating Profit | \$ 187.6 | \$ 644.9 | \$ 796.7 | \$ 789.2 | \$ 745.5 |
| <i>Operating Profit Margin</i> | <i>1.0%</i> | <i>3.1%</i> | <i>3.6%</i> | <i>3.8%</i> | <i>3.8%</i> |
| Restructuring Costs | 110.7 | 39.8 | 39.3 | 34.5 | |
| Impairment of Goodwill and Other Intangible Assets | 66.8 | 65.6 | | | |
| Software Impairment Charge | 6.0 | | | | |
| Dispositions | 5.8 | | | | |
| Gain from Deconsolidation of ManpowerGroup Greater China Limited | | (30.4) | | | |
| Operating Profit, As Adjusted | \$ 376.9 | \$ 719.9 | \$ 836.0 | \$ 823.7 | \$ 745.5 |
| <i>Operating Profit Margin, As Adjusted</i> | <i>2.1%</i> | <i>3.5%</i> | <i>3.8%</i> | <i>3.9%</i> | <i>3.8%</i> |

| | | | | | |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Revenues from Services | \$ 18,001.0 | \$ 20,863.5 | \$ 21,991.2 | \$ 21,034.3 | \$ 19,654.1 |
| Intangible Asset Amortization Expense | 27.2 | 29.8 | 35.1 | 34.6 | 36.0 |

| | | | | | |
|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| EBITA | \$ 281.6 | \$ 740.3 | \$ 831.8 | \$ 823.8 | \$ 781.5 |
| <i>EBITA Margin</i> | <i>1.6%</i> | <i>3.5%</i> | <i>3.8%</i> | <i>3.9%</i> | <i>4.0%</i> |

| | | | | | |
|----------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| EBITA, As Adjusted | \$ 404.1 | \$ 749.7 | \$ 871.1 | \$ 858.3 | \$ 781.5 |
| <i>EBITA Margin, As Adjusted</i> | <i>2.2%</i> | <i>3.6%</i> | <i>4.0%</i> | <i>4.1%</i> | <i>4.0%</i> |

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