

**Operating Profit and EBITA, As Adjusted**

Operating Profit represents Net Earnings adjusted to exclude Provision for Income Taxes and Interest and Other Expenses. EBITA further adjusts Operating Profit to exclude Amortization of Intangible Assets. 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, 2025	
Net Earnings	\$	5.6
Provision for Income Taxes		11.1
Interest and Other Expenses, net		11.5
Operating Profit	\$	28.2
<i>Operating Profit Margin</i>		<i>0.7%</i>
Restructuring Costs		15.8
Operating Profit, As Adjusted	\$	44.0
<i>Operating Profit Margin, As Adjusted</i>		<i>1.1%</i>

Revenues from Services	\$	4,090.3
Intangible Asset Amortization Expense		8.1

EBITA	\$	36.3
<i>EBITA Margin</i>		<i>0.9%</i>

EBITA, As Adjusted	\$	52.1
<i>EBITA Margin, As Adjusted</i>		<i>1.3%</i>

Posted on 17 April 2025