

Operating Profit and EBITA, As Adjusted – Constant Currency

EBITA is defined herein as Operating Profit before Amortization of Intangible Assets. EBITA is further adjusted to exclude certain items to derive EBITA, As Adjusted.

(in millions)

	Three Months Ended March 31			
	2025	2024	Amount Reported	Constant Currency
Operating Profit	\$ 28.2	\$ 65.9	(57.2%)	(52.6%)
Intangible Asset Amortization Expense	8.1	8.3		
EBITA	36.3	74.2	(51.1%)	(46.9%)
<i>EBITA Margin</i>	<i>0.9%</i>	<i>1.7%</i>		
Restructuring Costs	15.8	-		
Proservia Germany	-	6.2		
EBITA, as adjusted	\$ 52.1	\$ 80.4	(35.3%)	(31.6%)
<i>EBITA Margin, as adjusted</i>	<i>1.3%</i>	<i>1.8%</i>		

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