

Operating Profit and EBITA, As Adjusted – Constant Currency

EBITA is defined herein as operating profit before amortization of intangible assets and impairment charges. EBITA is further adjusted to exclude certain items to derive EBITA, As Adjusted.

(in millions)

	Three Months Ended September 30							
					Amount	Constant		
	2025			2024	Reported	Currency		
Operating Profit	\$	66.6	\$	70.8	(6.1%)	(3.5%)		
Intangible Asset Amortization Expense		7.9		8.2				
EBITA		74.5		79.0	(5.8%)	(3.6%)		
EBITA Margin		1.6%		1.7%				
Restructuring Costs		21.4		37.6				
EBITA, as adjusted	\$	95.9	\$	116.6	(17.8%)	(22.1%)		
EBITA Margin, as adjusted		2.1%		2.6%				

	Nine Months Ended September 30							
		2025		2024	Amount	Constant		
	2025		2024		Reported	Currency		
Operating Profit	\$	69.5	\$	237.8	(70.8%)	(70.0%)		
Intangible Asset Amortization Expense		24.3		24.6				
United Kingdom Goodwill Impairment		33.4		-				
Switzerland Goodwill Impairment		24.7		-				
Switzerland Intangible Asset Impairment		30.6		-				
EBITA		182.5		262.4	(30.5%)	(32.5%)		
EBITA margin		1.4%		2.0%				
Restructuring Costs		51.6		37.6				
Dispositions		2.4		-				
Proservia Germany		-		9.1				
EBITA, as adjusted	\$	236.5	\$	309.1	(23.5%)	(25.7%)		
EBITA Margin, as adjusted		1.8%		2.3%				