



ManpowerGroup™

### 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, noted below, to derive EBITA, as adjusted.

(in millions)

#### Three Months Ended March 31

	2022	2021	Amount Reported	Constant Currency
Operating Profit	\$ 138.7	\$ 98.4	40.9%	49.3%
Intangible Asset Amortization Expense	9.6	5.5		
EBITA	148.3	103.9	42.7%	50.9%
<i>EBITA Margin</i>	2.9%	2.1%		
ertain Integration Costs	3.7	-		
Loss on Disposition	9.7	-		
EBITA, as adjusted	\$ 161.7	\$ 103.9	55.6%	64.1%
<i>EBITA Margin, as adjusted</i>	3.1%	2.1%		