

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 June 30				
	2025	2024	Amount Reported	Constant Currency
Operating Profit (Loss)	\$ (25.3)	\$ 101.1	(125.0%)	(127.9%)
Intangible Asset Amortization Expense	8.3	8.1		
United Kingdom Goodwill Impairment	33.4	-		
Switzerland Goodwill Impairment	24.7	-		
Switzerland Intangible Asset Impairment	30.6	-		
EBITA	71.7	109.2	(34.4%)	(43.5%)
<i>EBITA Margin</i>	<i>1.6%</i>	<i>2.4%</i>		
Restructuring Costs	14.4	-		
Dispositions	2.4	-		
Proservia Germany	-	2.9		
EBITA, as adjusted	\$ 88.5	\$ 112.1	(21.0%)	(25.3%)
<i>EBITA Margin, as adjusted</i>	<i>2.0%</i>	<i>2.5%</i>		

Six Months Ended June 30				
	2025	2024	Amount Reported	Constant Currency
Operating Profit	\$ 2.9	\$ 167.0	(98.3%)	(98.2%)
Intangible Asset Amortization Expense	16.4	16.4		
United Kingdom Goodwill Impairment	33.4	-		
Switzerland Goodwill Impairment	24.7	-		
Switzerland Intangible Asset Impairment	30.6	-		
EBITA	108.0	183.4	(41.1%)	(44.9%)
<i>EBITA margin</i>	<i>1.3%</i>	<i>2.1%</i>		
Restructuring Costs	30.2	-		
Dispositions	2.4	-		
Proservia Germany	-	9.1		
EBITA, as adjusted	\$ 140.6	\$ 192.5	(27.0%)	(27.9%)
<i>EBITA Margin, as adjusted</i>	<i>1.6%</i>	<i>2.2%</i>		

Posted on 17 July 2025