ManpowerGroup™

Earnings before Income Taxes, Net Earnings and Net Earnings Per Share – Diluted ("EPS – Diluted"), As Adjusted

Earnings before income taxes, net earnings and EPS - Diluted provided below is adjusted to exclude certain items.

(in millions, except per share data)

	Three Months Ended								
	March 31, 2026			June 30, 2026			September 30, 2026		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	$ 15.4	$ 2.5	$ 0.05	$ 92.4	$ 53.5	$ 1.13	$ 68.0	$ 34.1	$ 0.71
Restructuring Costs	15.9	13.1	0.28	6.7	5.1	0.11	8.0	6.0	0.12
Strategic Transformation Program Costs	10.1	8.4	0.18	7.1	6.0	0.12	8.4	7.0	0.15
Argentina Hyperinflation	(0.1)	(0.1)	-	0.6	0.6	0.01	0.2	0.2	-
Liquidation of a Discontinued Business	-	-	-	5.5	5.5	0.12	-	-	-
Sale of Jefferson Wells U.S. Business	-	-	-	(30.0)	(23.8)	(0.50)	1.7	1.3	0.03
Earnings, As Adjusted	$ 41.3	$ 23.9	$ 0.51	$ 82.3	$ 46.9	$ 0.99	$ 86.3	$ 48.6	$ 1.01

	Six Months Ended June 30, 2026			Nine Months Ended September 30, 2026		
	Pre-tax Earnings	Net Earnings	EPS - Diluted	Pre-tax Earnings	Net Earnings	EPS - Diluted
Earnings, As Reported	$ 107.8	$ 56.0	$ 1.19	$ 175.8	$ 90.1	$ 1.89
Restructuring Costs	22.6	18.2	0.39	30.6	24.2	0.51
Strategic Transformation Program Costs	17.2	14.4	0.30	25.6	21.4	0.45
Argentina Hyperinflation	0.5	0.5	0.01	0.7	0.7	0.01
Liquidation of a Discontinued Business	5.5	5.5	0.12	5.5	5.5	0.12
Sale of Jefferson Wells U.S. Business	(30.0)	(23.8)	(0.50)	(28.3)	(22.5)	(0.47)
Earnings, As Adjusted	$ 123.6	$ 70.8	$ 1.51	$ 209.9	$ 119.4	$ 2.51

Posted on 15 October 2026