Average Daily Revenue Growth - Constant Currency

Average daily revenue ("ADR") represents our revenues divided by the number of billing days in the period. The ADR growth in constant currency calculation removes the impact of both changes in foreign currency exchange rates and any difference in the number of billing days between periods. We believe that the ADR calculation is a useful measure as it indicates the underlying growth of our operations.

	Three Months Ended September 30, 2026, Compared to 2025[(a)]					
	Reported Amount	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Number of Days (In Constant Currency)	Average Daily Revenue Growth (In Constant Currency)
Revenues from services:						
Americas:						
United States	728.8	5.5%	—	5.5%	—	5.5%
Other Americas	517.9	27.0%	5.3%	21.7%	1.8%	19.9%
	$ 1,246.7	13.5%	2.0%	11.5%	0.8%	10.7%
Southern Europe:						
France	1,132.9	(3.5)%	(1.6)%	(1.9)%	—	(1.9)%
Italy	483.1	4.5%	(1.7)%	6.2%	0.8%	5.4%
Other Southern Europe	611.9	7.5%	0.5%	7.0%	—	7.0%
	2,227.9	1.0%	(1.1)%	2.1%	0.2%	1.9%
Northern Europe	860.6	5.4%	(0.5)%	5.9%	(1.2)%	7.1%
APME	514.9	(1.1)%	(5.4)%	4.3%	(0.7)%	5.0%
	4,850.1					
Intercompany Eliminations	(10.1)					
Consolidated	$ 4,840.0	4.4%	(0.8)%	5.2%	—	5.2%

(a) In millions for the three months ended September 30, 2026.

	Nine Months Ended September 30, 2026, Compared to 2025[a]					
	Reported Amount	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Number of Days (In Constant Currency)	Average Daily Revenue Growth (In Constant Currency)
Revenues from services:						
Americas:						
United States	$ 2,098.0	2.2%	—	2.2%	—	2.2%
Other Americas	1,476.6	27.1%	5.4%	21.7%	0.3%	21.4%
	3,574.6	11.2%	2.0%	9.2%	0.3%	8.9%
Southern Europe:						
France	3,379.1	2.8%	3.6%	(0.8)%	—	(0.8)%
Italy	1,479.7	10.7%	3.8%	6.9%	0.6%	6.3%
Other Southern Europe	1,779.1	13.8%	6.1%	7.7%	0.2%	7.5%
	6,637.9	7.3%	4.3%	3.0%	0.1%	2.9%
Northern Europe	2,476.2	5.7%	3.7%	2.0%	(0.6)%	2.6%
APME	1,544.1	1.4%	(4.3)%	5.7%	(0.4)%	6.1%
	14,232.8					
Intercompany Eliminations	(22.2)					
Consolidated	$ 14,210.6	7.3%	2.6%	4.7%	—	4.7%

(a) In millions for the nine months ended September 30, 2026.

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