Consolidated Results - Constant Currency And Organic Constant Currency

Changes in our financial results include the impact of changes in foreign currency exchange rates, acquisitions and dispositions. We provide "constant currency" and "organic constant currency" calculations in this report to remove the impact of these items. We express year-over-year variances that are calculated in constant currency and organic constant currency as a percentage.

When we use the term "constant currency," it means that we have translated financial data for a period into United States dollars using the same foreign currency exchange rates that we used to translate financial data for the previous period. We believe that this calculation is a useful measure, indicating the actual growth of our operations. We use constant currency results in our analysis of subsidiary or segment performance, including Argentina which operates in a hyperinflationary economy. We also use constant currency when analyzing our performance against that of our competitors. Substantially all of our subsidiaries derive revenues and incur expenses within a single country and, consequently, do not generally incur currency risks in connection with the conduct of their normal business operations. Changes in foreign currency exchange rates primarily impact reported earnings and not our actual cash flow unless earnings are repatriated.

When we use the term "organic constant currency," it means that we have further removed the impact of acquisitions in the current period and dispositions from the prior period from our constant currency calculation. We believe that this calculation is useful because it allows us to show the actual growth of our ongoing business.

The constant currency and organic constant currency financial measures are used to supplement those measures that are in accordance with United States Generally Accepted Accounting Principles ("GAAP"). These Non-GAAP financial measures may not provide information that is directly comparable to that provided by other companies in our industry, as other companies may calculate such financial results differently. These Non-GAAP financial measures are not measurements of financial performance under GAAP, and should not be considered as alternatives to measures presented in accordance with GAAP.

	Three Months Ended September 30, 2026, Compared to 2025					
	Reported Amount[(a)]	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Acquisitions and Dispositions (in Constant Currency)	Variance in Organic Constant Currency
Revenues from services	$ 4,840.0	4.4%	(0.8)%	5.2%	(0.4)%	5.6%
Cost of services	4,072.7					
Gross profit	767.3	(0.2)%	(0.6)%	0.4%	(1.0)%	1.4%
Gross profit margin	*15.9%*	*(70) bps*				
Selling and administrative expenses	685.0	(2.5)%	(0.5)%	(2.0)%	(0.7)%	(1.3)%
Selling and administrative expenses as a % of revenues	*14.2%*					
Operating profit	82.3	23.7%	(2.5)%	26.2%	(4.5)%	30.7%
Operating profit margin	*1.7%*	*30 bps*				
Interest and other expenses, net	14.3					
Earnings before income taxes	68.0					
Provision for income taxes	33.9					
Effective income tax rate	*49.8%*					
Net earnings	$ 34.1					
Net earnings per share - diluted	$ 0.71	84.4%	(3.6)%	87.9%		
Weighted average shares - diluted	48.1					

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

	Nine Months Ended September 30, 2026, Compared to 2025					
	Reported Amount[(b)]	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Acquisitions and Dispositions (in Constant Currency)	Variance in Organic Constant Currency
Revenues from services	$ 14,210.6	7.3%	2.6%	4.7%	(0.3)%	5.0%
Cost of services	11,940.0					
Gross profit	2,270.6	1.8%	2.3%	(0.5)%	(0.6)%	0.1%
Gross profit margin	*16.0%*	*(80) bps*				
Selling and administrative expenses	2,048.0	(5.3)%	2.1%	(7.4)%	(0.4)%	(7.0)%
Selling and administrative expenses as a % of revenues	*14.4%*					
Operating profit	222.6	220.4%	6.6%	213.8%	(15.4)%	229.2%
Operating profit margin	*1.6%*	*110 bps*				
Interest and other expenses, net	46.8					
Earnings before income taxes	175.8					
Provision for income taxes	85.7					
Effective income tax rate	*48.7%*					
Net earnings	$ 90.1					
Net earnings per share - diluted	$ 1.89	N/A	N/A	N/A		
Weighted average shares - diluted	47.6					

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

Posted on 15 October 2026