



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 September 30

	2024	2023	Amount Reported	Constant Currency
Operating Profit	\$ 70.8	\$ 69.8	1.5%	4.5%
Intangible Asset Amortization Expense	8.2	8.7		
EBITA	79.0	78.5	0.7%	3.4%
<i>EBITA Margin</i>	<i>1.7%</i>	<i>1.7%</i>		
Restructuring	37.6	38.1		
EBITA, as adjusted	\$ 116.6	\$ 116.6	0.1%	2.1%
<i>EBITA Margin, as adjusted</i>	<i>2.6%</i>	<i>2.5%</i>		

Nine Months Ended September 30

	2024	2023	Amount Reported	Constant Currency
Operating Profit	\$ 237.8	\$ 295.3	(19.5%)	(15.6%)
Intangible Asset Amortization Expense	24.6	26.2		
EBITA	262.4	321.5	(18.4%)	(14.9%)
EBITA margin	2.0%	2.3%		
Proservia Germany	9.1	-		
Restructuring Costs	37.6	59.2		
EBITA, as adjusted	\$ 309.1	\$ 380.7	(18.8%)	(15.8%)
EBITA Margin, as adjusted	2.3%	2.7%		