ManpowerGroup Inc.

MAN

NYSE; other; SIC 7363, Services-Help Supply Services; CIK 0000871763

C/D

on the C/D boundary of 315 graded peers in other

rank 184 of 315; percentile 58.3; sampling error 2.7 points; lower is stronger

A B C D E

C/D, the tortoise



Scoreboard

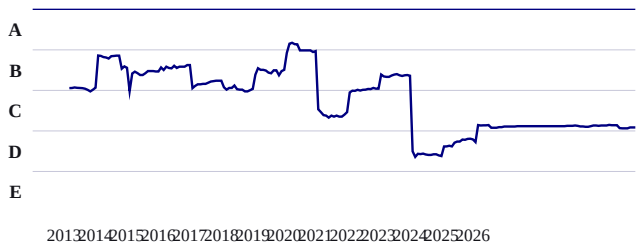
Profitability	C percentile 44.3
Solvency	C percentile 47.2
Growth and financing	C/D percentile 62.2
Reliability	0.94 AUC filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025
Peer failure rate	0.52% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	over $2.67B assets total assets $9.2B
Standard universe	inside revenue above $1M and assets above $10M
Warnings	none triggered not computable: distress
Inputs computable	9 of 13
Graded from	filings received through Feb 23, 2026 273 days before the rescan; latest periodic filing 10-Q received Oct 30, 2026
Last close	$43.99 2026-11-20; market equity $2.0B; no price enters the letter

Share price, twelve months to the rescan



Split-adjusted close. Each lollipop is a rescan and carries the letter held then.

Letter at every rescan, 2012 to 2026



Sector percentile at each rescan, stronger toward the top; facts filed by each date only.

Business, in the company's words

opening of Item 1 of the 10-K received Feb 23, 2026

ManpowerGroup Inc. is a global leader in innovative workforce solutions. Through our network of approximately 2,100 offices in more than 70 countries and territories, we put millions of people to work each year with our global, multinational and local clients across all major industry segments. Our strong and distinct brands provide specialized solutions that drive organizations forward, accelerate individual success and help build more sustainable communities. We power the future of work.

The thirteen inputs

lower percentile is stronger; sleeves and inputs within a sleeve carry equal weight

Input	Value	Peer median	Percentile, 0 to 100	Pct	Peers	Period end
Profitability, sleeve percentile 44.3						
Gross profitability	32.7%	26.7%		37.9	265	2025-12-31
Return on invested capital	not computable	10.0%				
pretax income must exceed the validity floor and imply a 0%-100% tax rate						
Accruals ratio	1.0%	(5.7%)		86.9	458	2025-12-31

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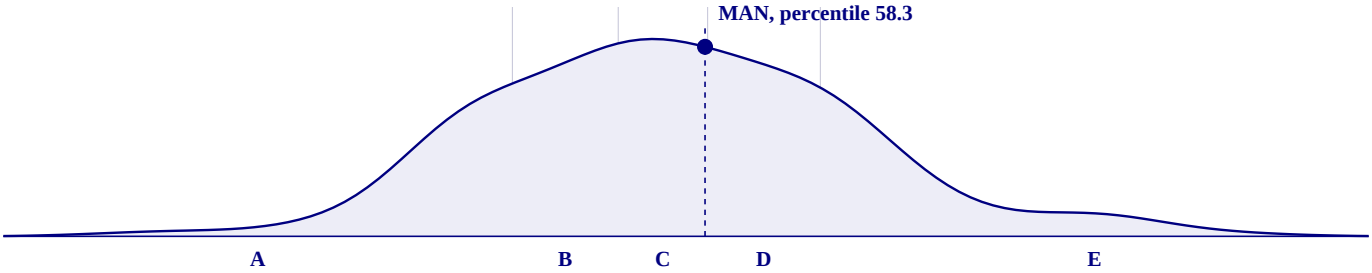
Gross margin stability, five years	0.6 pts	2.2 pts	8.2	195	2025-12-31
Solvency, sleeve percentile 47.2					
Altman Z double-prime	not computable	2.06			
one or more required annual facts are missing					
Net debt to EBITDA	0.77x	2.37x	23.8	173	2025-12-31
Interest coverage	1.57x	2.93x	57.1	78	2025-12-31
Current ratio	1.11x	1.33x	60.5	462	2025-12-31
Growth and financing, sleeve percentile 62.2					
Revenue growth, three-year compound	(3.2%)	4.9%	76.3	376	2025-12-31
Free cash flow growth, three-year compound	not computable	8.7%			
current FCF must be positive and base FCF must exceed $100,000					
Reinvestment rate	not computable	13.3%			
pretax income must exceed the validity floor and imply a 0%-100% tax rate					
Asset growth, three years	0.1%	4.1%	67.6	402	2025-12-31
Net share issuance, one year	(0.6%)	(0.5%)	42.8	354	2026-02-19

Among 315 peers

other; letters are fifths of this list



Composite score of every graded peer, smoothed; vertical rules are the letter band edges; stronger to the left.

Rank	Company	Percentile	Letter	Warnings
179	Warner Music Group Corp. (WMG)	56.7	C	
180	Delta AIR Lines, Inc. (DAL)	57.0	C	
181	Equifax Inc. (EFX)	57.3	C/D	
182	GEE Group Inc. (JOB)	57.6	C/D	
183	Republic Services, Inc. (RSG)	58.0	C/D	
184	ManpowerGroup Inc. (MAN)	58.3	C/D	
185	Compass Minerals International Inc. (CMP)	58.6	C/D	
186	Strata Critical Medical, Inc. (SRTA)	58.9	C/D	fortress balance sheet
187	Heritage Global Inc. (HGBL)	59.2	C/D	fortress balance sheet
188	TrueBlue, Inc. (TBI)	59.6	C/D	short runway, fortress balance sheet
189	International Seaways, Inc. (INSW)	59.9	C/D	

What the price implies

at the 2026-11-20 close; none of these enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	90.3%	0.4%	95
Distance from 52-week high	(30.2%)	(28.8%)	47
EBIT to enterprise value	6.3%	4.6%	66
Free cash flow yield	(7.9%)	4.1%	15
Book value to price	1.05	0.39	84
Sales to price	8.79	0.75	94
Composite equity issuance, five years	(37.4%)	(9.5%)	9
Relative strength against the sector, log excess return	0.52	(0.12)	95

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Twelve-month failure probability, CHS model	not computable	0.04%

Diagnostics

shown on every report; none enters the grade

Measure	Value
Piotroski F-score 2 of 9, period end 2025-12-31	
Return on assets above zero	fail
Operating cash flow above zero	fail
Return on assets improved	fail
Operating cash flow exceeds net income	fail
Long-term leverage fell	fail
Current ratio improved	fail
No new shares issued	pass
Gross margin improved	fail
Asset turnover improved	pass
Cash, filings, liquidity	
Cash and equivalents	$233.1M
Operating cash flow, four quarters	$41.9M
Months of runway	not finite
Days since last periodic filing	24 (10-Q received Oct 30, 2026)
Median daily dollar volume, 63 sessions	$40.4M

Sources

every fact behind the inputs; each row links to its filing index on sec.gov

#	Concept	XBRL tag	Value	Period end	Received	Form	Accession
1	gross profit	us-gaap:GrossProfit	$3.0B	2025-12-31	2026-02-23	10-K	26-064113
2	assets	us-gaap:Assets	$9.2B	2025-12-31	2026-02-23	10-K	26-064113
3	operating income	us-gaap:OperatingIncomeLoss	$150.1M	2025-12-31	2026-02-23	10-K	26-064113
4	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeInc...	$93.4M	2025-12-31	2026-02-23	10-K	26-064113
5	income tax	us-gaap:IncomeTaxExpenseBenefit	$106.7M	2025-12-31	2026-02-23	10-K	26-064113
6	total debt	us-gaap:LongTermDebtAndCapitalLeaseObligations	$1.1B	2025-12-31	2026-02-23	10-K	26-064113
7	book equity	us-gaap:StockholdersEquity	$2.1B	2025-12-31	2026-02-23	10-K	26-064113
8	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	$871.0M	2025-12-31	2026-02-23	10-K	26-064113
9	total debt	us-gaap:LongTermDebtAndCapitalLeaseObligations	$929.4M	2024-12-31	2026-02-23	10-K	26-064113
10	book equity	us-gaap:StockholdersEquity	$2.1B	2024-12-31	2026-02-23	10-K	26-064113
11	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	$509.4M	2024-12-31	2026-02-23	10-K	26-064113
12	net income	us-gaap:ProfitLoss	-$13.3M	2025-12-31	2026-02-23	10-K	26-064113
13	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	-$104.1M	2025-12-31	2026-02-23	10-K	26-064113
14	assets	us-gaap:Assets	$8.2B	2024-12-31	2026-02-23	10-K	26-064113
15	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$18.0B	2025-12-31	2026-02-23	10-K	26-064113
16	gross profit	us-gaap:GrossProfit	$3.1B	2024-12-31	2026-02-23	10-K	26-064113
17	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$17.9B	2024-12-31	2026-02-23	10-K	26-064113
18	gross profit	us-gaap:GrossProfit	$3.4B	2023-12-31	2026-02-23	10-K	26-064113
19	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$18.9B	2023-12-31	2026-02-23	10-K	26-064113
20	gross profit	us-gaap:GrossProfit	$3.6B	2022-12-31	2025-02-19	10-K	25-023186
21	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$19.8B	2022-12-31	2025-02-19	10-K	25-023186
22	gross profit	us-gaap:GrossProfit	$3.4B	2021-12-31	2024-02-16	10-K	24-016399
23	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$20.7B	2021-12-31	2024-02-16	10-K	24-016399
24	depreciation amortization	us-gaap:DepreciationDepletionAndAmortization	$86.0M	2025-12-31	2026-02-23	10-K	26-064113
25	interest expense	us-gaap:InterestExpense	-$95.4M	2025-12-31	2026-02-23	10-K	26-064113
26	current assets	us-gaap:AssetsCurrent	$5.8B	2025-12-31	2026-02-23	10-K	26-064113
27	current liabilities	us-gaap:LiabilitiesCurrent	$5.2B	2025-12-31	2026-02-23	10-K	26-064113
28	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	$57.3M	2025-12-31	2026-02-23	10-K	26-064113
29	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$309.2M	2024-12-31	2026-02-23	10-K	26-064113
30	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	$51.1M	2024-12-31	2026-02-23	10-K	26-064113

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31	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$348.2M	2023-12-31	2026-02-23	10-K	26-064113
32	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	$78.2M	2023-12-31	2026-02-23	10-K	26-064113
33	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$423.3M	2022-12-31	2025-02-19	10-K	25-023186
34	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	$75.6M	2022-12-31	2025-02-19	10-K	25-023186
35	current assets	us-gaap:AssetsCurrent	$5.0B	2024-12-31	2026-02-23	10-K	26-064113
36	current liabilities	us-gaap:LiabilitiesCurrent	$4.4B	2024-12-31	2026-02-23	10-K	26-064113
37	assets	us-gaap:Assets	$8.8B	2023-12-31	2026-02-23	10-K	26-064113
38	assets	us-gaap:Assets	$9.1B	2022-12-31	2025-02-19	10-K	25-023186
39	shares outstanding	dei:EntityCommonStockSharesOutstanding	46,419,646	2026-02-19	2026-02-23	10-K	26-064113
40	shares outstanding	dei:EntityCommonStockSharesOutstanding	46,692,203	2025-02-17	2025-02-19	10-K	25-023186

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