ManpowerGroup

2025 CDP Corporate Questionnaire

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

☑ Publicly traded organization

(1.3.3) Description of organization

ManpowerGroup Inc. is a world leader in innovative workforce solutions. Through our global network of 2,100 offices in 75+ 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 innovative solutions that drive organizations forward, accelerate individual success and help build more sustainable communities.

Our family of brands and offerings – Manpower, Experis and Talent Solutions – address the complex workforce challenges organizations face today. From contingent and permanent staffing to talent management, outsourcing, and talent development, we create value for candidates and clients. In 2025, ManpowerGroup was named one of the World's Most Ethical Companies for the 16th time, confirming our position as the most trusted brand in the industry. We were also named one of the World's Most Sustainable Companies by TIME Magazine for the second year in a row, reflecting our comprehensive approach and commitment to sustainability.

We know action on climate change is important to our clients and shareholders, but most importantly to our people. We are proud that we continue to make progress on our SBTi-approved climate targets through yearly emissions reductions and our advocacy work with strategic partners, such as the World Economic Forum Alliance of CEO Climate Leaders and the CEO Action Group for a European Green Deal. We have been vocal supporters of the Paris Climate Accord and the need to combat the impacts of climate change on the planet and on people. We are also working with clients and candidates to prepare organizations and individuals for the green transition by defining and reskilling people in green skills through our Academies and MyPath programs.

We are proud to be the first in our industry to have set emissions reduction goals that are validated by the Science Based Targets initiative (SBTi). As part of our transition to net zero by 2045 or sooner, our 2030 targets include: reducing direct emissions (Scope 1 and 2) by 60% and reducing value chain emissions (Scope 3) by 30%. In 2024, we published our Climate Transition Plan to provide further details on our plans to achieve our 2030 goals. This plan builds upon the five levers we previously identified that we are already implementing across our markets. These include increasing renewable energy, electrifying our fleet, decarbonizing our commute, minimizing business travel, and engaging suppliers.

In 2024, we are continuing our journey towards more robust data and are engaging our Planet Countries – 16 key markets representing approximately 80% of our revenues and FTE – as part of our global footprinting. Our third-party sustainability consultants at Schneider Electric Advisory Services (formally EcoAct) help calculate our emissions footprint and extrapolate primary data to cover our non-reporting countries. The methodology is context-based, considering different activities and consumption behaviors of headquarters, branch offices and

data centers to make informed estimates where consumption data is unavailable. As a professional services provider, our direct operations are office-based and our most significant areas of energy consumption are energy used in our offices and fleet operations. We are procuring renewable electricity in our offices, reducing our fleet, or converting our fleet to electric vehicles, where possible.

Our two largest headquarter offices – Global HQ in Milwaukee, USA and La Defense, Paris, France – are both powered by 100% renewable energy and serve as models for sustainable design and operations. Our Global HQ was designed on a former brownfield site and was the first new construction in the area to be LEED Gold certified. Our French HQ is certified to BREEAM International 2015 Refurbishment and WELL Building Standard. Several other HQ offices – including Austria, Czech Republic, Germany, India, Norway, Sweden and Singapore — are also located in LEED or other green-certified buildings. In addition to replacing fleet cars with electric vehicles, we also promote eco-friendly commute options and business travel for employees. We have taken steps to reduce business travel where possible through our Eco-Responsible Travel Policy, without sacrificing our high standard of customer service. When longer trips are necessary, we promote rail over air travel whenever possible. The shift to remote working and radical reduction in business travel during COVID-19 have highlighted opportunities for organizations like ours to embrace new work models and play an even more active role in decarbonizing the world's economy. For instance, we invested in global technology that enabled easier virtual collaboration across the world during COVID, and we continue to use this technology to support our remote and hybrid workforce and reduce travel needed for in-person meetings.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

☑ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

☑ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

☑ 1 year

(1.4.1) What is your organization's annual revenue for the reporting period?

17853900000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☑ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

US56418H1005

CUSIP number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

56418H100

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

NYSE: MAN

SEDOL code

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

2562490

LEI number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

ERO1WSFOSR0JJ6CRQ987

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

782015911

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

EcoVadis ID: QT987657

(1.7) Select the countries/areas in which you operate.

☑ Peru
☑ Chile
☑ India
☑ Italy
☑ Japan
☑ Israel
☑ Latvia
☑ Mexico
☑ Norway
☑ Spain
☑ Brazil
☑ Canada
☑ France
☑ Greece
☑ Poland
☑ Sweden
☑ Turkey
☑ Austria

☑ Panama
☑ Czechia
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Honduras
☑ Malaysia
☑ Paraguay
☑ Portugal
☑ Slovakia
☑ Lithuania
☑ Nicaragua
☑ Singapore
☑ Costa Rica
☑ Luxembourg
☑ New Caledonia
☑ Republic of Korea
☑ Dominican Republic
☑ United States of America
☑ United Kingdom of Great Britain and Northern Ireland
☑ Belgium
☑ Hungary
☑ Ireland
☑ Romania
☑ Uruguay
☑ Colombia
☑ Thailand
☑ Viet Nam
☑ Argentina
☑ Australia
☑ Guatemala
☑ El Salvador
☑ Netherlands
☑ Philippines
☑ Switzerland
☑ South Africa

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

☑ No, and we do not plan to do so within the next two years

(1.24.4) Highest supplier tier known but not mapped

☑ Tier 1 suppliers

(1.24.8) Primary reason for not mapping your upstream value chain or any value chain stages

☑ Judged to be unimportant or not relevant

(1.24.9) Explain why your organization has not mapped its upstream value chain or any value chain stages

Due to the nature of our business as a professional services provider that does not manufacture, sell or ship physical products to consumers, we do not have critical suppliers. This makes it easier to switch suppliers, or even locations with our global suppliers, as needed to respond to any location specific events. We have therefore not specifically mapped our value chain, though we continue to evaluate supplier risk and have begun collecting supplier specific emissions data from our top suppliers this year.

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

☑ Judged to be unimportant or not relevant

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

As a professional services provider that does not manufacture, sell or ship physical products to consumers, plastics are not a material issue to our organization. This is evidenced by the absence of Category 12 emissions (end-of-life treatment of sold products) within our footprint, as this category is not relevant for a service provider. By extension, this indicates that plastics are not material to our business.

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Aligned to Annual Plan

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Aligned to Three-Year Strategic Plan

Long-term

(2.1.1) From (years)

4

(2.1.2) Is your long-term time horizon open ended?

☑ No

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Aligned with World of Work Trends research

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	☑ Yes	☑ Both dependencies and impacts

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	☑ Yes	☑ Both risks and opportunities	☑ Yes

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☑ Dependencies
☑ Impacts
☑ Risks
☑ Opportunities

(2.2.2.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(2.2.2.4) Coverage

☑ Full

(2.2.2.5) Supplier tiers covered

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ More than once a year

(2.2.2.9) Time horizons covered

☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

☑ National

(2.2.2.12) Tools and methods used

Enterprise Risk Management
☑ Risk models

☑ COSO Enterprise Risk Management Framework
☑ Stress tests
☑ Internal company methods
☑ Enterprise Risk Management
☑ ISO 31000 Risk Management Standard

Other
☑ External consultants
☑ Materiality assessment

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Drought
☑ Cyclones, hurricanes, typhoons
☑ Tornado
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Wildfires
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heat waves
☑ Storm (including blizzards, dust, and sandstorms)
☑ Cold wave/frost

Chronic physical
☑ Heat stress
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Temperature variability
☑ Precipitation or hydrological variability
☑ Increased severity of extreme weather events
☑ Changing temperature (air, freshwater, marine water)

Policy
☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Lack of mature certification and sustainability standards

Market
☑ Changing customer behavior

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

Technology
☑ Data access/availability or monitoring systems
☑ Transition to lower emissions technology and products

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

☑ Customers

☑ Local communities

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

(2.2.2.15) Has this process changed since the previous reporting year?

☑ Yes

(2.2.2.16) Further details of process

We recently conducted a Double Materiality Assessment (DMA) aligned with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD). As part of the DMA process that was completed and verified by external consultant PwC, we identified, assessed and considered the impacts, risks and opportunities (IROs) related to each ESRS topic. The results showed that environmental topics related to pollution, water and marine resources, biodiversity and ecosystems, and resource use and circular economy, were not material to our business. As a professional services provider, we do not manufacture, sell or ship physical products, and therefore have minimal environmental dependencies.

Climate-related topics were a material topic to our business as we consider two different types of climate change IROs. First, physical risks such as severe weather, global health emergencies, infrastructure disruption, natural disasters, etc are immediate risks that may occur in the near future and increase in frequency and intensity over time. Second, transition risks including rising energy costs and volatility, climate-related legislation, market shifts and reputational impact are typically medium- or long-term risks. We address these IROs in our recently published Climate Transition Plan. Our Enterprise Risk Management (ERM) Framework incorporates both physical and transition risks within a company-wide risk universe. This process assesses risks based on impact – the potential for material negative consequences or missed opportunities – and likelihood – the frequency of a negative event occurring that would have an adverse effect on goals and objectives – at the country and brand levels.

We produce comprehensive scenario analyses for all risks in our universe. Based on annual risk assessment surveys completed by country and regional ERM risk champions, regional market overviews, and quarterly reviews with operational & functional leaders, the ERM team identifies the Top 10 risks facing our business. These are classified by their significant impact on strategic and operational goals, financial goals, financial impact exceeding 5% of operating profit, and medium-to-long term (12 months) reputational damage. The Top 10 risks are reviewed and discussed with our Board of Directors on at least an annual basis.

In 2024, sustainability risk was identified as a Top 10 risk. These risks are subject to ongoing monitoring, assessment and control. Country and regional ERM risk champions, with input from their respective cross-functional risk committees are responsible for managing these risks, including assigning the accountable process owner, identifying the mitigating processes and pinpointing the controlling activities required to reduce the level of risk. The ERM risk champions will then evaluate the impact of these mitigation activities and assign a residual risk rating. This process is subject to an internal audit to ensure the controls are in place and mitigating processes are working as designed. Through our annual Three-Year Strategic Planning process, we allocate resources to global and regional mitigation strategies to address these risks. Our risk assessment and response process enable us to act quickly to reduce potential negative impacts and maximize opportunities.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

As part of our materiality assessment, we assessed impacts, risks and opportunities, aligned to the Corporate Sustainability Reporting Directive's (CSRD's) requirements for a double materiality assessment. Part of this process also included an evaluation of environmental dependencies by internal stakeholders in close collaboration with an external consultant, PwC, such as a reliance on natural resources, which were deemed to be immaterial to our company as a professional services provider that does not manufacture, sell or ship physical products. Additionally, as part of our ERM process, the root cause of risks, meaning the dependencies and impacts, need to be understood in order to create effective mitigating controls.

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

☑ No, and we do not plan to within the next two years

(2.3.7) Primary reason for not identifying priority locations

☑ Judged to be unimportant or not relevant

(2.3.8) Explain why you do not identify priority locations

Due to the nature of our business as a professional services provider that does not manufacture, sell or ship physical products to consumers, we do not have critical suppliers as a manufacturer would. This makes it easier to switch suppliers, or even locations with our global suppliers, as needed to respond to any location specific events. While we do have critical clients, they are not tied to individual locations as our largest clients tend to also operate globally. We therefore do not consider this to be relevant to our business as there will not be priority locations in our value chain.

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

☑ Qualitative
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

☑ Revenue

(2.4.3) Change to indicator

☑ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

15000000

(2.4.6) Metrics considered in definition

☑ Frequency of effect occurring
☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring
☑ Other, please specify: Impact

(2.4.7) Application of definition

We define impacts within our risk management processes according to a 5-level rating scale (1-5): incidental (1), minor (2), moderate (3), major (4), or catastrophic (5). Risks that are categorized as "major" (4) or "catastrophic" (5) are those that have a high to significant impact on the ability of the company to achieve its strategic and operational goals, cost the company greater than 5% of operating profit, with medium-to-long term (12 months) damages to the corporate reputation. Therefore, any impact that is rated as "major" (4) or "catastrophic" (5) would be considered substantive.

Opportunities

(2.4.1) Type of definition

☑ Qualitative
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

☑ Revenue

(2.4.3) Change to indicator

☑ Absolute increase

(2.4.5) Absolute increase/ decrease figure

15000000

(2.4.6) Metrics considered in definition

☑ Frequency of effect occurring
☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring
☑ Other, please specify: Impact

(2.4.7) Application of definition

For consistency in our evaluation of substantive effects, we have aligned our evaluation of and threshold for substantive effects for opportunities with that of risks. As indicated above, we define impacts within our risk management processes according to a 5-level rating scale (1-5): incidental (1), minor (2), moderate (3), major (4), or catastrophic (5). Risks that are categorized as "major" (4) or "catastrophic" (5) are those that have a high to significant impact on the ability of the company to achieve its strategic and operational goals, cost the company greater than 5% of operating profit, with medium-to-long term (12 months) damages to the corporate reputation. Therefore, any impact that is rated as "major" (4) or "catastrophic" (5) would be considered substantive.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

ManpowerGroup's ERM and materiality assessment processes include the evaluation of climate-related risks. While sustainability risk is included within our Top 10 risks, this is inclusive of a wide range of risks and climate risks alone do not meet the thresholds we defined for a substantive effect on our organization. We have only seen one isolated example of a climate risk that was around our threshold back in 2021 during the snow and ice storm in Texas that shut down the power supply across the state. This left millions without access to electricity and made roads impassable. Associates (the people we place on assignment with clients) were not able to access work, and many businesses in the state of Texas and in the surrounding states closed as a result. The lost billable hours over the three-week period had an estimated $15 million impact on our revenues and operating profit.

While 5% of operating profit is the threshold we set for substantive impact, this is evaluated in combination with a significant impact on the ability of the company to achieve its strategic and operational goals and medium-to-long term (12 months) damages to the corporate reputation. This incident did not meet these other criteria. We have not seen any comparable incidents despite the increasing frequency and severity of these extreme weather events.

Plastics

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Not an immediate strategic priority

(3.1.3) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to consumers, plastics are not a material issue to our organization. This is evidenced by the absence of Category 12 emissions (end-of-life treatment of sold products) within our footprint, as this category is not relevant for a service provider. By extension, this indicates that plastics are not material to our business.

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	☑ Yes, we have identified opportunities, and some/all are being realized

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Expansion into new markets

(3.6.1.4) Value chain stage where the opportunity occurs

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

☑ Latvia
☑ Norway
☑ Poland
☑ Sweden
☑ Belgium
☑ Lithuania
☑ Luxembourg
☑ Netherlands
☑ South Africa
☑ United Kingdom of Great Britain and Northern Ireland
☑ Denmark
☑ Estonia
☑ Finland
☑ Germany
☑ Ireland

(3.6.1.8) Organization specific description

According to WEF's Future of Jobs Report 2024, the green transition could create up to 9 million new jobs in climate change adaptation and mitigation and clean energy globally by 2030. Despite the growing focus of sustainability, 91% of employers say they don't have the talent they need to achieve their sustainability goals (Q4 2024 ManpowerGroup Employment Outlook Survey). As a global leader in innovative workforce solutions, we recognize that we have the ability to influence and impact the green transition by helping to train people for jobs in a low carbon economy. We are helping people upskill and reskill from sectors that may lose jobs, as part of our commitment. These new opportunities and offerings are anticipated to impact our business strategy in the short, medium and long term. Already, we are helping clients fill roles in the growing renewable energy and battery manufacturing industries in Europe; roles such as wind turbine service technicians, project managers (engineering), and battery production operators. According to the IEA World Energy Outlook 2021, there will be more than 4 million new jobs globally in the power generation and grids space by 2030, and we foresee even more opportunities as investments from the EU Green Deal support more sectors in their transformation.

(3.6.1.9) Primary financial effect of the opportunity

☑ Increased revenues through access to new and emerging markets

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This opportunity is expected to increase revenues from access to the emerging green jobs market and the estimated impact is provided in the following columns.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

3300000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

16465000

(3.6.1.23) Explanation of financial effect figures

Although our green jobs offering is global, we are currently providing the majority of this service in the European market today. To estimate the financial impact of this opportunity of our business, we can calculate using revenues from our Northern Europe business unit, which makes up approximately 18.5% of our total group revenue of $17.8 bn in 2024. If mid-term demand for green jobs increases in Northern Europe, it could boost the region's revenue by 0.1% - 0.5%, resulting in a revenue increase ranging from $3.3 million to $16.4 million annually.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

There is no inherent cost to realizing this strategy, placing candidates into green jobs, in the Northern Europe market – it is considered a part of the normal operation of our business and is absorbed into business as usual costs. With increased investments from the EU Green Deal, and greater demand for talent to support the low-carbon transition, we believe that these roles will continue to grow at a rapid pace in the near future. As an innovative workforce solutions provider with experience in this area, we have identified the inevitable disruption of changing climatic events as an opportunity to further diversify our workforce solutions business and meet the needs of our clients.

(3.6.1.26) Strategy to realize opportunity

Our core business – flexible staffing solutions – is designed to enable rapid and agile response to shifting client needs. By leveraging core capabilities and our investments in innovative upskilling and reskilling solutions, we have been able to quickly mobilize associates with the necessary skills to support green jobs in the Northern Europe business unit, the European region and the global market.

Climate change

(3.6.1.1) Opportunity identifier

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

☑ United States of America

(3.6.1.8) Organization specific description

Talent attraction & retention: The success of our business model relies on our ability to attract and retain talent with the skills and experience that our clients expect and need. Research and current trends show that people want to work for companies that are aligned with their values and take action to reduce their impact on the planet.

This is particularly relevant in the case of Millennials and Gen Z in the United States, who are energized by positive action on climate and sustainability. According to Visual Capitalist/IEA World Energy Outlook 2021, more than 50% of youth aged 15-39 said they aspire to work in the green economy in the next decade. Young people make up the largest proportion of the global workforce according to ManpowerGroup's 2024 Total Workforce Index and by demonstrating our commitment to these principles through our climate actions, such as our SBTi validated targets, we will benefit through improved reputation and competitive advantage when attracting in-demand talent. That's why we are actively communicating our commitment to sustainability and expertise in green skills through our marketing strategy, as demonstrated in recent B2C marketing campaigns for Manpower and Experis 360 targeting potential candidates. Increased efficiency of the recruitment process, aided by our world-leading reputation for sustainability in the sector helps make us an employer of choice, decreasing our cost of recruitment and retention, and increasing the revenues we derive from connecting talent to in-demand jobs.

(3.6.1.9) Primary financial effect of the opportunity

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

☑ Likely (66–100%)

(3.6.1.12) Magnitude

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This opportunity is expected to increase revenues from increased talent attraction and retention and the estimated impact is provided in the following columns.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

55180000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

137950000

(3.6.1.23) Explanation of financial effect figures

To estimate the financial impact of increased talent attraction and retention, we can calculate the potential revenue gain from increased percentage of client orders for contingent staff that we are able to fill. When we are able to successfully attract talent with the skills needed by our clients, it increases our ability to fill client orders for contingent staff. Therefore, if we were to increase orders filled by 2-5% through attracting and retaining better talent, it could increase our revenues from contingent staffing in the range of $55.2 to $137.95 million in the United States alone. This is based on the total 2024 financial year revenue figure of $17.8 bn, with the US market making up approximately 15.5% of total revenue.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

We consider there to be no additional costs associated with this strategy to attract talent. This is now a part of business as usual activities that has become embedded within our key messages, actions and deliverables.

(3.6.1.26) Strategy to realize opportunity

With an increasing trend of candidates as “consumers”, it becomes increasingly important to position ManpowerGroup and its family of global brands – Manpower, Experis and Talent Solutions – as an employer of choice for candidates. Our talent agents spend less time sourcing talent externally, resulting in increased productivity, decreased cost of sourcing and increased profitability. When we can attract, retain and reassign candidates efficiently, our talent agents to spend more time on higher-value activities – like coaching and career guidance – that drive candidate loyalty and retention.

Our strategy has involved including key messages about environmental responsibility in our communication and reporting. In 2021, we set a science-based emission reduction target and reported on our climate commitments in our first annual Working to Change the World ESG Report. We identified five levers to achieve our Climate Transition Plan by 2030, which we are actively implementing across our markets. These include increasing renewable energy, electrifying our fleet, decarbonizing our commute, minimizing business travel and engaging suppliers. We continue to transparently communicate our progress toward our emission reduction targets in our annual reporting and will continue to incorporate our sustainability commitment and expertise into our messaging and communication to internal and external stakeholders. This will further reinforce our commitment to sustainability and an employer of choice.

Climate change

(3.6.1.1) Opportunity identifier

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Stronger competitive advantage

(3.6.1.4) Value chain stage where the opportunity occurs

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

☑ United States of America

(3.6.1.8) Organization specific description

Client attraction & retention: The success of our business model relies on our ability to attract and retain clients. In the United States market, our clients are increasingly expecting suppliers to demonstrate environmental consciousness and commitment. When we are able to demonstrate our commitment and action, it helps position us as a supplier of choice, which helps reduce the amount of time and effort required to attract and maintain client relations. We have therefore identified an opportunity to position ourselves as a partner of choice, differentiating ourselves from our competitors in this space to increase client attraction and retention and ultimately, increase demand for our services.

(3.6.1.9) Primary financial effect of the opportunity

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

☑ Likely (66–100%)

(3.6.1.12) Magnitude

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This opportunity is expected to increase revenues from increased client attraction and retention and the estimated impact is provided in the following columns.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

27590000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

137950000

(3.6.1.23) Explanation of financial effect figures

To estimate the financial impact of increased client attraction and retention, we can calculate potential revenue gains from increasing the number of our clients. A 1-5% increase in the number of ManpowerGroup (contingent staffing) clients in the United States, could result in an increase in revenues between $27.59 and $137.95 million annually. This is based on the total 2024 financial year revenue figure of $17.8 bn, with the US market making up approximately 15.5% of total revenue.

(3.6.1.24) Cost to realize opportunity

6500000

(3.6.1.25) Explanation of cost calculation

When estimating the added cost of renewable procurement for our Planet Countries, we anticipate this to cost approximately $1 million incrementally between 2025 to 2030, taking into account the varying price of Energy Attribute Certificates and forecasting market trends, where prices vary between 0.55 – 55.81 (USD) per MWh (country dependent). Additionally, we estimated the incremental cost of switching 75-100% of our leases to electric vehicles for key countries – the Netherlands, Belgium, UK, Germany, Italy, and France – to be approximately $5.5 million incrementally between 2025 and 2030.

(3.6.1.26) Strategy to realize opportunity

We are proud to be the first in our industry to have set emission reduction goals that are validated by the Science Based Targets initiative (SBTi). We have ambitious goals that align with the 1.5C pathway, which closely reflects the goals of our clients and partners. By working in collaboration with our clients to target emission reduction activities in our value chain, we become trusted partners and collaborators. In order to meet our SBTi targets, we have partnered with EcoAct to review our environmental management and reporting strategy and enhance our footprint tracking and measurement. With support from EcoAct, we have developed an action plan to reduce energy use and resulting GHG emissions aligned to these targets. The key areas of this plan that might result in additional costs is shifting to renewably sourced energy in more of our offices and transitioning to electric vehicles for our fleet.

Additionally, we will continue to obtain external certification and validation for our practices to clearly demonstrate our commitment to sustainability. These environmental certifications include ISO 14001, LEED, HQE, and BREEAM. We are also partnering with EcoVadis – a leading provider of business sustainability ratings – to assess our environmental sustainability performance in key markets around the world and have obtained EcoVadis scorecards in 25 countries and at the global level. These actions have been undertaken in the normal course of governance, and do not carry additional cost beyond day-to-day management of the business.

Lastly, to address the demand from clients and other stakeholders for transparent communications we will continue to enhance communication and reporting to all stakeholders about our ambitious goals and targets, as well as our ongoing performance, priorities and impact. There is no additional cost to incorporate messaging about our climate strategy into our communications and reporting.

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

178539000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

We are currently building our tracking for revenue from green jobs as we capitalize on this opportunity but can estimate that this currently represents less than 1% of total revenue.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

☑ Executive directors or equivalent
☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☑ No

(4.1.1) Is there board-level oversight of environmental issues within your organization?

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

☑ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

☑ No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

☑ Judged to be unimportant or not relevant

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

As a professional services provider that does not manufacture, sell or ship physical products to consumers, biodiversity is not a material issue to our organization.

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

☑ Chief Executive Officer (CEO)
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

☑ Other policy applicable to the board, please specify: GovSus Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

Our Board of Directors is made up of three Committees that help the Board by providing consultation and recommendations on important matters. Each of our three Board Committees have responsibilities that relate to our sustainability agenda. The Governance and Sustainability (GovSus) Committee has oversight of the delivery of our ESG agenda, including the overall climate strategy and transition plan. The committee also monitors long-term risks that may be impacted by sustainability issues. The Audit Committee of the Board is responsible for oversight of the performance of the Enterprise Risk Management (ERM) process, which includes the identification of societal impact and climate related risks. It works with the GovSus Committee on the management and mitigation of sustainability risk. The Audit Committee reviews risks 4-5 times per year. The People, Culture and Compensation Committee oversees executive compensation including annual incentives, this meant expanding their emphasis on sustainability objectives in 2022 by repositioning individual operating objectives for executives as "Strategic KPIs and Sustainability Goals". Country Manager goals are also tied to the achievement of our 2030 climate reduction targets. The Board is also responsible for overseeing the execution of management's Enterprise Risk Management Program and fulfils this responsibility through its standing committees, each of which assists the board in overseeing a part of the company's overall risk management. The Board reviews the company's action plans, including any relevant issues relating to climate change and their potential impact on the company with stakeholders quarterly.

Our CEO and Chairman of the Board is tasked with the goal of leading our industry in social impact and climate action. As part of this, he oversees aspects of our climate transition plan, which includes our strategy, governance and overall risks to our enterprise, as well as tracking progress towards our publicly stated SBTi emission reduction goals.

Reporting progress up to our CEO is our ESG Steering Committee, a management executive-level committee, which meets every other month to discuss, guide and make decisions that ultimately drive our enterprise-wide climate agenda forward. This includes a bi-monthly review of our emission reduction roadmap to 2030 and how we're responding to climate change risks and opportunities for our business. The Committee is chaired by our CSO, who reports on the status of our sustainability performance on a quarterly basis to the Executive Leadership Team (ELT) and twice a year to the Governance Sustainability (GovSus) Committee of the Board.

A recent presentation to the Board was focused on our three-year sustainability plan, where we shared climate action plans and priorities. The feedback was to move quickly to build an annual scorecard for all our Country Managers to help achieve the stated 2030 emission reduction targets.

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

☑ Consulting regularly with an internal, permanent, subject-expert working group

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

☑ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

☑ No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

☑ Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

As a professional services provider that does not manufacture, sell or ship physical products to consumers, biodiversity is not a material issue to our organization.

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

The CEO, who is Chairman of the Board, is ultimately responsible for strategy and direction with regards to climate-related issues. The CEO is informed by the ESG Steering Committee on issues related to climate change, their potential impact on the company and their importance to company stakeholders. Additionally, any climate-related issues that are identified by Regional and Country Leaders are incorporated into the Enterprise Risk Management Framework, which is reviewed by the Executive Leadership Team, the CEO, and Board of Directors. In 2023 and 2024, sustainability was identified as a top 10 risk during this ERM review process.

The CEO's oversight also includes setting corporate targets on environmental issues, such as our SBTi emission reduction goals that was set in 2021, which aims to reduce our Scope 1 and 2 emissions by 60% and Scope 3 emissions by 30% by 2030. The CEO also oversees aspects of our Climate Transition Plan, which includes developing a business strategy that considers climate transition, our sustainability governance and overall risks to our enterprise, as well as tracking progress towards our publicly stated SBTi emission reduction goals. As part of this, he ultimately approves major capital expenditures related to our emission reduction initiatives.

Additional examples of our CEO supporting our climate strategy and public policy engagement include joining the World Economic Forum (WEF) Alliance of CEO Climate Leaders and signing that group's open letter from business to world leaders in advance of COP29; joining the WEF CEO Action Group for a European Green Deal and promoting state and corporate actions; and adding the 'Climate Action' pillar to our Sustainability Plan and including our climate agenda in leadership communication.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Implementing the business strategy related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Half-yearly

(4.3.1.6) Please explain

The CFO participates in all board meetings and oversees the management of climate-related risks and opportunities that are identified and assessed as part of our Enterprise Risk Management (ERM) process, including their potential financial impact across our markets. To support alignment to our Climate Transition Plan, the CFO has a goal to establish sustainability standards to guide organization-wide operations and investments and is also involved in other decisions requiring significant financial support that improve climate-related resiliency or carbon reduction goals such as investments in emissions reduction initiatives. In 2021, the CFO was instrumental in reviewing and approving our Net Zero pledge and strategy aimed at achieving our 2030 carbon reduction targets across Scope 1, 2, and 3. Relating to this, he ultimately approves the annual budget and major capital expenditures related to our emission reduction goals. The CFO is also responsible for ensuring the organization is prepared for upcoming regulatory disclosure requirements including the CSRD and SEC climate disclosure requirements

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning
☑ Developing a business strategy which considers environmental issues
☑ Developing a climate transition plan
☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Half-yearly

(4.3.1.6) Please explain

Our Chief Marketing and Sustainability Officer is responsible for developing the strategic sustainability direction for the company together with key stakeholders. In 2021, this responsibility included our Net Zero pledge and strategy aimed at achieving our 2030 carbon reduction targets across Scope 1, 2, and 3. Our CSO is also in charge of monitoring progress against these targets and driving the organization to support in meeting these goals. The CSO is also responsible for ensuring country alignment across the company and engaging with internal stakeholders across functions to oversee the implementation of the Climate Transition Plan. The CSO also has responsibility for overseeing the company's approach to climate risk and opportunity management, and the governance related to managing the risks. The CSO works closely with Legal and country teams to ensure the organization is prepared for upcoming sustainability regulatory requirements including the CSRD and SEC climate disclosure requirements. The CSO chairs our enterprise-wide ESG Steering Committee and reports on the status of our sustainability performance on a quarterly basis to the Executive Leadership Team (ELT) and twice a year to the Governance and Sustainability (GovSus) Committee of the Board.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level
☑ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities
☑ Assessing environmental dependencies, impacts, risks, and opportunities
☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Engagement
☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

(4.3.1.4) Reporting line

☑ Reports to the Chief Financial Officer (CFO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

Our Senior Vice President and General Counsel is the global Chief Legal Officer (CLO) for the company. In that role, they oversee all risk-related disclosures, including the development of Risk Factor reporting for our annual and periodic SEC reporting, as well as other climate-related disclosures. Our CLO is also tasked with protecting and enhancing our company's reputation and ways of doing business. This includes how we engage with our stakeholders, regulators and governments on issues related to climate change, including tax, regulations and stakeholder engagement on sustainability issues. In 2021, the CLO was instrumental in reviewing and approving our Net Zero pledge and strategy aimed at achieving our 2030 carbon reduction targets across Scope 1, 2, and 3. The CLO is also supporting the development and implementation of the Climate Transition Plan through their participation in the ESG Steering Committee. The CLO also participates in all Board and Committee meetings. The CLO is also responsible for ensuring the organization is prepared for upcoming regulatory requirements including the CSRD and SEC climate disclosure requirements.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Risk committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

ManpowerGroup has several levels of risk committees as part of our Global Enterprise Risk Management (ERM) process. Each country has a Risk Champion who sets up the risk committee – comprised of functional team leaders across their country; executes the designed ERM Playbook within the countries; and ensures the committees are aligned on risk identification and the mitigation and management of those risks. The results from this country-level process are reported to the Global ERM team and the Regional Risk Champion quarterly. These Regional Risk Champions also have a risk committee at the regional level to align on priority risks and provide a quarterly report on regional outcomes to the Global ERM team.

At the global-level, the Senior Director of Enterprise Risk provides functional updates every other month to the Executive Leadership Team (ELT). Additionally, the Head of Enterprise Risk, with the engagement of the management team, is responsible for designing the risk framework, integrating this into the countries and regions, and reporting the results to the Audit Committee of the Board of Directors on a quarterly basis.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Environmental, Social, Governance committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Developing a climate transition plan

☑ Managing annual budgets related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

The ESG Steering Committee (SteerCo) meets on a bimonthly basis and is comprised of Chief Marketing & Sustainability Officer, Chief Legal Officer (CLO), Chief People & Culture Officer, and the office of our CFO, which includes SVP – Global Finance, VP – Controller, and VP – Audit Advisory Service & Risk Management. The Steering Committee is responsible for oversight of sustainability strategy, therefore responsibility for assessing climate-related risks and opportunities also resides with this committee. In 2021, this committee was instrumental in reviewing and approving our Net Zero pledge and strategy aimed at achieving our 2030 carbon reduction targets across Scope 1, 2, and 3. This committee continues to play a key role in driving the development and implementation of the Climate Transition Plan to ensure progress is made towards our 2030 and Net Zero ambitions. The ESG SteerCo is also supporting the organization's preparation for upcoming sustainability regulatory disclosure requirements including the CSRD and SEC climate disclosure requirements.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

While sustainability is a part of the strategic objective measures of our C-Suite's STI plan, the exact percent is not defined for sustainability alone. Strategic objectives represent 30% overall and include both sustainability as well as other long-term objectives representing key business areas. For this reason, we have rated the sustainability percent as 0% because we cannot quantify the exact percentage.

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Organization performance against an environmental sustainability index

Emission reduction

☑ Implementation of an emissions reduction initiative

Engagement

☑ Other engagement-related metrics, please specify: Initiatives- Strengthen sustainability reputation in our industry.

(4.5.1.4) Incentive plan the incentives are linked to

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Building ManpowerGroup's reputation as a sustainability leader within the staffing industry is part of our CEO's performance scorecard, which is directly tied to compensation.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

This key performance indicator includes oversight of our sustainability program and within the environment section, we have publicly stated SBTi emission reduction goals, which aims to reduce our Scope 1 and 2 emissions by 60% and Scope 3 emissions by 30% by 2030. With this oversight, the CEO is responsible for communicating these goals down to every aspect of the organization and actions are taken at every level, as part of the Climate Transition Plan, so the goals are achieved.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Sustainability Officer (CSO)

(4.5.1.2) Incentives

☑ Bonus - % of salary

☑ Salary increase

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Organization performance against an environmental sustainability index

Engagement

☑ Other engagement-related metrics, please specify :Strengthen sustainability reputation in our industry.

(4.5.1.4) Incentive plan the incentives are linked to

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Our Chief Marketing and Sustainability Officer is tasked with building ManpowerGroup's reputation as an sustainability leader within the staffing industry. As a key part of the requirements of this position, sustainability, including climate, are embedded within the Chief Marketing and Sustainability Officer's goals which therefore affects their bonus pay out and salary increase.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The responsibilities of the Chief Marketing and Sustainability Officer include oversight of our sustainability program and publicly stated emission reduction goals, which aims to reduce our Scope 1 and 2 emissions by 60% and Scope 3 emissions by 30% by 2030. In order to meet our targets, the CSO is responsible for driving and coordinating efforts, ensuring alignment across the company, and engaging with stakeholders to develop and implement the Climate Transition Plan.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Business unit manager

(4.5.1.2) Incentives

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Strategy and financial planning

☑ Achievement of climate transition plan

☑ Shift to a business model compatible with a net-zero carbon future

☑ Increased proportion of revenue from low environmental impact products or services

☑ Increased alignment of capex with transition plan and/or sustainable finance taxonomy

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in emissions intensity

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Improvements in emissions data, reporting, and third-party verification

Engagement

☑ Increased engagement with customers on environmental issues

☑ Implementation of employee awareness campaign or training program on environmental issues

(4.5.1.4) Incentive plan the incentives are linked to

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

The Country Manager ultimately owns their country's P&L and will budget for climate investments as part of their financial planning process. Each Country Manager of a Planet Country are tasked with developing detailed emission reduction roadmaps and assigning resources to help implement actions that will meet their 2030 climate goal. Country Managers are incentivized as part of their individual goals to ensure their country reaches their 2030 climate targets.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The country roadmaps that Country Managers are incentivized against directly ladder up to our SBTi targets and Climate Transition Plan. They were developed to consider the local environment, regulation, and infrastructure to ensure it is appropriate for the local conditions of operation.

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

It is the policy of ManpowerGroup, its divisions and subsidiaries to conduct business in a responsible way and in a manner designed to protect the health and safety of our colleagues, customers, the public and the environment. As a good corporate citizen, we must be conscious of the effects of our operations on the environment. We will continually evaluate and assess our operations and business processes for opportunities to reduce adverse environmental impacts. As a global company operating in 75 countries and territories around the world, providing solutions and services across every industry and in a variety of different business environments, we can achieve our greatest potential impact when all of our local operations are aligned to the same goals. This policy and guidance is intended to provide a framework that defines our global priorities and aligns our local actions for the greatest impact. As an office-based company providing services and solutions, our areas of greatest environmental impact and potential for improvement are: (a) Energy used to power our offices and office equipment (b) Business travel to sell and deliver our services.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

☑ Other environmental commitment, please specify :Waste, water and energy reduction

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Commitment to net-zero emissions

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

MPG_Environmental_Mngmnt_Policy_2021.pdf

Row 2

(4.6.1.1) Environmental issues covered

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Our Code of Business Conduct and Ethics ("Code") provides guidance to all of our colleagues and partners on conducting our business according to the highest ethical standards. By adhering to the Code, we uphold our Values and Attributes. Our Company is best known for its trustworthiness—an attribute that we intend to uphold in all that we do. ManpowerGroup has grown and prospered with a culture of honesty, integrity and accountability. This culture remains a strong competitive advantage for us. The Code contributes to our future success by helping to maintain this culture.

This Code also helps in the effective protection of our Brand and our stakeholders. It helps to focus on areas of ethical risk, provides guidance in recognizing and dealing with ethical issues and provides mechanisms to report unethical conduct without fear of retribution.

Our Code applies to everyone, including employees, associates, officers of ManpowerGroup and its subsidiaries, the members of the Board of Directors of ManpowerGroup and others who perform services for us. For purposes of this Code, the terms "Company" and "ManpowerGroup" mean ManpowerGroup and all of its subsidiaries and affiliates worldwide.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Social commitments

☑ Adoption of the UN International Labour Organization principles

☑ Commitment to promote gender equality and women's empowerment

☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

2025-MPG_Code_of_Business_Conduct_and_Ethics-English.pdf

Row 3

(4.6.1.1) Environmental issues covered

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain

(4.6.1.4) Explain the coverage

We expect ManpowerGroup employees and business partners to conduct business in a manner that respects Fundamental Principles and Rights at Work. We have a responsibility to comply with all applicable laws in the countries where we do business. Where differences exist between local laws and our standards, the higher standard will prevail.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Social commitments

☑ Adoption of the UN International Labour Organization principles
☑ Commitment to promote gender equality and women's empowerment
☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

MPG_2024_Human_Rights_Policy.pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

☑ Yes

(4.10.2) Collaborative framework or initiative

☑ Science-Based Targets Initiative (SBTi)
☑ UN Global Compact
☑ World Business Council for Sustainable Development (WBCSD)
☑ Other, please specify: World Economic Forum Alliance for CEO Climate Leaders

(4.10.3) Describe your organization's role within each framework or initiative

We have been actively engaged with the UN since signing the Global Compact in 2006. In 2015, the UN established the 17 Sustainable Development Goals (SDGs), its blueprint for a more sustainable future. We support all the goals and are particularly focused on those where we can have the biggest impact: 4 Quality Education, 5 Gender Equality, 8 Decent Work and Economic Growth, 10 Reduced Inequalities, 13 Climate Action, and 17 Partnerships for the Goals.

Through our membership in WBCSD, ManpowerGroup is at the forefront of driving a people-centric and equitable just transition by bridging the environmental and societal impacts of our strategy. We are recognized as experts in delivering green workforce solutions and insights, helping industries navigate the shift to renewable energy while ensuring equitable employment opportunities. By developing the necessary "green" skills and upskilling the workforce at scale, we support companies in creating sustainable jobs and fostering inclusive growth during this critical transformation.

Our 2030 emissions targets have been validated by SBTi and align with the goals of the Paris Climate Agreement, confirming our planned reductions to limit warming to 1.5C above pre-industrial levels – the latest and most aggressive recommendations of the Intergovernmental Panel on Climate Change (IPCC). By making this commitment, ManpowerGroup joined the Business Ambition for 1.5C and committed to reaching net zero by 2045 or sooner.

The World Economic Forum is committed to supporting global efforts in the private and public sectors to limit global temperature rise and stave off disaster. It works with leaders to increase climate commitments, collaborate with partners to develop private initiatives, and provide a platform for innovators to realize their ambition and contribute solutions. Our CEO is engaged in the World Economic Forum CEO Action Group to advance the Paris Agreement and European Green Deal supporting lighthouse projects to innovate solutions that build sustainability skills.

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

MPG-ESG-Perspectives-2024-Environment.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

☑ Mandatory government register
☑ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

EU Transparency Register - 108873245346-56 Haute Autorité pour la Transparence de la Vie Publique, IDs assigned for relevant declarations, there are none in the reporting period.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Our corporate engagement starts at the top. Our CEO is engaged in the World Economic Forum CEO Action Group to advance the Paris Agreement and European Green Deal supporting lighthouse projects to innovate solutions that build sustainability skills. For instance, our CEO is a signatory to the Alliance's open letter to world leaders ahead of COP each year; the latest one in 2024 can be found here: https://initiatives.weforum.org/alliance-of-ceo-climate-leaders/open-letter. Our executive team and leadership are often engaged in discussion with other organizations to promote climate action, educate about our own goals and commitments and collaborate for impact. Examples include our engagement with other top corporate leaders in the World Business Council for Sustainable Development (WBCSD) to further progress our Just Transition strategy of training, developing and placing millions of people into green jobs.

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

☑ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

The World Economic Forum

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

As strategic partners of the World Economic Forum, we support and participate in dialogue and actions to close the climate action gap. Working with others in the public and private sector, we call for systemic change by governments and corporations to support the climate transition. We believe corporations, like ours, can drive change through accelerating decarbonization in our direct operations and in our supplier chain, engaging in cross-industry partnerships and advocating for bolder policies. We have also supported WEF's Stakeholder Capitalism Metrics since their launch in 2020 and continue to report against these ESG indicators in our annual Sustainability Report.

Our CEO is part of WEF's Alliance of CEO Climate Leaders – a global community of chief executive officers who see the business benefits of bold and proactive action to ensure a smooth transition to a low-carbon and climate-resilient economy. This network represents business leaders from diverse industry sectors and regions that use their position and influence to drive change. As part of our advocacy, our CEO is a signatory to the Alliance's open

letter to world leaders ahead of COP each year; the latest one 2024 can be found here: Alliance of CEO Climate Leaders - COP29 Open Letter

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

700000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The World Economic Forum is committed to supporting global efforts in the private and public sectors to limit global temperature rise and stave off disaster. It works with leaders to increase climate commitments, collaborate with partners to develop private initiatives, and provide a platform for innovators to realize their ambition and contribute solutions. Our CEO is engaged in the World Economic Forum CEO Action Group to advance the Paris Agreement and European Green Deal supporting lighthouse projects to innovate solutions that build sustainability skills.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Risks & Opportunities

(4.12.1.6) Page/section reference

page 17,19

(4.12.1.7) Attach the relevant publication

2025 10k.pdf

(4.12.1.8) Comment

2024 10k

Row 2

(4.12.1.1) Publication

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

☑ GRI
☑ Other, please specify :SASB; SCM

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Strategy
☑ Other, please specify: Environmental Certifications
☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Value chain engagement

(4.12.1.6) Page/section reference

All

(4.12.1.7) Attach the relevant publication

2024 Sustainability Report

(4.12.1.8) Comment

Global Sustainability Report 2024

Row 3

(4.12.1.1) Publication

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Governance
☑ Strategy
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

pages 4, 35

(4.12.1.7) Attach the relevant publication

2025 Proxy.pdf

(4.12.1.8) Comment

2025 Proxy

Row 4

(4.12.1.1) Publication

☑ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Emission targets

(4.12.1.6) Page/section reference

All

(4.12.1.7) Attach the relevant publication

ManpowerGroup Announces Validated Science Based Targets And Commits To Achieve Net Zero By 2045 Or Sooner.pdf

(4.12.1.8) Comment

SBTi target confirmation

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

We continue to build out and strengthen more robust climate-related data across the organization, reflecting meaningful progress toward our long-term goals. While challenges remain in collecting reliable and consistent data – particularly for Scope 3 emissions and supply chain risks in our decentralized structure, internal restructuring and governance changes over the past year, have delayed our ability to conduct a thorough scenario analysis. In the meantime, we have prioritized our Double Materiality Assessment to inform our overall impacts, risks and opportunities. We published our Climate Transition Plan last year and consider scenario analyses to be an important next step in our future climate-related efforts. We continue to build out and strengthen our robust data collection and will put more focus on this workstream in the next two years, so we can better inform our overall risks and opportunities within our transition plan.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

As a professional services provider, ManpowerGroup provides staffing and services across all industries. We are already working with fossil fuel companies to support the acceleration of their own green transition, a vitally important step for global decarbonization efforts. For example, we have partnered with Cepsa to evaluate the talent gap for their transition from fossil fuels to H2 and biofuels. We then created a customized, holistic and fully scalable solution to support their business transformation and upskilling and reskilling needs.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

On a quarterly basis, ManpowerGroup offers engagement opportunities to key institutional shareholders to meet and discuss material topics, including societal impact and climate change. Our prepared deck for investor conversations includes our Climate Transition Plan, and investors have the opportunity to provide feedback and ask questions on these climate plans.

(5.2.9) Frequency of feedback collection

☑ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

In 2024, we completed a detailed assessment of our decarbonization levers, which has informed the development our 2030 roadmaps for each of our Planet Countries and in turn, our newly published Climate Transition Plan. This assessment confirmed that the five levers we defined as part of our climate action plan are the highest priority for emissions reductions, they are 1) increasing renewable energy, 2) electrifying our fleet, 3) decarbonizing our commute, 4) engaging suppliers to reduce impact, and 5) minimizing business travel.

For Scope 1 and 2 reductions, our ability to increase renewable energy would be affected by the availability and affordability of renewable energy certificates (RECs) and our ability to electrify our fleet would be affected by availability of EVs once ordered and the changing costs, infrastructure and regulations around EVs. Like other

organizations, Scope 3 emissions are, by their nature, less within our direct control and influence for decarbonization. Therefore, to achieve our goals we are now accelerating our plans for supplier and employee engagement to reduce their carbon emissions. As material components of our value chain, this will help ManpowerGroup transition to a lower-carbon global economy.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

The five levers of our climate action plan are the foundation of more granular and localized 2030 country roadmaps that are already being implemented in our key markets. This is our first published climate transition plan, and we are in a good position to be able to report progress in the coming years. Our climate transition plan is available on our website here: https://www.manpowergroup.com/-/media/project/manpowergroup/mpg-marketing/pdf/sustainability/2024/climate-transition-plan.pdf

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

MPG Climate Transition Plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

☑ No other environmental issue considered

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

☑ Products and services
☑ Upstream/downstream value chain
☑ Investment in R&D
☑ Operations

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

☑ Risks
☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Severe weather events and natural disasters have been identified as potential physical climate change risks that can interfere with our clients' ability to operate and our people's ability to get to work, thus directly impacting our services in the short, medium and long term. Our business strategy to diversify our portfolio of solutions and clients mitigates against this risk of business disruption, so we limit dependency on any one industry or location. For example, a significant part of our portfolio comprises of staffing in manufacturing, construction, logistics and to some extent agriculture, which require on-site presence. Extreme weather events increasingly cause disruptions in these sectors. Additional mitigation measures to help reduce the impact of this risk include adjusting core work hours or timeframe for the work, moving work from outside to inside, providing more down time in climate-controlled environments, and having longer work breaks.

We are also pursing our diversification strategy, as more businesses across almost all industries prepare and accelerate for a green transition, by working to upskill and reskill workers to enable people to shift to roles that are less susceptible to disruptions. COVID-19 accelerated this shift to remote work, enabling us to quickly address and test business continuity practices. Further, we recognize that we have ability to influence and impact the green transition by helping to find green talent, map current talent for green skills and upskill/reskill people for jobs in a low carbon economy. These new opportunities and offerings are anticipated to impact our business strategy in the short, medium and long term. Already, we are helping clients fill roles in the growing renewable energy and battery manufacturing industries in Europe; roles such as wind turbine service technicians, project managers (engineering), and battery production operators. According to the IEA World Energy Outlook 2021, there will be more than 4 million new jobs globally in the power generation and grids space by 2030, and we foresee even more opportunities as investments from the EU Green Deal support more sectors in their green transformation.

Upstream/downstream value chain

(5.3.1.1) Effect type

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We see reputational risks and opportunities associated with our ability to meet our Scope 3 value chain emission reductions and the climate-related requirements of our clients.

Categories 1 and 2 represent 49% of our Scope 3 emissions, underscoring the need to engage suppliers to meet our Scope 3 SBTi reduction goal. Since 2018, we've been committed to improving the data used to calculate Scope 3 emissions. In 2024, we reached a key milestone by shifting from spend-based factors to supplier-specific data for material suppliers. This provides better-quality, real-world data, enabling a more effective supplier

engagement and management strategy. This approach allowed us to incorporate supplier emission reductions into our own progress. Our 2024 Category 1 and 2 emissions decreased by 11%, driven by supplier decarbonization and reduced supplier spend.

Another focus area is employee commuting emissions, including homeworking, which represent 28% of our Scope 3 emissions. We are engaging employees around commuting and innovating to help them access work while reducing their environmental footprint. Our global engagement includes an annual survey on commuting behaviors which surpassed our 30% target response rate and helped identify markets that have reimagined more sustainable commute options. For example, Belgium's new Mobility Plan incentivizes employees to replace personal car use with public transportation. Other countries, including Australia, Germany, and the Netherlands, are adopting mobility cards and discounts of public transport for employees.

Although business travel accounts for only 13% of our Scope 3 emissions, we see an opportunity to reduce it further. While some travel is necessary to meet clients and manage operations, we've taken steps to reduce it through our Eco-Responsible Travel Policy. For longer trips, we promote rail over air travel when possible. We've also invested in global technology to support virtual collaboration, enabling our remote and hybrid workforce and reducing the need for in-person meetings.

We provide staffing services and solutions to hundreds of thousands of global, multinational and local clients across all sectors. We actively track and report our emissions to support our clients' GHG reporting and supplier engagement efforts. Sustainability, particularly climate, is regularly included in our Quarterly Business Reviews with clients to share our approach, compare best practices and collaborate for greater impact.

Investment in R&D

(5.3.1.1) Effect type

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As a global leader in innovative workforce solutions, we recognize that we have the ability to impact the green transition by helping to train and place people into jobs that support a low carbon economy. Climate change impacts our R&D/innovation strategy and we are adapting our offerings on the industries and markets that are expected to have the greatest need for workers with green skills. We are looking at the skills people will need to transition to green jobs or to green industries, and helping to proactively train and supply workers to meet the surging demand in climate-related roles. We are also helping people upskill and reskill from sectors that may lose jobs, as part of our commitment to ensuring a sustainable work environment that can reduce inequity. Examples of this include our partnership with EIT InnoeEnergy to train and upskill workers in the battery value chain, incorporating green skills training as part of Manpower's MyPath program and conducting/sharing thought leadership on the demand for green jobs. These new opportunities and offerings are anticipated to impact our R&D/innovation strategy in the short-, medium- and long-term as we continue to invest in solutions that will accelerate progress toward a new future of work that is more sustainable, more resilient and more equitable.

Already, we are helping clients fill roles in the growing renewable energy and battery manufacturing industries in Europe; roles such as wind turbine service technicians, project managers (engineering), and battery production operators. We have also worked with automotive clients for the last decade to support their shift from combustion to EV and autonomous vehicles providing the talent that research, designs and manufactures those products. According to the IEA World Energy Outlook 2021, there will be more than 4 million new jobs globally in the power

generation and grids space by 2030, and we foresee even more opportunities as investments from the EU Green Deal support more sectors in their green transformation. We will continue to invest in R&D/innovation to identify the range of skills that will be needed to shift the needle on sustainability priorities to support our clients in taking action to meet their sustainability commitments.

Operations

(5.3.1.1) Effect type

☑ Risks
☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

We see reputational opportunities and risks associated with our ability to meet our Scope 1 & 2 operational emission reductions and the climate-related requirements of our clients.

There are increasing expectations from investors, clients and other external stakeholders to demonstrate strong progress towards our emission reduction commitments. If we fail to meet our targets and strategy that we've mapped out in our Climate Transition Plan, or if we progress slower than our competitors, we may risk our reputation and business opportunities, and potentially lose revenue from clients choosing to work with competitors. We could potentially experience increased costs from employee turnover or longer recruitment times to find candidates, which has an impact on revenue as well. There are also risks related to our operations not meeting the requirements of new and evolving sustainability regulations. Failure to comply with mandatory sustainability regulations can come with significant financial penalties.

These climate related expectations also represent an opportunity for increased client, employee, and talent attraction and retention. When we demonstrate our commitment to climate action, we differentiate ourselves from our competitors in this space. This differentiation can boost reputation, win clients and increase revenue. Our reputation for sustainability can also decrease the cost of talent recruitment and retention, while enabling us to meet the needs and expectations of the market, including that of regulators, investors and lenders. We are integrating our Climate Transition Plan into our business strategy, implementing the five pillars of our climate action plan based on country roadmaps tailored to local market conditions. For our own operations (Scope 1 & 2), the focus is on increasing renewable energy and electrifying our fleet.

We are also adapting our business processes to meet new climate related regulations. We are analyzing the potential financial impacts of such climate related regulations and incorporating appropriate measures in our business planning to ensure we meet expectations. This includes staffing up our teams to support regulatory reporting for sustainability topics, engaging consultants to help provide guidance and collaborating with our internal controllership and internal audit function to manage sustainability reporting.

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

☑ Revenues
☑ Direct costs
☑ Capital expenditures

(5.3.2.2) Effect type

☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

In order to capitalize on climate-related opportunities to increase revenues, we have shifted our strategy to include an added focus on green jobs. According to WEF's Future of Jobs Report 2024, the green transition could create up to 9 million new jobs in climate change adaptation, climate change mitigation, and clean energy globally by 2030. Despite the growing focus of sustainability, 91% of employers say they don't have the talent they need to achieve their sustainability goals (Q4 2024 ManpowerGroup Employment Outlook Survey). As a global leader in innovative workforce solutions, we recognize that we have ability to influence and impact the green transition by helping to train people for jobs in a low carbon economy. We are also helping people upskill and reskill from sectors that may lose jobs, as part of our commitment to ensuring a sustainable work environment that can reduce inequity. These new opportunities and offerings are anticipated to impact our business strategy, including financial planning, in the short, medium and long term. Already, we are helping clients fill roles in the growing renewable energy and battery manufacturing industries in Europe; roles such as wind turbine service technicians, project managers (engineering), and battery production operators. According to the IEA World Energy Outlook 2021, there will be more than 4 million new jobs globally in the power generation and grids space by 2030, and we foresee even more opportunities as investments from the EU Green Deal support more sectors in their green transformation.

Climate-related risks will also impact our financial planning for revenues and costs, particularly related to reputational and regulatory risks. There are increasing expectations from candidates and clients to show progress towards emission reductions. There are costs associated with our Climate Transition Plan that need to be incorporated into budgeting in order to meet these expectations. If we fail to meet our transition plan or do not move at the pace expected, we risk losing revenue from lost clients and increasing costs from employee turnover or longer recruitment times to find candidates. There are also risks related to new and evolving sustainability regulations, which require additional resources to evaluate and comply which need to be factored into financial planning. Failure to comply with mandatory sustainability regulations can come with significant financial penalties.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition
	☑ Yes	☑ Other methodology or framework

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

☑ Other, please specify: Alignment with our Climate Transition Plan

(5.4.1.5) Financial metric

☑ OPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

150000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

20

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

30

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

60

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

ManpowerGroup has identified five emission reduction levers to achieve our Climate Transition Plan by 2030 and we are already implementing these initiatives across our markets. These levers include increasing renewable energy, electrifying our fleet, decarbonizing our commute, minimizing business travel, and engaging suppliers. Transitioning our fleet to electric vehicles (EVs) is the most significant investment category within our Climate Transition Plan and makes up the largest part of our climate transition spend in 2023 and 2024, hence the focus on this spending category in our calculations. In 2024, EVs represented 13% of our total vehicle fleet, which is an 11% increase from prior year. EVs made up approximately 20% of total fleet expense last year, and based on our projections of fleet expenses and our Climate Transition - EV implementation - Plans, we expect that EVs will make up 60% of fleet expenses in 2030. To calculate the share of EV expenses in 2025, a linear projection was applied to estimate 2025's planned alignment of 30%. These assumptions would be affected by various factors, including but not limited to: decisions to reduce the size of our fleet as part of our overall Climate Transition Plan, availability of EVs once ordered, additional countries utilizing EVs but not currently included for our formal Climate Transition Plan, and the changing costs, infrastructure and regulations around EVs.

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

☑ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

An internal price on environmental externalities is not an immediate strategic priority for our organization. Our emission reduction levers – increasing renewable energy, electrifying our fleet, decarbonizing our commuting, engaging suppliers to reduce impact, and minimizing business travel – are not that costly, especially given our low emissions impact as a professional services provider. These costs also tend to be incremental rather than large capital expenditures, for example switching from internal combustion engine (ICE) vehicles to electric vehicles (EVs) and purchasing renewable energy certificates (RECs). Additionally, these initiatives are funded at the country level and are incorporated into country budgeting based on their prioritization in line with our country emission reduction roadmaps to reach our 2030 targets. Our strategic focus has therefore been on implementing these roadmaps with our country teams incorporating these costs into their budgeting.

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	☑ Yes	☑ Climate change
Customers	☑ Yes	☑ Climate change
Investors and shareholders	☑ Yes	☑ Climate change
Other value chain stakeholders	☑ Yes	☑ Climate change

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

☑ Procurement spend

(5.11.2.4) Please explain

Our supplier engagement strategy is prioritized based on the procurement spend within Scope 3, Category 1 & 2 (Purchased Goods & Services, and Capital Goods), as these two Scope 3 categories represent 49% of our total carbon footprint and are the most material sources of emissions. From here, we identified the most material regions by procurement spend - Global, UK, USA and France. At global level, the top 20 suppliers were screened, whilst at the UK, USA and France level, the top 30 suppliers were screened, per region based on procurement spend.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance	Comment
Climate change	☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts	☑ No, we do not have a policy in place for addressing non-compliance	*n/a*

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

☑ Disclosure of GHG emissions to your organization (Scope 1, 2 and 3)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☑ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☑ 51-75%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☑ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☑ No response

(5.11.6.12) Comment

We engage a broad base of suppliers from across the globe to provide the goods and services needed to operate our business. We expect them to act responsibly and ethically while managing their environmental impact. As outlined in our Supplier Code of Conduct policy, we believe our values should be reflected and embraced throughout our supply chain.

Engagement is the key to managing and reducing supplier emissions. Since 2018, we've worked to improve the data used to calculate our Scope 3 emissions. In 2024, we reached a milestone, by shifting from spend based factors to supplier specific data for material suppliers, using CDP data. We built on this by providing continuous education on supplier engagement across our 16 Planet Countries and expanding the number of suppliers from whom we collect data. Gathering better-quality, primary data and establishing a more effective engagement strategy will help us manage our scope 3 emissions.

As evolve our program, we're exploring how to set expectations for all suppliers – such as setting SBTi targets aligned with 1.5C, reporting emissions data via CDP, and assuring the data with third-party validation. We aim to communicate these expectations in the coming year and hold suppliers accountable in the years that follow.

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect targets information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

The key to managing and reducing supplier emissions is engagement. Since 2018, we have been committed to calculating and improving the data used to calculate our Scope 3 emissions. In 2024 we achieved a significant milestone in this journey, by shifting from spend based factors to supplier specific data for material suppliers, utilizing CDP data. We built on this by providing continuous education on supplier engagement for our 16 Planet Countries and expanded the number of suppliers we are collecting this data from. Our ability to gather better-quality, primary data from our suppliers and establish a more effective supplier engagement and management strategy will help us to better manage our scope 3 emissions. This approach has enabled us to replace spend data with primary, supplier specific data which will benefit us by allowing us to incorporate supplier emission reductions into our own progress.

Our supplier engagement strategy is prioritized based on the procurement spend within Scope 3, Category 1 & 2 (Purchased Goods & Services, and Capital Goods), as these two Scope 3 categories represent 49% of our total carbon footprint and are the most material sources of emissions. From here, we identified the most material regions by procurement spend - Global, UK, USA and France. At global level, the top 20 suppliers were screened, whilst at the UK, USA and France level, the top 30 suppliers were screened, per region based on procurement spend.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ No

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(5.11.9.3) % of stakeholder type engaged

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We provide staffing services and solutions to hundreds of thousands of global, multinational and local clients in every sector worldwide. We are actively tracking and reporting on our emissions in support of our clients' GHG reporting requirements and their own supplier engagement efforts to reduce emissions within the entire value chain, and we share information about our climate strategy with clients upon request and on a case-by-case basis. We also have detailed Associate Commute emissions data available upon request which can be used to support our client's Scope 3 Category 7 Employee Commuting calculations. As an example of our engagement, we have engaged with three consumer packaged goods clients to collaborate on carbon reduction activations and reporting, through sharing best practices, participating in their supplier summits and engaging in ongoing monthly workshops.

We aim to share these best practices with other clients who are also deeply committed to climate action and scaling our impact across our customer portfolio. We regularly include sustainability, particularly climate, as part of our Quarterly Business Reviews with clients to share our approach, compare best practices and collaborate for greater impact. Overall, we've seen engagement jump from 36 clients requesting information about climate performance in 2021, to more than 70 clients in 2024. This explains the rationale for selecting this group of highly engaged clients, as they form the basis of our value chain engagement strategy and our climate transition towards a 1.5C-aligned world. The 70 clients that have requested information and whom we are actively engaged with represent more than 10% of our worldwide revenues. We expect this percentage to increase annually.

(5.11.9.6) Effect of engagement and measures of success

We continue to participate in more in-depth engagements with our clients who have shared with us their carbon reduction targets and Net Zero ambitions and are open to collaboration. Our measure of success will see the number of engagements grow in number and in substance year-on-year, aiming to exceed the engagements with over 70 clients next year. Our success also includes our ability to develop, communicate, and execute on our Climate Transition Plan and emission reductions which positively impacts our clients, helping them achieve their own supplier engagement targets and emission reductions. Since we have begun sharing information and engaging with clients, they have reported that our engagement work has been extremely well received and is helping them to meet or exceed their own supplier engagement goals and reduce their own carbon footprints.

Climate change

(5.11.9.1) Type of stakeholder

☑ Customers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

According to WEF's Future of Jobs Report 2024, the green transition could create up to 9 million new jobs in climate change adaptation, climate change mitigation, and clean energy. globally by 2030. We surveyed 40,340 hiring decision-makers across 42 countries to learn about their strategic talent management plans to meet their sustainability priorities and found that, despite the growing focus of sustainability, 91% of employers say they don't have the talent they need to achieve their sustainability goals (Q4 2024 ManpowerGroup Employment Outlook Survey). According to the IEA World Energy Outlook 2021, there will be more than 4 million new jobs globally in the power generation and grids space by 2030, and we foresee even more opportunities as investments from the EU Green Deal support more sectors in their green transformation.

As a global leader in innovative workforce solutions, we recognize that we have ability to influence and impact the green transition by helping to find green talent, map current talent for green skills and upskill/reskill people for jobs in a low carbon economy. ManpowerGroup collaborates with clients to provide innovative workforce solutions to meet all their talent needs, including for green jobs. We therefore engage with all clients as their needs for green talent arise.

(5.11.9.6) Effect of engagement and measures of success

We measure success on our ability to meet client needs for green talent, including expanding our offering to place talent at companies at the forefront of the green transition and reskilling talent to take on green jobs. Examples of clients we partner with include: Cepsa – transitioning from fossil fuels to H2 and biofuels; EDF – Britain's largest generator of zero carbon electricity; E.ON – providing green hydrogen, smart metering, and energy efficiency technologies; ENGIE – offering 360 decarbonization solutions; FREYR Battery – producing green battery cells to accelerate the decarbonization of energy and transportation systems globally; Valeo – producing automobile hybridization solutions and electric charging stations; and Vestas – one of the world's largest providers of sustainable energy solutions. Not only do we provide workforce solutions to these companies that are delivering low carbon products or services, we help source green talent or upskill talent to help our clients fill roles that contribute to their sustainability targets.

We measure our success for our green offerings in the same ways we measure any other offerings. This includes, but is not limited to, win rates, time to market, average deal size, and GP%.

Climate change

(5.11.9.1) Type of stakeholder

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☑ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

On a quarterly basis, ManpowerGroup offers engagement opportunities to key institutional shareholders to meet and discuss material topics, including social impact and climate change. Our prepared deck for investor conversations includes our Climate Transition Plan, and investors have the opportunity to provide feedback and ask questions on these climate plans.

(5.11.9.6) Effect of engagement and measures of success

This engagement with shareholders allows for an understanding on both sides of key issues, current progress, and future priorities. We measure success on our ability to answer all investor questions.

Climate change

(5.11.9.1) Type of stakeholder

☑ Other value chain stakeholder, please specify: Employees

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

☑ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ 26-50%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

As a professional services provider in 75 markets and territories, we employ approximately 26,700 full time equivalent employees. The choices that our employees make to travel to and from work can have a meaningful impact on our emissions. That is why we consider it vitally important to ensure that we have accurate data on employee commuting patterns to better inform further engagement and educational opportunities.

We also see a great opportunity for countries to learn from the initiatives of others, including through strategically relocating office buildings to allow for greater public transportation use as seen in France and Switzerland or through engagement campaigns such as the "Get On The Bike Challenge" in Germany and Poland to encourage employees to bike to work.

(5.11.9.6) Effect of engagement and measures of success

We have continued our annual commuting survey to collect accurate employee commuting emissions data for 2024. The survey was sent out to employees in France, Germany, Japan, Netherlands, Norway, Spain, the UK and the US, representing approximately 65% of our global revenues. We received approximately 6,200 employee responses, passing our 30% response rate for all countries included.

Success is based on the extent to which more accurate employee emissions' data is collected annually, achieved by increasing our response percentage and bringing more countries into the survey process to reduce emission extrapolation. Last year we added the US and Japan and this year we have seen our overall response rate increase from 41% to 45%.

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The operational control approach has been taken to account for 100% of the GHG emissions from within our operations. This is aligned and consistent with our financial accounting approach.

Plastics

(6.1.1) Consolidation approach used

☑ Other, please specify: n/a

(6.1.2) Provide the rationale for the choice of consolidation approach

As a professional services provider that does not manufacture, sell or ship physical products to consumers, plastics are not a material issue to our organization. Not applicable to ManpowerGroup.

Biodiversity

(6.1.1) Consolidation approach used

☑ Other, please specify: n/a

(6.1.2) Provide the rationale for the choice of consolidation approach

As a professional services provider that does not manufacture, sell or ship physical products to consumers, biodiversity is not a material issue to our organization. Not applicable to ManpowerGroup.

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	☑ No

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

We continue to advance our methodology to align to best practice. This year we advanced our market-based residual emissions factors and have collected more supplier-specific emissions data to move away from spend calculations. Where we are still using spend calculations, we have also seen the CEDA emission factor for furniture reduce due to more accurate source information.

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

☑ Yes

(7.1.3.2) Scope(s) recalculated

☑ Scope 1
☑ Scope 2, location-based
☑ Scope 2, market-based

☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

We recognize the need for comparable data to show meaningful progress towards our emissions goals. We consider best practice guidelines and recommended thresholds by governing organizations, including the SBTi's 5% emissions threshold for re-baselining, when considering the need to change methodologies and perform recalculations. We have therefore re-baselined during the current reporting cycle to reflect new methodological advancements and ensure we properly demonstrate our progress-to-date.

(7.1.3.4) Past years' recalculation

☑ Yes

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	☑ We are reporting a Scope 2, location-based figure	☑ We are reporting a Scope 2, market-based figure	*n/a*

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

21551

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend

for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Scope 1 emissions, we collected data on our consumption of: natural gas; refrigerants; other fuels (diesel and fuel oil) and our travel from owned or leased vehicles.

All emissions factors were sourced from DESNZ's 2019 Conversion Factors dataset. Once these consumption values were multiplied by the relevant emissions factors, the output values were divided by 1000, to produce the tCO2e for each emissions source.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

17243

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Scope 2 emissions, we collected data on our: electricity consumption; electric fleet travel; and district heating. Our electricity consumption was multiplied by 2019 IEA Scope 2 emission factors; whilst our fleet travel and district heating values were multiplied by 2019 DESNZ emission factors. Once these multiplications occurred the output values were divided by 1000 to produce the tCO2e.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

15831

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. Our market-based emissions followed the same method as the location-based approach, however, where we had verifiable RECs for our renewable electricity consumption, an emissions factor of 0 was applied to the apportioned renewable electricity consumption.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

74790

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Category 1 emissions, category spend data on goods and services purchased in 2019 was pulled, and inclusions and exclusions were made in alignment with the Scope of Category 1. Once this exercise was complete, relevant CEDA categories were mapped to our spend categories (using CEDA Global 2019, an economic input-output database). The total category spend values were multiplied by the relevant CEDA emissions factors; and then were divided by 1000 to produce the tCO2e.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

6604

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Category 2 emissions, category spend data on capital goods in 2019 was pulled, and inclusions and exclusions were made in alignment with the Scope of Category 2. Once this exercise was complete, relevant CEDA categories were mapped to our spend categories (using CEDA Global 2019, an economic input-output database). The total category goods spend values were multiplied by the relevant CEDA emissions factors; and then were divided by 1000 to produce the tCO2e.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

9730

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Category 3 emissions, the primary data used for the calculations is the same input as that for our Scope 1 and 2 data collection/emissions calculations. This includes our consumption of natural gas; electricity; other fuels (diesel and fuel oil) and fuel in owned or leased vehicles. Well-to-tank (WTT) emissions factors were sourced from DESNZ 2019 for all emissions sources, except for electricity. The electricity consumption values were multiplied by WTT, transmission & distribution (T&D) losses and WTT of T&D losses emissions factors sourced from the IEA's 2019 database. Once all consumption values had been multiplied by the relevant emissions factors, the output values were divided by 1000 to produce the final tCO2e values.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, we do not have any material upstream transportation and distribution emissions. Any emissions associated with the transportation and distribution of products purchased are included as part of the spend-based calculations for Category 1 and 2.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

604

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Category 5 emissions, ManpowerGroup collected primary waste data over the reporting period. From here, relevant 2019 DESNZ conversion factors were applied to these weight waste values (in metric tons). Following the multiplication of the weights by the emissions factors, the output values were divided by 1000 to produce the tCO2e. These emissions cover the entire boundary

of our organization as none of our entities or sites have been excluded. Current actual raw data represents data from our Planet Countries, this amount was then uplifted to represent all of ManpowerGroup operations.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

24685

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our Category 6 emissions, we collected primary data on the following types of transport: air travel; grey fleet travel; public transport (rail). From here, relevant 2019 DESNZ emissions factors were applied. This business travel calculation accounts for our entire organizational boundary, as no sites or entities have been excluded. Current actual raw data represents data from our Planet Countries, this amount was then uplifted to represent all of ManpowerGroup operations.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

28651

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 2, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. For our base year (2019) Category 7 emissions, we utilized a model to estimate emissions based on the number of full time equivalent (FTE) in each country. The estimations within the model are based on country-level data for average commuting distances and the average mode of transport. Depending on the mode of transport, the total distances are multiplied by the emission factors provided by DESNZ 2019. This produces an average emissions per FTE, which is then multiplied by the total FTE for that country

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

All the offices where we conduct business are leased, as are most of our fleet cars and many of the electronics we use in our offices. We have accounted for emissions from these leased assets within Scope 1 and Scope 2 accounting, therefore this category is not relevant to our business.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, downstream transportation and distribution is not relevant.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, processing of sold products is not relevant.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, use of sold products is not relevant.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, end of life treatment of sold products is not relevant.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

4392

(7.5.3) Methodological details

We have rebaselined our emissions for 2019, as we have identified a few key areas where improvements could be made to align with the most recent reporting year(s): 1) The exclusion of associates from calculations and our footprint; 2) we have switched from an entirely spend-based approach to a hybrid approach (using spend and supplier data) and 3) We have recognized an error in the original calculations which made use of accrued spend for Scope 3 Categories 1 and 27, instead of spend relevant to the reporting year This has now been updated to align with the methodologies of the current reporting year. As part of the rebaseline exercise conducted during the reporting year, it became apparent that Category 13-Downstream Leased Assets is relevant to our organization, as some of our vehicles are leased out to employees on assignment. The total number of vehicles (across each fuel type) was identified, from which an estimated distance was calculated. From here, applicable DESNZ 2019 emission factors were utilized. This calculation accounts for our entire organizational boundary, as no sites or entities have been excluded. Current actual raw data represents data from our Planet Countries, this amount was then uplifted to represent all of ManpowerGroup operations.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category is not relevant and considered immaterial to our operational control approach to calculating our Scope 3 emissions. This is because franchise fees represent less than 0.08% of total revenue in 2024. Therefore, calculating any emissions associated with this will be immaterial to our overall carbon footprint.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

As a professional services provider, ManpowerGroup made no significant investments during the reporting year.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A- all attributable emissions have been detailed in the above sections.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

0 N/A- all attributable emissions have been detailed in the above sections.

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

17247

(7.6.3) Methodological details

For our Scope 1 emissions, we collected primary data on our consumption of: natural gas; refrigerants; other fuels (diesel and fuel oil) and our travel from owned or leased vehicles. All emissions factors were sourced from DESNZ's 2024 Conversion Factors dataset. Once these consumption values were multiplied by the relevant emissions factors, the output values were divided by 1000, to produce the tCO2e for each emissions source.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

16536

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

For our Scope 1 emissions, we collected primary data on our consumption of: natural gas; refrigerants; other fuels (diesel and fuel oil) and our travel from owned vehicles. All emissions factors were sourced from DESNZ's 2023 Conversion Factors dataset. Once these consumption values were multiplied by the relevant emissions factors, the output values were divided by 1000, to produce the tCO2e for each emissions source.

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

9974

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

8124

(7.7.4) Methodological details

For our Scope 2 emissions, we collected primary data on our: electricity consumption; electric fleet travel; and district heating. Our electricity consumption was multiplied by 2024 IEA Scope 2 emission factors; whilst our fleet travel and district heating values were multiplied by 2024 DESNZ emission factors. Once these multiplications occurred the output values were divided by 1000 to produce the tCO2e. Our market-based emissions followed the same method, however, where we had verifiable RECs for our renewable electricity consumption, an emissions factor of 0 was applied to the apportioned renewable electricity consumption.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

12263

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

11275

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

For our Scope 2 emissions, we collected primary data on our: electricity consumption; electric fleet travel; and district heating. Our electricity consumption was multiplied by 2023 IEA Scope 2 emission factors; whilst our fleet travel and district heating values were multiplied by 2023 DESNZ emission factors. Once these multiplications occurred the output values were divided by 1000 to produce the tCO2e. Our market-based emissions followed the same method, however, where we had verifiable RECs for our renewable electricity consumption, an emissions factor of 0 was applied to the apportioned renewable electricity consumption.

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

56065

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

5

(7.8.5) Please explain

For our Category 1 emissions, category spend data on goods and services purchased in 2024 was pulled, and inclusions and exclusions were made in alignment with the Scope of Category 1. Once this exercise was complete, relevant CEDA categories were mapped to our spend categories (using CEDA Global 2024, an economic input-output database). The total category spend values were multiplied by the relevant CEDA emissions factors; and then were divided by 1000 to produce the tCO2e. Some spend data was excluded from these CEDA spend-based calculations, as we obtained supplier-specific emissions data representing 5% of Category 1, which was added to the CEDA emissions for our total Category 1 emissions.

Capital goods

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5959

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

5

(7.8.5) Please explain

For our Category 2 emissions, category spend data on capital goods in 2024 was pulled, and inclusions and exclusions were made in alignment with the Scope of Category 2. The relevant CEDA categories on capital goods were mapped to our spend categories on capital goods (using CEDA Global 2024, an economic input-output database). The total category spend values were multiplied by the relevant CEDA emissions factors; and then were divided by 1000 to produce the tCO2e. Some spend data was excluded from these CEDA spend-based calculations, as we obtained supplier-specific emissions data representing 5% of Category 2, which was added to the CEDA emissions for our total Category 2 emissions.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6954

(7.8.3) Emissions calculation methodology

☑ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

For our Category 3 emissions, the primary data used for the calculations is the same input as that for our Scope 1 and 2 data collection/emissions calculations. This includes our consumption of natural gas; electricity; other fuels (diesel and fuel oil) and fuel in owned or leased vehicles. Well-to-tank (WTT) emissions factors were sourced from DESNZ's 2024 for all emissions sources, except for electricity. The electricity consumption values were multiplied by WTT, transmission & distribution (T&D) losses and WTT of T&D losses emissions factors sourced from the IEA's 2024 database. Once all consumption values had been multiplied by the relevant emissions factors, the output values were divided by 1000 to produce the final tCO2e values. These emissions cover the entire boundary of our organization as none of our entities or sites have been excluded. Current actual raw data represents data from our Planet Countries (approximately 80% of FTEs), this amount was then uplifted based on FTE to represent all of ManpowerGroup operations.

Upstream transportation and distribution

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, we do not have any material upstream transportation and distribution emissions. Any emissions associated with the transportation and distribution of products purchased are assumed to be included in the cost of the goods and, as we are unable to split out these spend-based calculations from the cost of the goods, these emissions are included as part of the spend-based calculations for Category 1 and 2.

Waste generated in operations

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

400

(7.8.3) Emissions calculation methodology

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

For our Category 5 emissions, ManpowerGroup collected primary waste data over the reporting period. From here, relevant 2024 DESNZ conversion factors were applied to these weight waste values (in metric tons). Following the multiplication of the weights by the emissions factors, the output values were divided by 1000 to produce the tCO2e. These emissions cover the entire boundary of our organization as none of our entities or sites have been excluded. Current actual raw data represents data from our Planet Countries (approximately 80% of FTEs), this amount was then uplifted based on FTE to represent all of ManpowerGroup operations.

Business travel

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

16024

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

For our Category 6 emissions, we collected primary data for: air travel, grey fleet travel, public transport (rail and road), hotel stays and salary sacrifice vehicles. From here, relevant 2024 DESNZ emissions factors were applied. This business travel calculation accounts for our entire organizational boundary, as no sites or entities have been excluded. Current actual raw data represents data from our Planet Countries (approximately 80% of FTEs), this amount was then uplifted based on FTE to represent all of ManpowerGroup operations.

Employee commuting

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

35097

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

For our Category 7 emissions, we conducted our annual employee commuting survey to assess how employees commute to work. The responses provide total distances by transport type to which 2024 DESNZ emission factors

are applied. These emissions were uplifted (based on FTE figures compared to number of respondents) to ensure that we had full coverage of our organizational boundary.

Upstream leased assets

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

763

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

For our Category 8 emissions, ManpowerGroup collected primary data over the reporting period. From here, relevant 2024 DESNZ conversion factors were applied to these consumption values (in metric tons). Following the multiplication of the weights by the emissions factors, the output values were divided by 1000 to produce the tCO2e. These emissions cover the entire boundary of our organization as none of our entities or sites have been excluded. Current actual raw data represents data from our Planet Countries (approximately 80% of FTEs), this amount was then uplifted based on FTE to represent all of ManpowerGroup operations.

Downstream transportation and distribution

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, downstream transportation and distribution is not relevant.

Processing of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, processing of sold products is not relevant.

Use of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, use of sold products is not relevant.

End of life treatment of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider that does not manufacture, sell or ship physical products to businesses or consumers, end of life treatment of sold products is not relevant.

Downstream leased assets

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5460

(7.8.3) Emissions calculation methodology

☑ Hybrid method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

ManpowerGroup have identified a sub-sect of vehicles that are owned by the company which are leased to employees whilst on assignment with our customers. For the first time in this reporting period we have been able to split these emissions out of our Scope 1 and 2 emissions and calculate separately. This data included the total number of vehicles, and distances were extrapolated based on an average of the FTE metrics used to calculate our Scope 1 and 2 fleet emissions as well as our Category 6-salary sacrifice emissions. Following the multiplication of the weights by the emissions factors (sourced from DESNZ 2024), the output values were divided by 1000 to produce the tCO2e. These emissions cover the entire boundary of our organization as none of our entities or sites have been excluded. Current actual raw data represents data from our Planet Countries

(approximately 80% of FTEs), this amount was then uplifted based on FTE to represent all of ManpowerGroup operations.

Franchises

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

This category is not relevant and considered immaterial to our operational control approach to calculating our Scope 3 emissions. This is because franchise fees represent less than 0.08% of total revenue in 2024. Therefore, calculating any emissions associated with this will be immaterial to our overall carbon footprint.

Investments

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

As a professional services provider, ManpowerGroup made no significant investments during the reporting year.

Other (upstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

N/A- all attributable emissions have been detailed in the above sections.

Other (downstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

N/A- all attributable emissions have been detailed in the above sections.

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

62955

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

8496

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

7976

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

1178

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

14765

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

38540

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

3993

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

N/A

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☑ Third-party verification or assurance process in place
Scope 3	☑ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

☑ Annual process

(7.9.1.2) Status in the current reporting year

☑ Complete

(7.9.1.3) Type of verification or assurance

☑ Limited assurance

(7.9.1.4) Attach the statement

UK GHG Assurance Statement 2025.pdf

(7.9.1.5) Page/section reference

1-4

(7.9.1.6) Relevant standard

☑ ISO14064-1

(7.9.1.7) Proportion of reported emissions verified (%)

1

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Limited assurance

(7.9.2.5) Attach the statement

UK GHG Assurance Statement 2025.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

☑ ISO14064-1

(7.9.2.8) Proportion of reported emissions verified (%)

2

Row 2

(7.9.2.1) Scope 2 approach

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Limited assurance

(7.9.2.5) Attach the statement

UK GHG Assurance Statement 2025.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

☑ ISO14064-1

(7.9.2.8) Proportion of reported emissions verified (%)

2

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
☑ Scope 3: Business travel
☑ Scope 3: Upstream leased assets

(7.9.3.2) Verification or assurance cycle in place

☑ Annual process

(7.9.3.3) Status in the current reporting year

☑ Complete

(7.9.3.4) Type of verification or assurance

☑ Limited assurance

(7.9.3.5) Attach the statement

UK GHG Assurance Statement 2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

☑ ISO14064-1

(7.9.3.8) Proportion of reported emissions verified (%)

2

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

2855

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

10.2

(7.10.1.4) Please explain calculation

*Current 2024 MB Scope 1 and 2: 25,372 tCO2e; 2023 MB Scope 1 and 2: 27,811 tCO2e. 2024 Scope 2 MB Elec: 4,815 tCO2e 2023 Scope 2 MB Elec: 7,660 tCO2e. Difference is - 2,845 tCO2e (2,845/27,811)*100= 10.2% decrease in emissions due to an increase in renewable energy consumption.*

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

3077

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

11.1

(7.10.1.4) Please explain calculation

*Additionally, ManpowerGroup has worked to improve the efficiency of our fleet and have also increased the size of our electric vehicle fleet. 2024 fleet emissions (Scope 1 and 2) market-based were: 14,167 tCO2e. In 2023, these emissions amounted to 11,089 tCO2e. The difference between these 2 values is: (14,167-11,089)= 3,077 tCO2e. Total Scope 1 and 2 market-based emissions for 2023 were: 27,811 tCO2e. (3,077/27,811)*100=11.1% increase.*

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

☑ No

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

66.09

(7.16.2) Scope 2, location-based (metric tons CO2e)

73.53

(7.16.3) Scope 2, market-based (metric tons CO2e)

73.53

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

103.75

(7.16.2) Scope 2, location-based (metric tons CO2e)

137.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

17.17

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

29.52

(7.16.2) Scope 2, location-based (metric tons CO2e)

17.07

(7.16.3) Scope 2, market-based (metric tons CO2e)

17.07

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

1540.39

(7.16.2) Scope 2, location-based (metric tons CO2e)

136.59

(7.16.3) Scope 2, market-based (metric tons CO2e)

80.26

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

202.41

(7.16.2) Scope 2, location-based (metric tons CO2e)

117.05

(7.16.3) Scope 2, market-based (metric tons CO2e)

117.05

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

159.67

(7.16.2) Scope 2, location-based (metric tons CO2e)

92.34

(7.16.3) Scope 2, market-based (metric tons CO2e)

92.34

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

183.88

(7.16.2) Scope 2, location-based (metric tons CO2e)

106.34

(7.16.3) Scope 2, market-based (metric tons CO2e)

106.34

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

434.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

251.27

(7.16.3) Scope 2, market-based (metric tons CO2e)

251.27

Costa Rica

(7.16.1) Scope 1 emissions (metric tons CO2e)

23.38

(7.16.2) Scope 2, location-based (metric tons CO2e)

13.52

(7.16.3) Scope 2, market-based (metric tons CO2e)

13.52

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

121.23

(7.16.2) Scope 2, location-based (metric tons CO2e)

70.11

(7.16.3) Scope 2, market-based (metric tons CO2e)

70.11

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

16.64

(7.16.2) Scope 2, location-based (metric tons CO2e)

9.62

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.62

Dominican Republic

(7.16.1) Scope 1 emissions (metric tons CO2e)

8.11

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.69

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.69

El Salvador

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.71

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.46

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.46

Estonia

(7.16.1) Scope 1 emissions (metric tons CO2e)

12.17

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.04

(7.16.3) Scope 2, market-based (metric tons CO2e)

7.04

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

49.48

(7.16.2) Scope 2, location-based (metric tons CO2e)

28.62

(7.16.3) Scope 2, market-based (metric tons CO2e)

28.62

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

3471.12

(7.16.2) Scope 2, location-based (metric tons CO2e)

1199.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

566.68

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

2092.08

(7.16.2) Scope 2, location-based (metric tons CO2e)

370.84

(7.16.3) Scope 2, market-based (metric tons CO2e)

202.96

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

39.75

(7.16.2) Scope 2, location-based (metric tons CO2e)

22.99

(7.16.3) Scope 2, market-based (metric tons CO2e)

22.99

Guatemala

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.13

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.86

(7.16.3) Scope 2, market-based (metric tons CO2e)

5.86

Honduras

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.03

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

5.8

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

49.16

(7.16.2) Scope 2, location-based (metric tons CO2e)

638.18

(7.16.3) Scope 2, market-based (metric tons CO2e)

638.18

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

33.26

(7.16.2) Scope 2, location-based (metric tons CO2e)

19.23

(7.16.3) Scope 2, market-based (metric tons CO2e)

19.23

Israel

(7.16.1) Scope 1 emissions (metric tons CO2e)

313.89

(7.16.2) Scope 2, location-based (metric tons CO2e)

181.53

(7.16.3) Scope 2, market-based (metric tons CO2e)

181.53

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

2101.34

(7.16.2) Scope 2, location-based (metric tons CO2e)

648.4

(7.16.3) Scope 2, market-based (metric tons CO2e)

789.65

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

359.06

(7.16.2) Scope 2, location-based (metric tons CO2e)

725.03

(7.16.3) Scope 2, market-based (metric tons CO2e)

559.55

Latvia

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.39

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.12

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.12

Lithuania

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.08

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.83

(7.16.3) Scope 2, market-based (metric tons CO2e)

5.83

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

23.54

(7.16.2) Scope 2, location-based (metric tons CO2e)

13.62

(7.16.3) Scope 2, market-based (metric tons CO2e)

13.62

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

71.75

(7.16.2) Scope 2, location-based (metric tons CO2e)

41.5

(7.16.3) Scope 2, market-based (metric tons CO2e)

41.5

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

1193.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

174.87

(7.16.3) Scope 2, market-based (metric tons CO2e)

174.87

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

784.93

(7.16.2) Scope 2, location-based (metric tons CO2e)

376.51

(7.16.3) Scope 2, market-based (metric tons CO2e)

304.78

New Caledonia

(7.16.1) Scope 1 emissions (metric tons CO2e)

8.11

(7.16.2) Scope 2, location-based (metric tons CO2e)

4.69

(7.16.3) Scope 2, market-based (metric tons CO2e)

4.69

Nicaragua

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.17

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.84

(7.16.3) Scope 2, market-based (metric tons CO2e)

1.84

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

13.48

(7.16.3) Scope 2, market-based (metric tons CO2e)

189.97

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

16.02

(7.16.2) Scope 2, location-based (metric tons CO2e)

9.27

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.27

Paraguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

54.87

(7.16.2) Scope 2, location-based (metric tons CO2e)

31.73

(7.16.3) Scope 2, market-based (metric tons CO2e)

31.73

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

456.28

(7.16.2) Scope 2, location-based (metric tons CO2e)

263.87

(7.16.3) Scope 2, market-based (metric tons CO2e)

263.87

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

443.41

(7.16.2) Scope 2, location-based (metric tons CO2e)

213.83

(7.16.3) Scope 2, market-based (metric tons CO2e)

264.32

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

136.81

(7.16.2) Scope 2, location-based (metric tons CO2e)

79.12

(7.16.3) Scope 2, market-based (metric tons CO2e)

79.12

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

97.2

(7.16.2) Scope 2, location-based (metric tons CO2e)

56.21

(7.16.3) Scope 2, market-based (metric tons CO2e)

56.21

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

64.15

(7.16.2) Scope 2, location-based (metric tons CO2e)

37.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

37.1

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

65.15

(7.16.2) Scope 2, location-based (metric tons CO2e)

37.68

(7.16.3) Scope 2, market-based (metric tons CO2e)

37.68

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

37.96

(7.16.2) Scope 2, location-based (metric tons CO2e)

21.95

(7.16.3) Scope 2, market-based (metric tons CO2e)

21.95

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

18.22

(7.16.2) Scope 2, location-based (metric tons CO2e)

10.54

(7.16.3) Scope 2, market-based (metric tons CO2e)

10.54

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

181.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

189.23

(7.16.3) Scope 2, market-based (metric tons CO2e)

25.24

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

147.91

(7.16.2) Scope 2, location-based (metric tons CO2e)

46.46

(7.16.3) Scope 2, market-based (metric tons CO2e)

39

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

181.94

(7.16.2) Scope 2, location-based (metric tons CO2e)

105.22

(7.16.3) Scope 2, market-based (metric tons CO2e)

105.22

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

149.15

(7.16.2) Scope 2, location-based (metric tons CO2e)

86.26

(7.16.3) Scope 2, market-based (metric tons CO2e)

86.26

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

42.47

(7.16.2) Scope 2, location-based (metric tons CO2e)

24.56

(7.16.3) Scope 2, market-based (metric tons CO2e)

24.56

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

168.94

(7.16.2) Scope 2, location-based (metric tons CO2e)

114.72

(7.16.3) Scope 2, market-based (metric tons CO2e)

76.87

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

910.03

(7.16.2) Scope 2, location-based (metric tons CO2e)

2813.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

2019.56

Uruguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

53.26

(7.16.2) Scope 2, location-based (metric tons CO2e)

30.28

(7.16.3) Scope 2, market-based (metric tons CO2e)

30.28

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

117.51

(7.16.2) Scope 2, location-based (metric tons CO2e)

67.96

(7.16.3) Scope 2, market-based (metric tons CO2e)

67.96

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Fleet*	*13642*
Row 2	*Buildings*	*3605*

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Fleet*	*525*	*525*
Row 2	*Buildings*	*9450*	*7600*

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

17247

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

9974

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

8124

(7.22.4) Please explain

All Scope 1 and 2 emissions are associated with ManpowerGroup's consolidated accounting group and is not split into other entities.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

All Scope 1 and 2 emissions are associated with ManpowerGroup's consolidated accounting group and is not split into other entities.

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

☑ No

take into consideration the varying impact of the different kinds of services we provide or the location where the services are provided. This kind of calculation would require an investment in resources that is not practical or sustainable for our organization to undertake.

(7.29) What percentage of your total operational spend in the reporting year was on energy?

☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	☑ Yes
Consumption of purchased or acquired electricity	☑ Yes
Consumption of purchased or acquired heat	☑ Yes
Consumption of purchased or acquired steam	☑ No
Consumption of purchased or acquired cooling	☑ No
Generation of electricity, heat, steam, or cooling	☑ No

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

69384.64

(7.30.1.4) Total (renewable + non-renewable) MWh

69384.64

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

17477.7

(7.30.1.3) MWh from non-renewable sources

17665.43

(7.30.1.4) Total (renewable + non-renewable) MWh

35143.13

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

5758.03

(7.30.1.4) Total (renewable + non-renewable) MWh

5758.03

Total energy consumption

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

17477.7

(7.30.1.3) MWh from non-renewable sources

92808.11

(7.30.1.4) Total (renewable + non-renewable) MWh

110285.81

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	☑ No
Consumption of fuel for the generation of heat	☑ Yes
Consumption of fuel for the generation of steam	☑ No
Consumption of fuel for the generation of cooling	☑ No
Consumption of fuel for co-generation or tri-generation	☑ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

55486.49

(7.30.7.8) Comment

N/A

Gas

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

13898.15

(7.30.7.8) Comment

N/A

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

N/A

Total fuel

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

69384.64

(7.30.7.8) Comment

N/A

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

☑ Australia

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

197

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Australia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 2

(7.30.14.1) Country/area

☑ France

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

9488.65

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 3

(7.30.14.1) Country/area

☑ Germany

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify :RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

511.63

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 4

(7.30.14.1) Country/area

☑ Italy

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

500.01

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 5

(7.30.14.1) Country/area

☑ Japan

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

355.41

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Japan

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 6

(7.30.14.1) Country/area

☑ Netherlands

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

304.28

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 7

(7.30.14.1) Country/area

☑ Norway

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

478.37

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Norway

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 8

(7.30.14.1) Country/area

☑ Spain

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1023.35

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Spain

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 9

(7.30.14.1) Country/area

☑ Sweden

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

678.11

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 10

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3432.74

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 11

(7.30.14.1) Country/area

☑ Belgium

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

312.38

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Belgium

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

Row 12

(7.30.14.1) Country/area

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Renewable energy mix, please specify: RECs

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

195.09

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.14.10) Comment

N/A

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

235.29

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.29

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

236.58

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

225.37

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.53

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

226.90

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

32.29

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

10.53

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

42.82

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

771.33

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

771.33

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

221.44

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

72.18

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

293.62

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

174.68

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

56.94

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

231.62

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

201.17

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

65.57

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

266.74

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

475.35

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

154.94

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

630.29

Costa Rica

(7.30.16.1) Consumption of purchased electricity (MWh)

25.58

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

8.34

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

33.92

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

132.63

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

43.23

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

175.86

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

18.2

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

5.93

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

24.13

Dominican Republic

(7.30.16.1) Consumption of purchased electricity (MWh)

8.88

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.89

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11.77

El Salvador

(7.30.16.1) Consumption of purchased electricity (MWh)

8.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.75

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11.18

Estonia

(7.30.16.1) Consumption of purchased electricity (MWh)

13.32

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

4.34

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17.66

Finland

(7.30.16.1) Consumption of purchased electricity (MWh)

54.14

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

17.65

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

71.79

France

(7.30.16.1) Consumption of purchased electricity (MWh)

11845.56

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1405.39

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

13250.95

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

579.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

956.73

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1536.25

Greece

(7.30.16.1) Consumption of purchased electricity (MWh)

43.48

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

14.17

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

57.65

Guatemala

(7.30.16.1) Consumption of purchased electricity (MWh)

11.08

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.61

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14.69

Honduras

(7.30.16.1) Consumption of purchased electricity (MWh)

10.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.58

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14.55

Hungary

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

868.15

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

868.15

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

36.38

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

11.86

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

48.24

Israel

(7.30.16.1) Consumption of purchased electricity (MWh)

343.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

111.93

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

455.34

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

2082.89

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

371.29

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2454.18

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

1133.53

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1098.04

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2231.57

Latvia

(7.30.16.1) Consumption of purchased electricity (MWh)

5.9

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.92

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.82

Lithuania

(7.30.16.1) Consumption of purchased electricity (MWh)

11.03

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

3.59

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

14.62

Luxembourg

(7.30.16.1) Consumption of purchased electricity (MWh)

25.76

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

8.4

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

34.16

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

78.5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

25.59

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

104.09

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

474.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

474.94

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

1661.93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

16.52

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1678.45

New Caledonia

(7.30.16.1) Consumption of purchased electricity (MWh)

8.88

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.89

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11.77

Nicaragua

(7.30.16.1) Consumption of purchased electricity (MWh)

3.47

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.13

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4.60

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

799.96

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

799.96

Panama

(7.30.16.1) Consumption of purchased electricity (MWh)

17.53

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

5.71

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

23.24

Paraguay

(7.30.16.1) Consumption of purchased electricity (MWh)

60.03

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

19.57

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

79.60

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

499.18

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

162.71

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

661.89

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

197.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

528.25

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

725.68

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

149.67

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

48.79

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

198.46

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

106.34

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

34.66

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

141.00

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

70.18

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

22.88

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

93.06

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

71.28

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

23.23

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

94.51

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

41.52

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

13.53

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

55.05

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

19.93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

6.5

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

26.43

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

1116.78

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1116.78

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

858.56

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

165.7

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1024.26

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

199.05

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

64.88

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

263.93

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

163.18

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

53.19

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

216.37

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

46.46

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

15.14

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

61.60

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

591.17

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

591.17

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

7978.33

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7978.33

Uruguay

(7.30.16.1) Consumption of purchased electricity (MWh)

57.28

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

18.67

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

75.95

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

128.56

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

41.9

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

170.46

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00000142

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

25372

(7.45.3) Metric denominator

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

17853900000

(7.45.5) Scope 2 figure used

☑ Market-based

(7.45.6) % change from previous year

13

(7.45.7) Direction of change

☑ Decreased

(7.45.8) Reasons for change

☑ Change in renewable energy consumption
☑ Other emissions reduction activities
☑ Change in revenue

(7.45.9) Please explain

Our revenue has decreased 6% YoY whilst our scopes 1 and 2 (Market-Based) has fallen 9%. As the numerator in this calculation has fallen, our intensity figure is lower than that of last year, despite there also being reductions in the denominator applied (-6% in revenue YoY). This is due to increases in renewable energy consumption and increased electrification of our owned fleet (537 EVs in 2023 and 585 in 2024).

(7.53) Did you have an emissions target that was active in the reporting year?

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

☑ Abs 1

(7.53.1.2) Is this a science-based target?

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

2021-10-29_ManpowerGroup Validation Certificate_V01.pdf

(7.53.1.4) Target ambition

☑ 1.5°C aligned

(7.53.1.5) Date target was set

11/25/2021

(7.53.1.6) Target coverage

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☑ Methane (CH4)
☑ Sulphur hexafluoride (SF6)
☑ Nitrous oxide (N2O)
☑ Nitrogen trifluoride (NF3)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

☑ Market-based

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

21551

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

15831

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

37382.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

60

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

14952.800

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

17247

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

8124

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

25371.000

(7.53.1.78) Land-related emissions covered by target

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

53.55

(7.53.1.80) Target status in reporting year

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target applies to the whole of ManpowerGroup as a company. In this context, “company” refers collectively to all the companies, businesses, organizations, other entities or groups that fall within ManpowerGroup’s definition of our reporting boundary. There are no exclusions.

(7.53.1.83) Target objective

ManpowerGroup was founded on the belief that meaningful, sustainable employment has the power to change the world. As a company that is committed to positive change, we feel an obligation and responsibility to use our size and scale to address global challenges that we all face today– with climate change being one of the urgent issues at the forefront. Combating climate change is crucial because it affects nearly every aspect of life on earth. It leads to more frequent and severe weather, rising temperatures, impacts our planet’s ecosystems, the resiliency of our economies, the stability of our political systems, our personal security, our health and our prosperity.

As a people business, our aim is to preserve the future. The targets we have set cover both the near and long term. Long term sustained action is needed to achieve net-zero, but rapid action is needed immediately to limit emissions as much as possible in the short term for us to stay on track. We believe the future is one built on partnerships to be able to scale impact at speed. Setting and meeting science-based targets is how we can act faster and more collectively to slow the catastrophic climate events playing out in so many parts of the world right now. And it's how we will accelerate job creation and demand for new skills, to reshape a more sustainable, resilient future with more opportunities for all.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Scope 1 emissions make up 68% of ManpowerGroup's Scope 1 and 2 emissions in 2024. Within Scope 1, fleet emissions are ManpowerGroup's most material emissions source, contributing towards 79% of total Scope 1 emissions. Consequently, reducing these emissions through electrifying our fleet is a priority area for ManpowerGroup. Actions have already begun to reduce these emissions, focusing on 6 key countries with our largest fleets – the Netherlands, UK, Belgium, France, Germany and Italy – that are looking to transition 75-100% of their fleet to electric vehicles by 2030. The Netherlands has already made good progress thus far. The Netherlands is only procuring EVs going forward and aim to be 100% electric by 2025. The country already operates 332 EVs, which make up around half of its total fleet. Belgium has continued to electrify its fleet adding 20 EVs in 2024, bringing the total to 64 EVs, and are also installing 10,000 charging station for EVs at the HQ, introducing a new Mobility Budget where pay can be allocated towards EV company cars, and are also looking to fund private EV charging stations at employee homes. Our overall fleet emissions increased by 28% in 2024 due to increasing EVs and stable ICE fleet sizes across all key countries. We anticipate an exponential progress curve for emissions reduction in this area as our investments won't be realized until the EVs are purchased, delivered and integrated within our fleet.

Scope 2 emissions are also material to achieving our direct emissions target. We aim to procure 100% renewable electricity by 2030 for our Planet Countries. Renewable electricity is currently used in around 75% of our key markets, including Australia, Belgium, France, Germany, Italy, Japan, Netherlands, Norway, Spain, Sweden, the UK and the USA. In 2024, 17,478 MWh of our electricity usage came from renewable sources across these 16 key markets, accounting for 1,850 tCO2e of emission savings. A similar exponential progress curve for emissions reduction is also anticipated for Scope 2, due to the time-lag in switching electricity contracts to green tariffs and investing in on-site renewables.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☑ No

Row 2

(7.53.1.1) Target reference number

☑ Abs 2

(7.53.1.2) Is this a science-based target?

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

2021-10-29_ManpowerGroup Validation Certificate_V01.pdf

(7.53.1.4) Target ambition

☑ Well-below 2°C aligned

(7.53.1.5) Date target was set

11/25/2021

(7.53.1.6) Target coverage

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☑ Methane (CH4)
☑ Sulphur hexafluoride (SF6)
☑ Nitrous oxide (N2O)
☑ Nitrogen trifluoride (NF3)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

☑ Scope 3

(7.53.1.10) Scope 3 categories

☑ Scope 3, Category 2 – Capital goods
☑ Scope 3, Category 5 – Waste generated in operations
☑ Scope 3, Category 6 – Business travel
☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
☑ Scope 3, Category 7 – Employee commuting
☑ Scope 3, Category 13 – Downstream leased assets
☑ Scope 3, Category 1 – Purchased goods and services

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

74790

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

6604

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

9730

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

604

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

24685

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

28651

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

4392

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

149456.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

149456.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

30

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

104619.200

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

56065

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

5959

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

6954

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

400

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

16024

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

35097

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

5460

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

125959.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

125959.000

(7.53.1.78) Land-related emissions covered by target

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

52.41

(7.53.1.80) Target status in reporting year

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our Scope 3 target covers 100% of our value chain emissions. We are aligning to an absolute target consistent with a well-below 2Cdegrees. We have used the SBTi tool v1.2.1 to create a percentage reduction suitable to us and chosen a 30% emission reduction target which is above the minimum requirement. In order to align with updated guidance from the Science Based Targets initiative, Associate Commuting emissions were removed from our Scope 3 emissions footprint in 2022. We will no longer include these emissions under our Scope 3 - Category 7 emissions for Employee Commuting, as they should already be captured within this emissions category for the clients who hire these associates to work at their locations. As a result of this change, Scope 3 Category 7 – Employee Commuting emissions do not include previously reported associate emissions and we are in the process of initiating the re-baseline process formally with SBTi.

(7.53.1.83) Target objective

ManpowerGroup was founded on the belief that meaningful, sustainable employment has the power to change the world. As a company that is committed to positive change, we feel an obligation and responsibility to use our size and scale to address global challenges that we all face today– with climate change being one of the urgent issues at the forefront. Combating climate change is crucial because it affects nearly every aspect of life on earth. It leads to more frequent and severe weather, rising temperatures, impacts our planet's ecosystems, the resiliency of our economies, the stability of our political systems, our personal security, our health and our prosperity.

As a people business, our aim is to preserve the future. The targets we have set cover both the near and long term. Long term sustained action is needed to achieve net-zero, but rapid action is needed immediately to limit emissions as much as possible in the short term for us to stay on track. We believe the future is one built on partnerships to be able to scale impact at speed. Setting and meeting science-based targets is how we can act faster and more collectively to slow the catastrophic climate events playing out in so many parts of the world right now. And it's how we will accelerate job creation and demand for new skills, to reshape a more sustainable, resilient future with more opportunities for all.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

To meet this target, ManpowerGroup developed country level roadmaps for our Planet countries to: understand current initiatives, potential initiatives, and relevant emission reduction measures feasible within their country to achieve the SBTi targets. Each plan has been tailored to consider local market conditions by considering materiality of emissions and differences in local market conditions (i.e. regulation, availability of renewable energy, electric vehicle infrastructure, etc.). From this detailed analysis on the most material emission hotspots, a supplier engagement program was identified as the most crucial step to take in order to achieve our 2030 Scope 3 targets.

The initial focus for engagement will first be on suppliers that we have the most spend with, and therefore the highest potential for emission reductions. In 2024, we achieved a significant milestone in this journey, by shifting from spend based factors to supplier specific data for material suppliers, utilizing CDP data. This move means we have better-quality, real-world data, allowing us to build a more effective engagement and management strategy for our suppliers. As we continue to develop our supplier engagement program, we are in the process of investigating how we can set expectations with all suppliers to meet our emission reduction expectations – setting SBTi targets aligned with 1.5C, reporting emissions data via CDP, and assuring the data with third-party validation. Our intent is to communicate our climate expectations in the coming year and hold suppliers accountable to those expectations in the following few years.

We recognize that Employee Commuting is also a material proportion of our Scope 3 emissions. In 2024, ManpowerGroup continued our annual commuting survey across 8 countries, to understand commute patterns in more detail and guide the implementation strategies under investigation. The survey received approximately 6,000 responses and enabled us to identify markets that have reimagined new and more sustainable ways for employees to get to work. For example, Belgium's new Mobility Plan provides incentives for employees to ditch their personal cars and use public transportation to get to work while other countries, including Australia, Germany, and the Netherlands, are following suit with mobility cards and other discounts that subsidize the cost of public transportation for employees.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☑ No

Row 3

(7.53.1.1) Target reference number

☑ Abs 3

(7.53.1.2) Is this a science-based target?

☑ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.53.1.4) Target ambition

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/31/2021

(7.53.1.6) Target coverage

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☑ Methane (CH4)
☑ Sulphur hexafluoride (SF6)
☑ Nitrous oxide (N2O)
☑ Nitrogen trifluoride (NF3)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

☑ Scope 1
☑ Scope 2
☑ Scope 3

(7.53.1.9) Scope 2 accounting method

☑ Market-based

(7.53.1.10) Scope 3 categories

☑ Scope 3, Category 2 – Capital goods
☑ Scope 3, Category 5 – Waste generated in operations
☑ Scope 3, Category 6 – Business travel
☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)
☑ Scope 3, Category 7 – Employee commuting
☑ Scope 3, Category 13 – Downstream leased assets
☑ Scope 3, Category 1 – Purchased goods and services

(7.53.1.11) End date of base year

12/31/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

21551

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

15831

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

74790

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

6604

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

9730

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

604

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

24685

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

28651

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

4392

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

149456.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

186838.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2045

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

18683.800

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

17247

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

8124

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

56065

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

5959

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

6954

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

400

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

16024

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

35097

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

5460

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

125959.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

151330.000

(7.53.1.78) Land-related emissions covered by target

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

21.12

(7.53.1.80) Target status in reporting year

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers our entire organization's footprint and organizational boundary; therefore, no entities/business units have been excluded from our Net Zero target.

(7.53.1.83) Target objective

ManpowerGroup was founded on the belief that meaningful, sustainable employment has the power to change the world. As a company that is committed to positive change, we feel an obligation and responsibility to use our size and scale to address global challenges that we all face today– with climate change being one of the urgent issues at the forefront. Combating climate change is crucial because it affects nearly every aspect of life on earth. It leads to more frequent and severe weather, rising temperatures, impacts our planet's ecosystems, the resiliency of our economies, the stability of our political systems, our personal security, our health and our prosperity.

As a people business, our aim is to preserve the future. The targets we have set cover both the near and long term. Long term sustained action is needed to achieve net-zero, but rapid action is needed immediately to limit emissions as much as possible in the short term for us to stay on track. We believe the future is one built on partnerships to be able to scale impact at speed. Setting and meeting science-based targets is how we can act faster and more collectively to slow the catastrophic climate events playing out in so many parts of the world right now. And it's how we will accelerate job creation and demand for new skills, to reshape a more sustainable, resilient future with more opportunities for all.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

ManpowerGroup has already reviewed and anticipated the investments needed to offset the remaining unabated 10% of residual emissions within the target year of 2045. Building up to this point, by 2030, 60% of Scope 1 and 2 emissions and 30% of Scope 3 emissions will be reduced from the 2019 base year, following our Climate Transition Plan. At this point the anticipated investments will be further confirmed and aligned to our timeline.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☑ No

(7.54) Did you have any other climate-related targets that were active in the reporting year?

☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

☑ NZ1

(7.54.3.2) Date target was set

11/17/2021

(7.54.3.3) Target Coverage

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

☑ Abs1
☑ Abs2
☑ Abs3

(7.54.3.5) End date of target for achieving net zero

12/31/2045

(7.54.3.6) Is this a science-based target?

☑ Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

(7.54.3.8) Scopes

☑ Scope 1
☑ Scope 2
☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

☑ Methane (CH4)
☑ Sulphur hexafluoride (SF6)
☑ Nitrous oxide (N2O)
☑ Nitrogen trifluoride (NF3)
☑ Carbon dioxide (CO2)
☑ Perfluorocarbons (PFCs)
☑ Hydrofluorocarbons (HFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

This target covers our entire organization's footprint and organizational boundary; therefore, no entities/business units have been excluded from our Net Zero target.

(7.54.3.11) Target objective

ManpowerGroup was founded on the belief that meaningful, sustainable employment has the power to change the world. As a company that is committed to positive change, we feel an obligation and responsibility to use our size and scale to address global challenges that we all face today– with climate change being one of the urgent issues at the forefront. Combating climate change is crucial because it affects nearly every aspect of life on earth. It leads to more frequent and severe weather, rising temperatures, impacts our planet's ecosystems, the resiliency of our economies, the stability of our political systems, our personal security, our health and our prosperity.

As a people business, our aim is to preserve the future. The targets we have set cover both the near and long term. Long term sustained action is needed to achieve net-zero, but rapid action is needed immediately to limit emissions as much as possible in the short term for us to stay on track. We believe the future is one built on partnerships to be able to scale impact at speed. Setting and meeting science-based targets is how we can act faster and more collectively to slow the catastrophic climate events playing out in so many parts of the world right now. And it's how we will accelerate job creation and demand for new skills, to reshape a more sustainable, resilient future with more opportunities for all.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

☑ No, and we do not plan to within the next two years

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

☑ Yes, we plan to purchase and cancel carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

ManpowerGroup has already reviewed and anticipated the investments needed to offset the remaining unabated 10% of residual emissions within the target year of 2045. Building up to this point, by 2030, 60% of Scope 1 and 2 emissions and 30% of Scope 3 emissions will be reduced from the 2019 base year, following our Climate Transition Plan. At this point the anticipated investments will be further confirmed and aligned to our timeline.

(7.54.3.17) Target status in reporting year

☑ Underway

(7.54.3.19) Process for reviewing target

ManpowerGroup's near-term and Net Zero targets have been formally reviewed and approved by the ESG Steering Committee and CEO. The ESG Steering Committee, a management executive-level committee, reports progress up to our CEO and meets every other month to discuss, guide and make decisions that ultimately drive our enterprise-wide sustainability agenda forward. This includes a bi-monthly review of our emission reduction roadmap to 2030 and how we're responding to climate change risks and opportunities for our business. After each meeting, a clear action plan based on the key decisions is developed and regular progress updates are shared in subsequent meetings. The Committee is chaired by our CSO, who reports on the status of our sustainability performance on a quarterly basis to the Executive Leadership Team (ELT) and twice a year to the Governance Sustainability (GovSus) Committee of the Board.

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*3*	*3314.5*
Not to be implemented	*0*	*`Numeric input*

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

234.14

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 2 (market-based)

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

13100000

(7.55.2.7) Payback period

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

Our France team increased their renewable purchases by 20%, driven by their headquarter move to a more eco-friendly building in 2024. Located in a newly built building in La Défense, Paris, the new location offers energy efficient facilities, more advanced energy management solutions and access to renewable energy options. Given the France HQ makes up almost a quarter of the country's sq footage, this shift to renewables at the HQ facilities marks a significant milestone for the business.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

125.4

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 1

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

170000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

3689000

(7.55.2.7) Payback period

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

Reducing emissions through electrifying our fleet is a priority area for ManpowerGroup. Belgium has continued to electrify its fleet adding 20 EVs in 2024, bringing the total to 64 EVs, and are also installing 10,000 charging station for EVs at the HQ, introducing a new Mobility Budget where pay can be allocated towards EV company cars, and are also looking to fund private EV charging stations at employee homes. Belgium also expanded the Fleet Manager role into a Mobility Manager role to take a more holistic approach to employee mobility.

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Employee commuting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2955

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 1

☑ Scope 3 category 7: Employee commuting

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

13100000

(7.55.2.7) Payback period

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

With the relocation of our France HQ to the transit-friendly La Défense area, employee train commuting doubled and car use declined by 10%. Today, 68% of employees commute by public transit, biking, or walking. The move from the outskirts of Paris to a more central, accessible location also led to a 28% reduction in commuting distance in France. Combined with these positive shifts in commuting behavior, the HQ relocation contributed to a 34% reduction in emissions in France in 2024.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

By building out market-focused action plans, we have gathered insight into the feasibility of EV transition within each country, considering factors such as quality of regional infrastructure, availability of incentives and public perception of electric vehicles, all of which can vary greatly from country to country. This detailed, market-focused assessment has shown that we should continue to convert our fleet to electric vehicles (EVs) in six key markets where we have the largest fleet presence – the Netherlands, Belgium, UK, Germany, Italy, and France. We will continue to support the installation of charging points at people's homes in these regions. Each country has been tasked with embedding the transition into their strategic planning by assessing current fleet portfolio and understanding the right time to transition each asset considering current leasing agreements and workforce ability to charge at home.

Row 2

(7.55.3.1) Method

☑ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Implementing energy efficiency initiatives is essential to our climate action roadmap and has helped us reduce our footprint. In 2024, we increased our renewable energy usage by 18%. This increase was primarily driven by France's headquarter move to a more eco-friendly building, as well as transitioning 35 US branch offices to renewable electricity.

Row 3

(7.55.3.1) Method

☑ Employee engagement

(7.55.3.2) Comment

We proactively encourage staff to reduce energy consumption in our offices and choose lower emission ways to commute to work.

Row 4

(7.55.3.1) Method

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

We comply with all regulatory requirements and standards, such as ESOS in the EU, to help drive investment in emissions reduction activities.
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify: Workforce solutions for producers of low-carbon solutions and services.

(7.74.1.4) Description of product(s) or service(s)

Globally, we provide workforce solutions across all of our brands to organizations that develop and deliver low carbon products or services. Examples of clients we partner with include: Cepsa – transitioning from fossil fuels to H2 and biofuels; EDF – Britain's largest generator of zero carbon electricity; E.ON – providing green hydrogen, smart metering, and energy efficiency technologies; ENGIE – offering 360 decarbonization solutions; FREYR Battery – producing green battery cells to accelerate the decarbonization of energy and transportation systems globally; Valeo – producing automobile hybridization solutions and electric charging stations; and Vestas – one of

the world's largest providers of sustainable energy solutions. Not only do we provide workforce solutions to these companies that are delivering low carbon products or services, we help source green talent or upskill talent to help our clients fill roles that contribute to their sustainability targets.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	☑ No, and we do not plan to undertake any biodiversity-related actions

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	☑ No

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	☑ Not assessed	*n/a*

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
UNESCO World Heritage sites	☑ Not assessed	*n/a*
UNESCO Man and the Biosphere Reserves	☑ Not assessed	*n/a*
Ramsar sites	☑ Not assessed	*n/a*
Key Biodiversity Areas	☑ Not assessed	*n/a*
Other areas important for biodiversity	☑ Not assessed	*n/a*

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

We plan to obtain third-party verification of additional environmental data and the full scope of our emissions data to comply with future CSRD reporting requirements. In order to prepare for this, we have prioritized an internal audit of our emissions data collection process which includes additional environmental information – the data inputs for emissions such as energy and travel data. This will ensure our preparedness for future third-party verification.

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Financial Officer (CFO)

(13.3.2) Corresponding job category

☑ Chief Financial Officer (CFO)