

Working to Change the World 2025 - 2026 Sustainability Report

Human First, Digital Always



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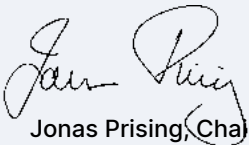
A Message from our Chair & CEO

The world of work is being reshaped at extraordinary speed. Technology and evolving skills requirements are transforming how organizations grow and how people build their careers. At the same time, demographic shifts are steadily impacting labor markets around the world. Through it all, human potential remains the foundation of growth, innovation and progress.

The organizations that thrive will be those that combine technology with human capability in ways that expand access to opportunity, strengthen workforce resilience and help people create value in new ways. We believe the future of work will belong to those who unlock the full potential of both people and technology — responsibly, inclusively and at scale.

This year's *Working to Change the World* report reflects that commitment in action. Across People, Planet and Prosperity, and supported by strong Principles of Governance, we are showing how sustainable business practices, investment in skills, responsible innovation and stronger accountability help create more durable value for people, clients and communities.

Thank you to our employees, clients, partners and the millions of people we support around the world. Together, we are creating a future of work that expands opportunity, strengthens communities and enables people and businesses to thrive.


Jonas Prising, Chair & CEO



Message from our Chief Marketing & Sustainability Officer

Helping people find meaningful work is one of the most powerful ways we can change lives. It builds confidence, opens opportunity and strengthens communities.

That belief sits at the heart of our business and our sustainability work. And it is why I am proud to share the progress we are making to create talent at scale, accelerate more sustainable ways of working and strengthen accountability across our business.

Creating talent at scale is central to our People agenda. As AI reshapes work and the transition to a lower-carbon economy creates demand for new skills, we are helping people build the confidence, capabilities and readiness to remain employable and move into emerging opportunities.

We are also making progress on Planet and our Principles of Governance — reducing our environmental impact, engaging partners more responsibly, improving the quality of our data and embedding stronger accountability across the organization.

There is more work ahead, and real opportunity to make a lasting difference. By creating talent at scale, advancing our environmental commitments and strengthening how we govern this work, we can help build a more sustainable and inclusive future of work.



Ruth Harper, Chief Marketing
& Sustainability Officer

2025 / 2026 Highlights

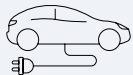
Planet

Recognized by **TIME Magazine** as one of the **World's Most Sustainable Companies** for three consecutive years (2024 – 2026)



Reduced total greenhouse gas emissions by 24% since 2019, keeping us on track to achieve our 2030 climate target.

Reduced fleet size by 28% while increasing EV adoption, led by progress in Belgium and France.

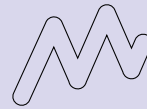


Reduced business travel emissions by 28% in 2025 through more purposeful travel and expanded digital collaboration.

Expanded renewable energy adoption across key markets, **increasing renewable electricity to 44% of total consumption**.

People & Prosperity

Scaled MyPath to 332,000+ participants and alumni, building skills and pathways to in-demand careers.



Delivered 30,000 employee AI learning engagements, **with 80% of employees using AI tools in their daily work**.



Expanded technology talent pipelines through **Experis Academy**, training **6,000+ participants across 12 European countries** in high-demand digital skills.

Strengthened future-ready talent pipelines through industry partnerships, like WEF SmartStart's commitment to **upskill 1 million young people in the U.S. in advanced manufacturing careers**.

Increased female representation for a renewable energy client from 8% to 38% through a five-year Talent Solutions RPO-led workforce transformation strategy.

Principles of Governance

Recognized by **Ethisphere** for 17th time as one of the **World's Most Ethical Companies** — more than any organization in our industry.

Earned **EcoVadis Gold status**, ranking in the **top 5% of all companies** assessed and top 1% of companies in our industry.



Advanced responsible AI and innovation through our enterprise **AI, Data, Analytics and Innovation (AIDA)** governance framework.

Enhanced human rights due diligence by joining the UN Global Compact Business & Human Rights Accelerator Program.

Maintained leadership in climate-related transparency, marking **our 16th year of CDP Climate Change disclosure reporting**.



The background of the slide is a vibrant blue with abstract, flowing, organic shapes that resemble waves or smoke. Interspersed throughout these shapes are thin, light blue lines and small, glowing white and blue dots, creating a sense of movement and technology. A solid light blue circle is positioned at the top center of the page.

Our Impact

Our Working to Change the World Plan

Our *Working to Change the World Plan* - and its three pillars - is embedded in our business strategy – caring for the Planet, amplifying our impact on People & Prosperity, and adhering to strong Principles of Governance with new awareness and urgency.



Delivering on our science-based targets to reduce emissions by 2030 and reach net-zero by 2045

Being creators of talent at scale and finding meaningful work

Setting high ethical standards for our industry and creating long-term value for all stakeholders

The scope of this report

Our sixth annual Working to Change the World Report includes data collected from January 1, 2025, to December 31, 2025, and examples of our strategy in action from 2025 and 2026.

Stakeholder Engagement

We engage a broad ecosystem of stakeholders to understand what matters most, shape priorities across Planet, People & Prosperity and Governance, and scale solutions beyond what we can achieve alone. This includes employees, candidates, associates, clients, investors, suppliers and communities, as well as governments, NGOs, education partners, industry associations and global forums focused on the future of work.

Through partnerships and platforms such as the World Employment Confederation, the World Economic Forum and expert partners including VivaTech and Semi.org we contribute to industry leadership, anticipate emerging trends and advance practical responses to shared challenges, from access to meaningful work and skills development to responsible business practices.

In 2025, we completed a Double Materiality Assessment aligned with the EU Corporate Sustainability Reporting Directive and European Sustainability Reporting Standards. The assessment identified the sustainability impacts, risks and opportunities most relevant to ManpowerGroup and our stakeholders, helping sharpen our ESG priorities, strengthen accountability and improve the clarity of our disclosures.

For more details on our Stakeholder Engagement approach and our Double Materiality process, please review the [ManpowerGroup Perspective on Stakeholder Engagement](#).



Jonas Prising, Chair and CEO of ManpowerGroup and Co-Chair of AMNC26 meeting in Dalian, China, together with ManpowerGroup APME delegates and Global Shapers, championing community-driven action, global collaboration, and cross-sector partnerships. By uniting business, government, and civil society, they are empowering young leaders to address today's most pressing challenges and help shape the future of work.

Our Stakeholders

Employees

Our people drive our success, and by putting purpose at our core, we attract top talent who seek employers committed to sustainability and inclusivity.



Associates & Candidates

The associates we place are key to our mission of equitable workforce access, and we support their well-being and fair treatment.



Clients & Partners

We support clients and partners in achieving their workforce goals and collaborate with them to advance inclusive and sustainable employment practices.



Suppliers

We partner with suppliers who share our values, ensuring ethical sourcing and positive environmental and social impact.



Community

We support local communities through initiatives that promote opportunities, education, and equity.



Investors

We listen to investor expectations and provide transparent reporting to support informed decision-making, demonstrate impact and build trust.



Global Alignment & Collaboration

ManpowerGroup signed the United Nations Global Compact for Sustainability Principles in 2006 and has been a committed partner ever since.

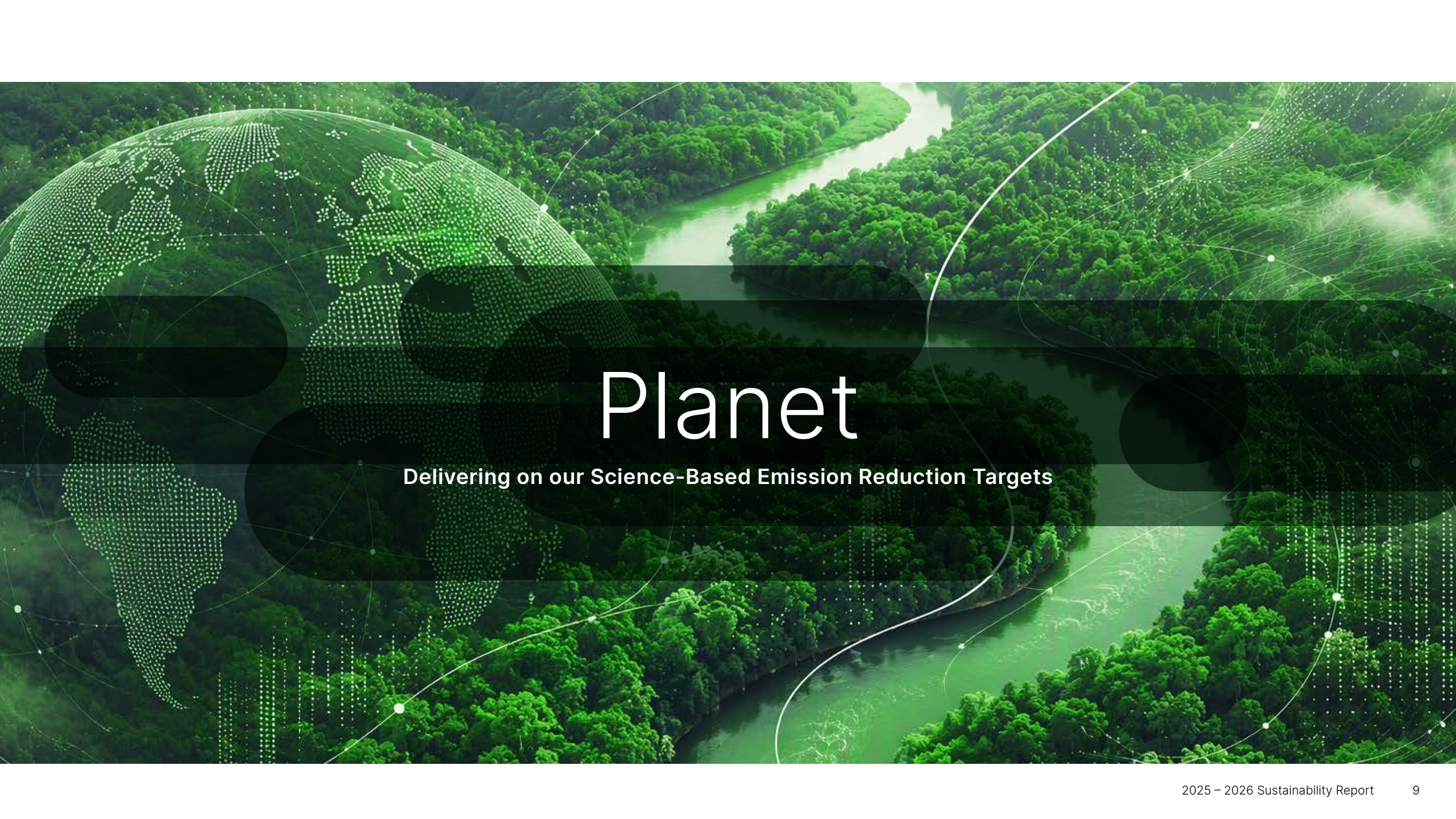
We have adopted the U.N.'s 17 Sustainable Development Goals (SDGs), with particular emphasis on those we can impact most.



Extending our Reach and Impact through Global Partnerships

Our enduring partnerships with leading organizations around the world help extend our mission to grow the modern, global workforce and address the issues that impact all of us in meaningful and sustainable ways.

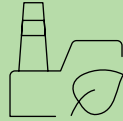




Planet

Delivering on our Science-Based Emission Reduction Targets

Accelerating Climate Action



We reduced our total greenhouse gas emissions by 24% between 2019 and 2025 and remain on track toward our 2030 science-based targets.

Our Climate Action Plan is turning ambition into measurable progress – expanding renewable electricity, electrifying our fleet, reducing business travel and commuting emissions, and engaging suppliers across our value chain. Stronger governance, controls and data are increasing the integrity of our reporting and sharpening the actions we take next.

↓ **24%** reduction in total emissions since 2019

↓ **32%** reduction in Scope 1 & 2 emissions since 2019

↓ **22%** reduction in Scope 3 emissions since 2019

Our Climate Action Plan

As expectations from investors, customers and regulators evolve, our Climate Action Plan provides a clear roadmap for turning science-based targets into measurable progress. Stronger governance, transparency and reporting are helping sharpen our actions and strengthen accountability as we advance toward our long-term climate goals.

We focus action and investment across five levers that address the most significant sources of emissions in our operations and value chain: renewable energy, fleet electrification, employee commuting, business travel and supplier engagement.

- **Scope 1 and 2 emissions** were 32% lower than the 2019 baseline, decreasing slightly since 2024.
- **Scope 3 emissions** were 22% lower than the 2019 baseline and decreased 9% since 2024.
- **Total emissions** decreased 24% from 2019 baseline.

These results advance our ambition to reach net zero by 2045 or sooner.





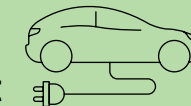
New solar panels at our Netherlands offices help power EV charging stations

Expanding Renewable Electricity

We continued to increase the share of renewable electricity in our energy mix, reaching 44% of total electricity consumption in 2025.

Targeted action in our largest markets, including the US, UK, Netherlands and Japan, is driving renewable use, even as overall electricity consumption increased. For example, at our Tempe, Arizona facility, we secured approximately 1.7 GWh of renewable electricity certificates in 2025 after the local utility renewable program became oversubscribed, helping raise renewable electricity use across US operations from 43% to 62%. In the Netherlands, a new solar car park canopy provides on-site renewable supply, generating more than 100,000 kWh of electricity and supplying power for 32 EV charging stations.

Next: We will prioritize converting our highest-impact facilities to renewables and work with landlords to expand renewable energy access wherever possible.



Electrifying our Fleet

Fleet emissions decreased by 13% in 2025, driven by fleet optimization and increased adoption of lower-emission vehicles. Electric vehicle (EV) adoption increased across several markets, including Belgium, France, Mexico, Spain, and Sweden.

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In the Netherlands, EVs accounted for 97% of the fleet in 2025, surpassing the country's 2021 commitment to electrify more than 95% of fleet vehicles by 2025. France doubled the number of EVs in its fleet, while Belgium reduced fleet size by more than 45 vehicles and expanded incentives for lower vehicle emissions, helping to drive greater EV adoption.

Next: We are scaling the same proven EV-friendly policies, employee incentives and employee engagement efforts across other markets in Europe to accelerate fleet optimization efforts.



Across global markets, employees like Dr. Katrin Luzar in Germany are embracing public transit and other eco-friendly commute options, helping reduce emissions and build a culture of sustainable commuting.

Supporting Lower-Carbon Commuting

We continue to support employees in adopting greener modes of transportation for their commutes. Employee commuting emissions decreased by 7% in 2025, driven by positive shifts in commuting behavior across many key countries.

More than 7,000 employees contributed to our fifth annual commute survey in 2025, helping us understand the evolving commuting patterns and identify sustainable mobility best practices.

Supported by employee engagement, awareness campaigns, and workplace policies, France and the UK saw strong uptake of public transportation and EVs, while carpooling gained further momentum in the UK.

Next: These insights and proven approaches are helping us identify the policies, infrastructure investments and engagement strategies with the greatest potential to reduce commuting emissions across our markets. We will build on these learnings to accelerate lower-carbon commuting across our operations.

Making Business Travel More Intentional

Business travel emissions decreased by 28% in 2025, reflecting more purposeful travel decisions and greater use of virtual collaboration. Air travel, hotel stays and employee vehicle travel all declined during the year.

Markets strengthened travel approval processes and increased use of lower-emission options, including rail for shorter journeys.

Next: We will continue embedding practices that focus travel on the moments where in-person connection creates the greatest value.



Accelerating Action with Suppliers

Supplier-related emissions decreased by 30% in 2025, contributing significantly to the overall reduction in our Scope 3 footprint.

Supplier engagement is a critical lever as purchased goods and services represent approximately half of Scope 3 emissions.

We also increased the use of supplier-specific emissions data to cover 17% of global spend, improving visibility into supplier performance and strengthening our ability to drive emissions reductions across our value chain.

Next: We will expand supplier participation, data coverage and targeted engagement to scale emissions reductions across our value chain.



Working with suppliers in France including Lyreco to better understand emissions associated with our partners



Strengthening Climate Governance and Accountability

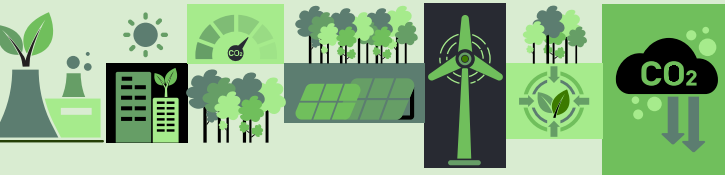
We strengthened our sustainability reporting foundation in 2025 by establishing a dedicated ESG Controls team.

The team is improving data governance, reporting integrity and internal controls, while increasing readiness for regulatory and assurance requirements.

Its work to align our real estate footprint with the fixed asset registry has created a more complete and reliable view of our portfolio — strengthening the data used to manage emissions and ensure assurance readiness.

Progress Toward our Emissions Targets

We are proud of our progress to date, having achieved more than half of the reductions needed to meet our 2030 SBTi-validated targets.



Emissions scope	2019 baseline	2025	Change from 2019 re-baseline
Scope 1	21,551	17,446	-19%
Scope 2 (market-based)	15,831	7,894	-50%
Scope 3	149,456	115,938	-22%
Total	186,838	141,227	-24%



Reporting Methodology

Our emissions data covers 16 key markets representing more than 80% of global revenue, with revenue and full-time equivalent data used to estimate emissions from non-reporting countries. Schneider Electric Advisory Services prepares our annual emissions footprint in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

More information on how we are activating our Climate Action Plan to reach our 2030 emissions reduction goals is available in our [Climate Transition Plan](#) and [2026 CDP Report](#).



People & Prosperity

Creating Talent at Scale and Providing Meaningful Work for All

Building Pathways to Prosperity

In a labor market reshaped by AI, demographic change and widening skills gaps, access to opportunity depends on more than job availability — it depends on skills, confidence, mobility and support. In 2025 and 2026, our People & Prosperity work helped people move from potential to participation by expanding career pathways, scaling workforce development and connecting talent to growth sectors where demand is highest.

Through MyPath, Experis Academy, inclusive hiring partnerships and responsible AI-enabled solutions, we are creating talent at scale — helping people build sustainable careers while enabling organizations to access the skilled workforce they need.

Grounded in human rights and dignity, this work turns access into outcomes: stronger employability, more inclusive talent pipelines, increased readiness for AI-enabled work and measurable progress for people, clients and communities.

332,000+

MyPath participants
and alumni building skills
for in-demand roles

MyPath®



Experis Academy participants across
12 European countries in 2025

6,000+

Our People & Prosperity Action Plan

Opportunity changes lives when people can build the skills, confidence and mobility to move into sustainable work.

Our five People & Prosperity levers focus our efforts on measurable outcomes: **income prosperity** builds economic mobility; **inclusivity** expands access for overlooked talent; **skills development** prepares people for growth sectors; **wellbeing** supports people to succeed and stay engaged; and **social impact** strengthens communities through work, training and partnership.

Together, these levers create a clear impact path: access leads to skills, skills strengthen employability, employability drives mobility and mobility builds resilience for people, businesses and communities.

Everything we do is grounded in our commitment to human rights and dignity. We remain aligned with the United Nations Guiding Principles on Business and Human Rights and actively promote the internationally declared Fundamental Principles and Rights at Work.

Our People & Prosperity Levers

Creators of Talent at Scale & Meaningful Work for All



Human First, Digital Always

AI is increasing reach, speed, consistency and insight across the world of work. Our role is to ensure technology strengthens human potential: improving access, helping people build confidence and enabling better decisions while keeping relationships, ethics and accountability at the center.

We are leading by example by building our internal capability first, deploying AI across our enterprise, training employees in practical and responsible use and creating services that improve candidate, client and employee outcomes.

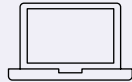
At the same time, we partner with best-in-class AI solution providers to improve the recruiting experience for thousands of candidates and expand talent pools to deliver more opportunities to more people.

The result is a human-led, digitally enabled model that helps scale opportunity responsibly.



123

AI tools deployed or
in development



30,000

ManpowerGroup employee
engagements in AI learning



8 in 10

ManpowerGroup
professionals use AI
in their daily work



6 in 10

AI enabled interviews conducted
outside working hours delivering
87% candidate satisfaction

Advancing Income Prosperity

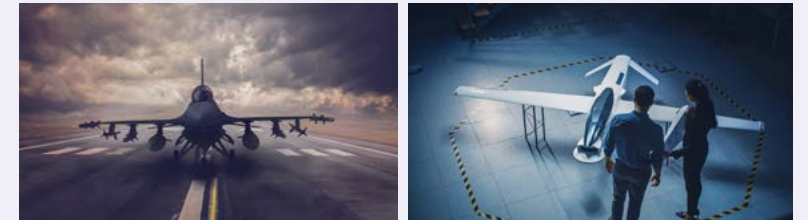
Prosperity grows when work creates a pathway to economic mobility. Through coaching, structured learning, hands-on experience and targeted career support, we help people move into better roles, build confidence and create more sustainable futures for themselves and their families. For clients, this expands access to motivated, prepared talent while reducing hiring risk and supporting long-term workforce stability.

Expanding Aerospace and Defense Talent Pipelines through Adjacent Skills



- ↻ **Challenge:** Geography and traditional recruitment constrained Babcock International's access to experienced technical talent for specialized defense roles.
- ⊕ **Action:** Experis Academy opened new routes into these roles by connecting Babcock with adjacent professional communities, veterans and service leavers, then using targeted training to help recruits apply established skills to new technical challenges.
- ➡ **Outcome:** Babcock gained a more diverse, experienced workforce equipped to support continued growth, while participants translated proven experience into new technical careers with long-term mobility.

Experis Academy transformed Babcock's employee base to include 33% service leavers and veterans; 42% of Systems Engineers and 40% of overall workers from socially mobile backgrounds; awarded the 2023 Project Controls Expo Social Impact of the Year Award.



"The Experis Academy program takes you on a journey from knowing very little about the role to a confident, capable individual ready to face new and exciting chapters....I previously served 27 years in the Armed forces with the Royal Logistics Corps. The transition from military life to civilian life was challenging, but the opportunities with Babcock have given me new vigor and drive to succeed."

– Jim C., Project Manager



Building Specialized Technology Talent Pipelines

↻ **Challenge:** In highly specialized fields such as defense and engineering, demand for skilled systems engineers and related technical talent consistently outstrips supply.

⊕ **Action:** Experis Academy sustained a seven-year partnership with QinetiQ, combining focused recruiting, bespoke training, live project experience, mentoring and ongoing support to prepare high-potential talent from adjacent backgrounds, alongside high-skilled, mid-level and career-transition talent for specialized roles.

➡ **Outcome:** QinetiQ gained a dependable source of specialized technical talent while reducing hiring risk and accelerating access to the skills needed for complex engineering work, including talent successfully transitioning transferable skills into high-demand technical careers.

100% conversion rate from Academy consultants to permanent employees.

Using Enterprise Intelligence to Boost Employability through MyPath

↻ **Challenge:** According to the latest [ManpowerGroup Global Manufacturing World of Work Outlook](#), 72% of industrial manufacturers are struggling to find skilled talent as robotics and smart manufacturing reshape workforce needs, while 45% of manufacturing workers worry that AI and automation could replace their role in the next two years.

⊕ **Action:** MyPath leverages ManpowerGroup enterprise intelligence to identify how AI is changing jobs, translate emerging demand into targeted training pathways and help workers understand where work is moving and how to move with it.

➡ **Outcome:** MyPath strengthens employability by helping people understand where work is moving, build skills for in-demand roles and translate learning into career mobility.experience into new technical careers with long-term mobility.

332,000+ MyPath participants and alumni; 67% of hard skills training focused on industrial disciplines; 40% of MyPath participants worldwide engaged in training programs in Q2 2026.



[See how MyPath helped Saumitra find his dream job at Stellantis Torino.](#)

M-Shine: Developing Future-Ready Talent Through Employment, Training and Career Development

↻ **Challenge:** Many young job seekers have limited opportunities to enter office-based roles, making it difficult to take the first step toward long-term career development. At the same time, employers continue to seek talent in functions such as Administration, HR, Sales Support, and Finance, creating a need for opportunities that help individuals with little or no experience build skills, gain practical experience, and succeed in their careers.

⊕ **Action:** Launched in 2017, M-Shine, ManpowerGroup's MyPath implementation in Japan, provides permanent employment, structured training, and on-the-job development opportunities for young professionals. The program supports individuals with little or no prior office experience and helps them build the skills needed for long-term career success.

➡ **Outcome:** M-Shine creates meaningful employment opportunities, enhances skills and employability through continuous upskilling, builds sustainable talent pipelines for employers, and promotes long-term workforce participation and career growth.

Building a More Inclusive Workforce

Inclusive workforce strategies expand opportunity and strengthen business performance. By widening access, redesigning hiring systems and supporting advancement, employers can build stronger pipelines, improve representation and compete more effectively for talent.

Expanding Talent Pools with Purpose: A Five Year Journey

- ↻ **Challenge:** A major wind energy manufacturer in Europe needed to address systemic barriers in its workforce composition while maintaining hiring volumes in a highly competitive global market.
- ⊕ **Action:** Talent Solutions RPO developed a global sourcing protocol, embedded dedicated resources within the client organization and implemented a joint governance model to continuously assess and optimize recruiting, support and advancement for women at every level.
- ➡ **Outcome:** Between 2021 and 2026, Talent Solutions helped increase female representation across the organization from less than 8% to more than 38%, turning inclusion into a measurable workforce and brand advantage.

A real-time dashboard provided visibility into candidate progression, enabling continuous improvement and helping leaders turn representation goals into measurable progress.

The five-year journey demonstrated how intentional sourcing, governance and workforce design can expand qualified talent pools, strengthen leadership pipelines and move representation from aspiration to measurable progress.

Female representation increased from less than 8% to more than 38%; annual hiring volumes averaged 6,000 to 8,000 individuals; five-year strategic plan addressed recruitment and talent development from job briefs to talent pools to structured training.



Expanding Leadership Pathways for Women

- ↻ **Challenge:** Ensuring leadership pathways reflect a global organization requires intentional development, visibility and support for women across regions and business units.
- ⊕ **Action:** In 2024, ManpowerGroup LATAM launched the Women Empowerment Program, combining live and e-learning, mentorship opportunities and practical leadership tools to help female colleagues build confidence, capability and visibility.
- ➡ **Outcome:** Participants strengthened self-awareness, expanded their networks and gained practical tools to increase professional impact and navigate career growth with authenticity and purpose.

300+ participants in LATAM in the first year; participants reported growth in confidence, visibility and leadership capability; global expansion via the ManpowerGroup Learning Catalog; European Joint Cohort supported by eight regional leaders.

Accelerating Skills Development

As advanced manufacturing, semiconductors, energy infrastructure and AI-enabled industries grow, skills development is becoming a strategic workforce priority. ManpowerGroup works with employers, educators, technology partners and public-sector organizations to build talent pipelines aligned to real industry demand — helping people gain marketable capabilities while helping industries scale. While income prosperity focuses on how work improves lives, skills development focuses on how people and industries prepare for what comes next. These partnerships translate emerging demand into practical training pathways, connecting people to the capabilities industries need most.

Building Semiconductor Talent Pathways Through Partnership

↻ **Challenge:** As demand grows across AI, cloud computing, electric vehicles, advanced manufacturing and digital infrastructure, employers need a larger pipeline of skilled talent across engineering, technical, manufacturing and operational roles.

⊕ **Action:** Through our engagement with the World Economic Forum's Centre for Advanced Manufacturing and Supply Chains, alongside SEMI.org and partnerships with Junior Achievement and education providers in the US, ManpowerGroup is helping connect industry, education and workforce development partners to align training with semiconductor talent demand, creating clearer routes from early exposure to technical training, apprenticeships, internships and employment.

➡ **Outcome:** Students, workers and employers gain clearer routes into semiconductor careers through early exposure, community college and technical pathways, apprenticeships, internships and workforce planning aligned to real labor market demand.

Together with Intel's Quick Start Semi program, we have supported more than 300 universities and community colleges in semiconductor workforce development and placed hundreds of workers into growth roles, all contributing to WEF's [SmartStart](#) commitment to upskill 1 million people in the U.S. to support the growing semiconductor industry.



At the Annual Meeting 2026, official launch of SmartStart, Becky Frankiewicz with the Governors of Michigan and Kentucky on how education, industry and government are working together to turn ambition into action.

"Partnership is the multiplier: the World Economic Forum helps convene leaders around a shared talent agenda, SEMI connects the semiconductor ecosystem, Junior Achievement inspires future talent, and ManpowerGroup helps translate industry demand into workforce solutions that create pathways to careers."

– Ruth Harper, Chief Marketing & Sustainability Officer, ManpowerGroup



Experis Spain at AWS Summit Madrid, hosting the PartyRock Hackathon in the Student Zone and bringing students together to explore how AI is transforming the future of work, creating new skill requirements, and opening pathways for the next generation of talent..

Building Platform-Ready Talent for Global Technology Growth

- ↻ **Challenge:** As SAP, AWS, Microsoft and other global technology platforms become essential business infrastructure, employers need talent that can deploy, maintain and improve these systems.
- + **Action:** ManpowerGroup works directly with leading technology providers to build platform-ready talent, align training to specific employment opportunities and accelerate time to productivity.
- ➡ **Outcome:** Clients gain faster access to skilled technology talent while participants build capabilities tied to high-growth digital transformation work.

6,000+ Experis Academy participants in 12 European countries; 1,800+ AWS-related jobs expected in Aragón; Experis Spain recognized by the Ministry of Education of Spain; SAP-focused train-to-hire programs in Italy and Greece.



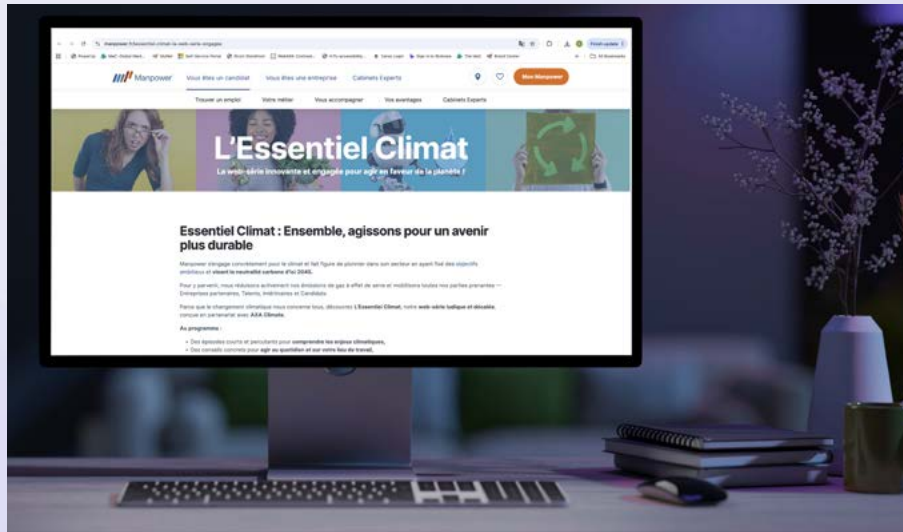
AI Upskilling for the New World of Work

- ↻ **Challenge:** AI adoption requires confidence, capability and responsible use across the workforce.
- + **Action:** ManpowerGroup launched global AI training, embedded tools into daily workflows and advanced more than 120 AI-centered initiatives to improve workflows, deliver client solutions and create better experiences for candidates and associates.
- ➡ **Outcome:** Employees are moving from awareness to practical adoption, strengthening the organization's ability to deliver responsible AI-enabled workforce solutions externally.

4,200+ employees completed comprehensive training;
30,000+ individual training sessions and modules;
81% of ManpowerGroup employees use AI tools daily.

Building Social Impact

Meaningful work is a catalyst for positive change. Across our global network, ManpowerGroup programs and partnerships help people gain skills, access opportunity and contribute to more sustainable and inclusive communities — extending the impact path from individual employability to broader community resilience.



Scaling Climate Awareness to Strengthen Workforce Readiness

- ↕ **Challenge:** Climate awareness is becoming a workforce capability as employees, temporary workers and clients connect sustainability goals to everyday work and decision-making.
- ⊕ **Action:** L'Essentiel Climat, launched by Manpower France in partnership with AXA Climate on Earth Day 2025, offers short, accessible digital learning modules on climate change, biodiversity, plastic pollution, food waste and carbon footprints.
- ➡ **Outcome:** By making climate education accessible at scale, the program supports workforce readiness among ManpowerGroup candidates and associates while helping clients connect sustainability goals to everyday work.

Nearly 1,900 unique visitors; 12 educational modules; more than 3,200 views.

Creating Brighter Futures with New Employment Pathways

↻ **Challenge:** For people leaving prison, access to work can be a critical bridge to stability and community reintegration. Uruguay has one of the highest recidivism rates in the region, with roughly 7 out of 10 released individuals returning to prison within three years.

⊕ **Action:** In 2023, through an alliance with the Christian Business Association and el Instituto Nacional de Empleo y Formación Profesional (INEFOP), ManpowerGroup implemented programs designed to connect people to employment support before and immediately after release.

Second Chance brought ManpowerGroup inside the largest prison complex in Uruguay to conduct employment workshops and establish dialogue and support before release.

A companion program, Breaking Down Stigma, was developed with INEFOP to expand vocational training opportunities across its network of companies and affiliated organizations.

➡ **Outcome:** Second Chance and Breaking Down Stigma create a bridge from incarceration to employment by connecting with individuals before discharge and reconnecting with them during the critical four-day window after discharge.



Participants were interviewed about their experiences with [Breaking Down Stigmas](#), a program that supports workforce integration of formerly incarcerated people.

Puente a la Inclusión expanded the work nationally in 2025; program funded through INEFOP; performance metrics being established to quantify impact and guide expansion.

In 2026, these efforts expanded with “Puente a la Inclusión” (Bridge to Inclusion), a national program funded through INEFOP to extend the workshop program and establish performance metrics to quantify impact and guide expansion.

Together, these initiatives show how employment pathways can reduce barriers, build dignity and create scalable models for social impact through work.

Across all these programs, ManpowerGroup is helping create talent at scale — connecting people to work, preparing them for growth sectors and building more inclusive, resilient labor markets. By aligning access, skills and opportunity, we help individuals build sustainable careers helping clients and communities prepare for the future of work.



Principles of Governance

Setting High Ethical Standards for our Industry

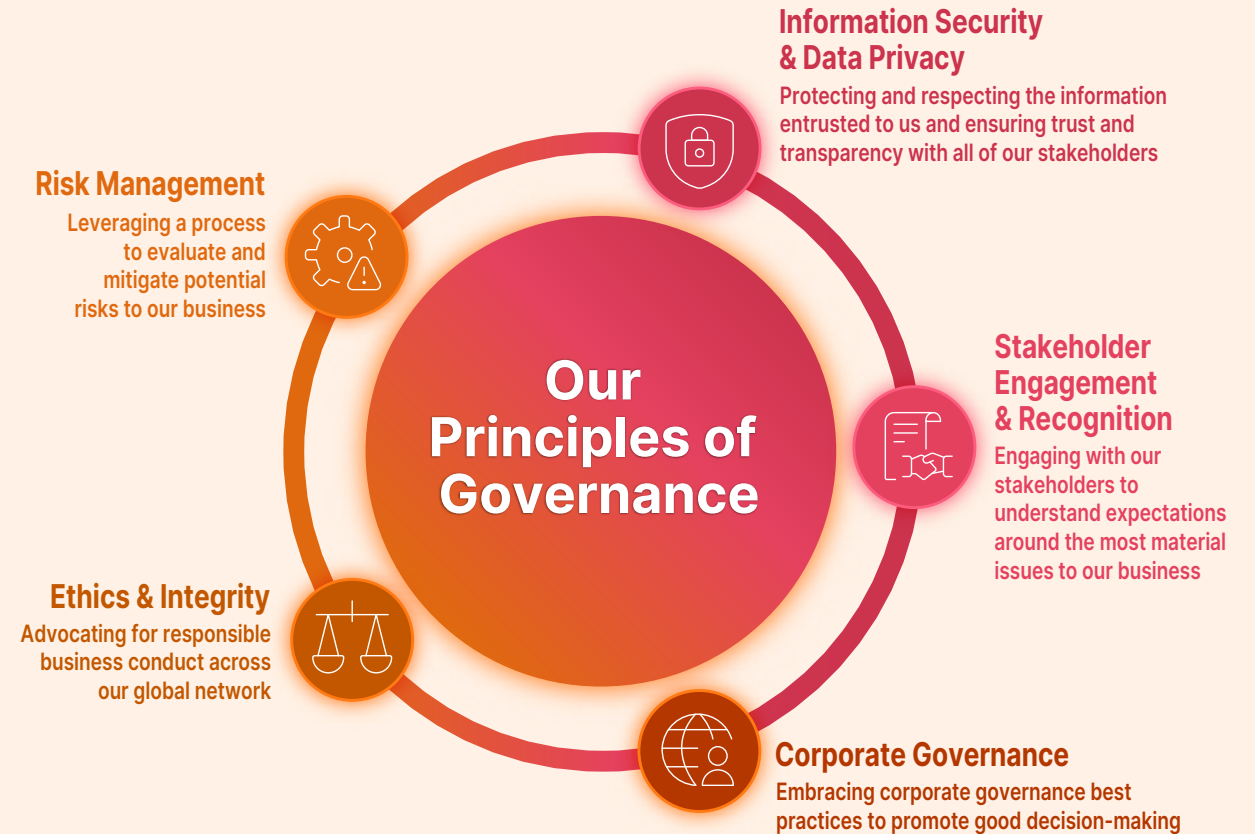
Our Goal

Trust is the foundation of our business. Through strong governance, ethical conduct, responsible risk management and transparent reporting, we work to earn that trust every day with our people, clients, associates, investors, suppliers and communities. By embedding accountability into our decisions and operations, we aim to lead our industry with integrity and create long-term value for all stakeholders.

Our Plan

With operations across more than 70 countries and territories and relationships with hundreds of thousands of employers, our governance efforts have global reach and real-world relevance. We embed strong governance across our business, with particular emphasis on the areas most critical to trust, resilience and responsible growth: corporate governance, risk management, ethics and integrity, information security and data privacy, and stakeholder engagement. Across these areas, we are strengthening accountability, oversight and transparency so our governance practices translate into consistent action across markets.

Our Principles of Governance Levers



Corporate Governance

Good governance creates accountability and strengthens decision-making.

- ↻ **Action:** We embed sustainability oversight at the highest levels of ManpowerGroup. Our Governance and Sustainability Committee reviews sustainability and regulatory trends, performance and disclosures, while the Audit Committee supports oversight of enterprise risk. Our Board-level ESG Steering Committee reports directly to the CEO.
- ⊕ **Outcome:** This governance structure strengthens accountability, connects sustainability to business performance and keeps leadership focused on the issues most material to long-term value creation.

Risk Management

Managing risk with discipline helps protect our business, stakeholders and long-term resilience.

- ↻ **Action:** We use a consistent global Enterprise Risk Management framework, overseen by the Board of Directors, aligned to the COSO framework and coordinated through Audit Advisory Services, to identify, assess and respond to evolving business risks. Our climate risk assessment process follows the Task Force on Climate-Related Financial Disclosures (TCFD) framework and is described in detail within our Climate Transition Plan. Additional information is available in our CDP Climate Change disclosure – which marks our 16th year of reporting in 2026.
- ⊕ **Outcome:** Integrating sustainability-related risks into ERM strengthens our ability to anticipate regulatory, client, workforce, culture and climate-related developments that may affect our business and stakeholders.

Ethics & Integrity

Our global influence gives us both the opportunity and responsibility to advance ethical business conduct.

- ↻ **Action:** We advance responsible employment practices through our human rights commitments, ethical recruitment standards and participation in the United Nations Global Compact Business & Human Rights Accelerator Program. In 2026, we joined the program to evaluate our human rights policies and reporting systems and elevate our execution and measurement.
- ⊕ **Outcome:** This work complements our role as a U.N. Global Compact signatory, supports the International Labor Organization's Fundamental Principles and Rights at Work and reinforces our commitment to fair treatment of workers, ethical recruitment and access to meaningful work for vulnerable populations.

Code of Conduct & Business Ethics

- ↻ **Action:** We set clear expectations for ethical conduct through our global Code of Business Conduct and Ethics, Supplier Code of Conduct and 24/7 Business Ethics Hotline. Reflecting our global footprint, our Code and Hotline are available in more than 20 languages, making them accessible to employees, suppliers, partners and third parties across markets.
- ⊕ **Outcome:** These tools help people understand our standards, raise concerns and support consistent ethical business conduct across markets. Reports received through the Hotline are reviewed by the Ethics & Compliance Team and shared with the Audit Committee of the Board of Directors, strengthening oversight and accountability.

Ethical AI & Innovation

↻ **Action:** In 2024, we evolved our Ethical AI Committee and established AIDA — our AI, Data, Analytics and Innovation governance framework — to evaluate, prioritize, test and scale new technologies and data-driven solutions responsibly. AIDA brings together cross-functional representation from Global Innovation, Analytics, Technology, Information Security, Privacy, Legal, regional leadership, functional and business leaders, and business representatives to guide innovation through clear governance and oversight.

⊕ **Outcome:** AIDA helps us move faster with appropriate oversight, reduce duplication, support responsible experimentation and give clients confidence that emerging innovations have been evaluated for ethical considerations and business impact.

Information Security & Data Privacy

Protecting information is essential to maintaining trust in an increasingly digital world.

↻ **Action:** We strengthen employee readiness through awareness campaigns, digital training on data protection, privacy and information security, phishing exercises and clear incident escalation processes. Our Information Security Incident Management Policy outlines the communication and escalation process for events related to privacy.

⊕ **Outcome:** Our global information security framework, aligned with ISO 27001, helps protect the information entrusted to us, strengthens employee readiness and reinforces trust with clients, associates, employees and partners.

Stakeholder Engagement & Recognition

Listening to stakeholders helps us understand expectations, emerging issues and the actions that matter most.

↻ **Action:** We engage regularly with investors, employees, clients, associates, governing bodies and other stakeholders to understand evolving expectations and the issues most material to our business. We also participate in industry forums and partnerships that help advance responsible, inclusive and sustainable labor markets.

⊕ **Outcome:** This engagement, including our recent Double Materiality Assessment, informs our sustainability strategy, strengthens transparency and helps ensure our reporting reflects the issues that matter most to stakeholders and long-term business resilience. .

Global Recognition

We are consistently recognized for our ethical, responsible business practices and our commitment to driving positive change, including the following corporate awards from the past year:



Manpower recognized as a Star Performer and a Leader in three of Everest Group's U.S. Contingent Talent and Strategic Solutions PEAK Matrix® Assessments 2026



Experis recognized as a Leader by Everest Group in the U.S. IT Contingent Talent and Strategic Solutions PEAK Matrix® Assessment 2026



Talent Solutions RPO named a Global Leader in the Everest Group Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment for the 16th consecutive year.



Talent Solutions TAPFIN named Global Leader in Contingent Workforce Management (CWM) / Services Procurement (SOW) Solutions in Everest Group PEAK Matrix® Assessment 2025



Recognized by TIME as one of the **World's Most Sustainable Companies** for 2024, 2025 and 2026



First in our industry to have our **2030 emission reduction goals** validated by the Science Based Targets initiative (SBTi), as part of our transition to net zero by 2045 or sooner



Earned EcoVadis **Gold status**, ranking in the top **5% of all companies** assessed and top 1% of companies in our industry



Secured an **A** MCSI ESG Rating, demonstrating strong ESG management capabilities against industry peers.



One of the **World's Most Ethical Companies** for the **17th time** – more than any organization in the industry



Earned the No. 1 ranking on **Forbes' 2026 America's Best Temporary Staffing Firms**.



Recognized as a **World's Top Disability Inclusive Business** through the Disability Index®

The background is a vibrant blue with abstract, flowing lines and dots, creating a sense of movement and connectivity. A dark blue horizontal band is centered across the image, serving as a backdrop for the title text.

KPIs & Disclosures

ManpowerGroup 2025 ESG Performance Data

Unless otherwise noted, data represents 100% of worldwide operations

Employee Demographics

Employees worldwide (FTE)	25,400
Employees represented by unions, works councils and/or collective bargaining agreements ¹	68%

Global Workforce Employees Breakout

By Region		By Age Bracket		By Level	
Americas	33%	18-35	42%	Executive & Global Leadership	0.3%
Asia Pacific & Middle East	17%	36-49	36%	Senior Leadership	1%
Northern Europe	16%	50+	22%	Leadership	5%
Southern Europe	33%			Field & Functional Management	16%
				Individual Contributor	78%

Global Workforce - Employees Female Representation

	2023	2024	2025
Global Leadership	34%	36%	34%
All management roles	57%	58%	56%
All levels of the organization	61%	62%	65%
New hires ¹	56%	55%	53%
Promotions ¹	74%	67%	66%

Culture & Capabilities

	2023	2024	2025
Employee Engagement Index score ²	71%	71%	70%
Total investment in employee development (million \$USD)	\$17	\$17	\$18.5
Average hours in training & development per FTE ³	18	16	16
Employees participating in training & development programs	100%	100%	100%
Positions filled through internal promotions ⁴	52%	52%	61%
Total turnover – at all levels ⁵	29%	33%	35%
Voluntary turnover – at all levels ⁵	19%	20%	20%
Total turnover– management level and above ⁴	19%	14%	13%
Voluntary turnover – management level and above ⁴	11%	8%	7%

Health & Safety Performance Indicators

	2023	2024	2025
Markets with health & safety certification (% worldwide revenues) ⁶	47%	47%	41%
Employee absentee rate (unplanned absences as a percentage of total scheduled work days) ^{1, 7}	3	4	6
Employee recordable incident rate (number of recordable incidents among employees per million hours worked) ^{1, 8}	5	4	8
Employee lost-time incident rate (number of lost-time injury events among employees per million hours worked) ^{1, 9}	2	2	4
Associate recordable incident rate (number of recordable injury events among associates on assignment per million hours worked) ^{1, 10}	18	18	19
Associate lost-time incident rate (number of lost-time injury events among associates on assignment per million hours worked) ^{1, 10}	15	14	14

ManpowerGroup 2025 Key Performance Indicators

Social Impact Investment

	2023	2024	2025
Investment in associate training (million \$USD) ¹	\$49.0	\$41.5	\$43.1
Associates participated in skills training & development programs ¹	233,131	202,571	209,130

Trust & Transparency

	2023	2024	2025
Employees trained on ethics policies ¹¹	100%	100%	100%
Client Net Promoter Score ¹²	41	48	50
Associate Net Promoter Score ¹³	52	57	57
Number of countries assessed by EcoVadis ¹⁴	25	25	24
Percentage of business represented by assessed countries ¹⁴	88%	86%	86%
Percentage of key markets assessed by EcoVadis ¹⁴	92%	88%	88%

Environmental Performance

	2023	2024	2025
Markets with ISO14001 certification (% worldwide revenues) ⁶	22%	22%	46%
Total energy consumption (MWh)	135,237	117,834	141,618
Non-renewable energy consumption (MWh)	120,488	100,357	124,316
Renewable energy consumption (MWh)	14,749	17,478	17,302
Percentage of energy from renewable sources in key markets ¹	43%	46%	44%
Direct operational (Scope 1) GHG emissions (tCO ₂ e)	19,682	17,247	17,446
Indirect operational (Scope 2 location-based) GHG emissions (tCO ₂ e)	12,268	9,974	9,387
Indirect operational (Scope 2 market-based) GHG emissions (tCO ₂ e)	11,280	8,124	7,894
Indirect value chain (Scope 3) GHG emissions (tCO ₂ e) ¹⁵	98,719	126,723	115,938
Scope 1 + 2 (market-based) emissions per \$million revenue	1.64	1.42	1.41
Scope 1 + 2 (market-based) emissions per FTE	1.11	0.95	1.00
Water consumption (MIO m3)	0.29	0.12	0.24
Total waste generated (t) ¹⁶	3,647	1,654	3,553
Percentage of waste recycled	60%	54%	66%

ManpowerGroup 2025 Key Performance Indicators

Notes on Performance Data

1. In key markets representing approximately 80% of worldwide employee population and revenues.
2. Our new all-employee survey, "Amplify Your Voice", uses a new format to measure employee engagement: 1-5 scores are expressed as a percentage, based on the average response.
3. Includes online training hours via PowerYou platform and time spent on annual ethics and data privacy training by all employees worldwide
4. For management and leadership levels
5. A significant percentage of our roles are entry level, and we expect a high level of turnover as these jobs are typically a pathway to other careers.
6. Percentage of worldwide revenues in countries with certified management systems.
7. In key markets where data is tracked, representing approximately 60% of worldwide employees. Absenteeism rates vary significantly between countries, with a low of 0 to a high of 12. Absenteeism data is not tracked in some countries, including the US, where our Paid Time Off policy enables employees to take scheduled or unscheduled time off as needed for any reason.
8. The definition of "recordable injury event" varies widely between countries, with some required to report any incident no matter how minor and others reporting only those that require medical treatment or result in lost time.
9. The definition of a "lost-time injury" varies significantly across countries, resulting in widely differences in reported lost-time injury rates.
10. Aggregated from data reported by key markets representing approximately 60% of associates on assignment. 2024 data was restated to reflect actual values, as it previously included estimated values.
11. All ManpowerGroup internal staff employees are required to complete annual training on the ManpowerGroup Code of Business Conduct and Ethics, Anti-Corruption Policy, and information security and data privacy standards.
12. Weighted average of Manpower & Experis client NPS in key markets.
13. Weighted average of Manpower associate & Experis professional NPS in key markets.
14. This represents the cumulative total of countries that have undergone an EcoVadis assessment in the past and is not the number of assessments within a particular year.
15. Scope 3 includes indirect impacts from office and fleet energy use, business travel, employee commutes and estimated work-from-home emissions. A rebaseline was completed in 2025 to better support the comparability of data.
16. Hazardous waste is not applicable for our business.

GRI Disclosure Index

The Global Reporting Initiative (GRI) is an international independent organization that helps businesses, governments, and other organizations understand and communicate the impact of business on critical sustainability issues. GRI's Sustainability Reporting Standards are the most widely used standards on sustainability reporting and disclosure, enabling businesses, governments, civil society and citizens to make better decisions based on information that matters.

Statement of Use		ManpowerGroup Inc. has reported the information cited in this GRI content index for the period January 1, 2025 - December 31, 2025 with reference to the GRI Standards.
GRI 1 Used		GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)		None
GRI Indicators		ManpowerGroup Reporting
GRI 2: General Disclosures 2021		
2-1	Organizational details	2026 Annual Report Form 10-K ManpowerGroup Subsidiaries and Affiliates
2-2	Entities included in the organization's sustainability reporting	2026 Annual Report Form 10-K ManpowerGroup 2025 CDP Report, 2026 CDP Report
2-3	Reporting period, frequency and contact point	Data is reported annually. Performance indicator data is reported for the 2025 calendar year. All other information is inclusive of activities up to the date of publishing, September 2026. Contact: Natalie Lau, Global Director of ESG at Natalie.Lau@manpowergroup.com
2-4	Restatements of information	2025-26 Sustainability Report - Planet ManpowerGroup 2025 CDP Report, 2026 CDP Report
2-5	External assurance	Financial reporting has been assured by an external auditor.
2-6	Activities, value chain and other business relationships	2026 Annual Report Form 10-K ManpowerGroup ESG Perspectives - Sourcing and Supply Chain
2-7	Employees	2025-26 Sustainability Report - Key Performance Data Table - Employee Demographics 2026 Annual Report Form 10-K
2-9	Governance structure and composition	2025-26 Sustainability Report - Corporate Governance

GRI Disclosure Index

GRI Indicators		ManpowerGroup Reporting
2-13	Delegation of responsibility for managing impacts	2025-26 Sustainability Report - Corporate Governance
2-22	Statement on sustainable development strategy	2025-26 Sustainability Report - Message From Our Leaders
2-23	Policy commitments	ManpowerGroup Code of Business Conduct and Ethics ManpowerGroup Human Rights Policy
2-24	Embedding policy commitments	ManpowerGroup Code of Business Conduct and Ethics ManpowerGroup Human Rights Policy ManpowerGroup Sustainability Perspectives - Human Rights ManpowerGroup Supply Chain Business Partner Policy
2-26	Mechanisms for seeking advice and raising concerns	ManpowerGroup Business Ethics Hotline
2-28	Membership associations	2025-26 Sustainability Report - Global Alignment & Collaboration
2-29	Approach to stakeholder engagement	2025-26 Sustainability Report - Stakeholder Engagement ManpowerGroup ESG Perspectives - Stakeholder Engagement
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2025-26 Sustainability Report - Stakeholder Engagement ManpowerGroup ESG Perspectives - Stakeholder Engagement
3-2	List of material topics	2025-26 Sustainability Report - Stakeholder Engagement ManpowerGroup ESG Perspectives - Stakeholder Engagement
3-3	Management of material topics	Management approach for each material topic is included within each of ManpowerGroup's ESG Perspectives which can be found at the bottom of our Sustainability Reports and Policies page.
GRI 102: Climate Change 2025		
102-1	Transition plan for climate change mitigation	ManpowerGroup Climate Transition Plan
102-3	Just transition	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
102-4	GHG emissions reduction targets and progress	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance ManpowerGroup 2025 CDP Report , 2026 CDP Report ManpowerGroup Climate Transition Plan

GRI Disclosure Index

GRI Indicators		ManpowerGroup Reporting
GRI 102: Climate Change 2025		
102-5	Scope 1 GHG emissions	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
102-6	Scope 2 GHG emissions	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
102-7	Scope 3 GHG emissions	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
102-8	GHG emissions intensity	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
GRI 103: Energy 2025		
103-1	Energy policies and commitments	2025-26 Sustainability Report - Planet ManpowerGroup Climate Transition Plan ManpowerGroup ESG Perspectives - Environment
103-2	Energy consumption within the organization	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
103-4	Energy intensity	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
103-5	Reduction in energy consumption	2025-26 Sustainability Report - Planet , Key Performance Data Table - Environmental Performance
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2026 Annual Report Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Our climate-related risks and opportunities are disclosed in our annual response to CDP . 2026 CDP Report
GRI 203: Indirect Economic Impacts 2016		
203-2	Significant indirect economic impacts	2025-26 Sustainability Report - People & Prosperity ManpowerGroup ESG Perspectives - Human Rights and Human Capital
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	ManpowerGroup's global Audit Advisory Services team performs an annual Country Risk Profile Analysis, including corruption risk, across all countries of operation.
205-2	Communication and training on anti-corruption and actions taken	2025-26 Sustainability Report - Principles of Governance , Key Performance Data Table - Trust & Transparency ManpowerGroup ESG Perspectives - Ethics
205-3	Confirmed incidents of corruption and actions taken	In 2025, there were no confirmed incidents of corruption.

GRI Disclosure Index

GRI Indicators		ManpowerGroup Reporting
GRI 401: Employment 2016		
401-1	Employee hires and turnover	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Employee Demographics , Culture & Capabilities
401-3	Parental leave	ManpowerGroup ESG Perspectives - Health and Safety
	Employee engagement	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
GRI 403: Occupational Health and Safety 2018		
403-1	Operational health and safety management system	ManpowerGroup ESG Perspectives - Health and Safety
403-2	Hazard identification and risk assessment	ManpowerGroup ESG Perspectives - Health and Safety
403-5	Worker training and health and safety	ManpowerGroup ESG Perspectives - Health and Safety
403-6	Promotion of employee health	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Health & Safety ManpowerGroup ESG Perspectives - Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	ManpowerGroup ESG Perspectives - Health and Safety
403-9	Work-related injuries safety impacts directly related to business relationships	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Health & Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
404-2	Programs for upskilling and career management	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Employee Demographics 2026 Annual Report Form 10-K 2026 Proxy Statement
405-2	Ration of remuneration of women to men	ManpowerGroup ESG Perspectives - Diversity, Equity, Inclusion and Belonging

GRI Disclosure Index

GRI Indicators		ManpowerGroup Reporting
GRI 406: Nondiscrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	As stated in our Code of Business Conduct and Ethics, we encourage all employees to report concerns to their managers or through our Ethics Hotline All allegations of harassment or discrimination are thoroughly investigated and action is taken at the most appropriate level. Allegations received through the Ethics Hotline are reported to the Audit Committee of the Board of Directors. We do not require employees to take sexual harassment claims to private arbitration.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement and development programs	2025-26 Sustainability Report - People & Prosperity ManpowerGroup ESG Perspectives - Human Rights and Human Capital
GRI 415: Public Policy 2016		
415-1	Political contributions	The use of company funds for political contributions is strictly prohibited by the ManpowerGroup Code of Business Conduct and Ethics. In 2025, ManpowerGroup did not make any political contributions.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2026 Annual Report Form 10-K

Stakeholder Capitalism Metrics Disclosure Index

ManpowerGroup previously reported against the World Economic Forum (WEF)'s Stakeholder Capitalism Metrics (SCM), which helped advance a common foundation for sustainability reporting. As WEF and the broader reporting landscape increasingly support the International Sustainability Standards Board (ISSB) as the global baseline for sustainability disclosures, we are focusing our reporting efforts on preparing for ISSB alignment. We believe this approach will enhance the consistency, comparability, and decision-usefulness of our reporting while supporting evolving stakeholder and regulatory expectations.

SASB Disclosure Index

The Sustainability Accounting Standards Board (SASB) is a nonprofit focused on helping companies identify and publicly disclose the financially material sustainability topics that matter most to their investors. SASB has developed industry-specific reporting recommendations, including accounting and activity metrics, to guide businesses' public reporting.

This Index is intended to provide a roadmap to ManpowerGroup's disclosures on the topics identified in the SASB Professional & Commercial Services Sustainability Accounting Standard Version 2023-12.

Accounting Metrics		ManpowerGroup Reporting
Data Security		
SV-PS-230a.1	Description of approach to identifying and addressing data security risks	2025-26 Sustainability Report - Principles of Governance
SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	ManpowerGroup Global Privacy Note
SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Any material data security breaches would be disclosed in our 2026 Annual Report on Form 10-K . In 2025, we had no material data security breaches and no client data has been affected.
Workforce Diversity & Engagement		
SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Employee Demographics
SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
SV-PS-330a.3	Employee engagement as a percentage	2025-26 Sustainability Report - People & Prosperity , Key Performance Data Table - Culture & Capabilities
Professional Integrity		
SV-PS-510a.1	Description of approach to ensuring professional integrity	2025-26 Sustainability Report - Principles of Governance ManpowerGroup ESG Perspectives - Ethics
SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Any material legal proceedings would be disclosed in our 2026 Annual Report on Form 10-K . In 2025, we had no material monetary losses as a result of legal proceedings associated with professional integrity.
Activity Metrics		
SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	We had approximately 25,400 full-time equivalent employees as of December 31, 2025. On average, we place 485,000 associates on temporary or project-based assignments with clients every day.
SV-PS-000.B	Employee hours worked, percentage billable	Not Applicable