

Working to Change the World

2023-2024 ESG Report - The Netherlands

Creating Global Impact, One Job At A Time

Explore Our ESG Report

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Message from our Managing Director



Meaningful and sustainable work has the power to change the world, and our mission is more relevant than ever. Major developments such as AI and the energy transition strongly influence work. Building on 75 years of experience and understanding of labor market changes, we will continue to play a leading role in this.

How do we do that? With our recruitment, outsourcing and talent development solutions, we guide thousands of people in their careers every year. In doing so, we are driven by the three pillars of our commitment to a better world: we take care of People and our Planet, according to our ethical principles for good governance. We are proud to carry these values to our customers, employees and the world.

We embrace every unique individual and together we build an inclusive work culture where respect, connection and cooperation are central and in which exclusion and discrimination have no place.

With ManpowerGroup Netherlands' "Working to Change the World" report, we show the impact we have made in 2023-2024. You will discover how we make work more human in a changing world. We leverage technology and innovation for a better, greener future. With (re)training, personal guidance and attention to diversity, equality and inclusion, we help underrepresented talent find work and tackle the acute talent shortage.

This progress has been possible thanks to the efforts of our valued employees and customers. I thank everyone and encourage our partners and stakeholders to continue working with us to make the world a better place. By joining forces, we make an impact. Together, we shape the future of work and make a difference in people's lives, one job at a time.

I hope you enjoy reading and I look forward to more meaningful collaborations!

Andre Secret
Managing Director ManpowerGroup Netherlands



Message from our Director Strategic Relations and ESG



We are proud to present our fourth annual “Working to Change the World” Environmental, Social and Governance (ESG) report, which highlights our unwavering commitment to building a sustainable future through our strategic pillars: Planet, People & Prosperity and Principles of Governance. Rooted in the vision of our founder, Elmer Winter, who believed in the power of employment to drive positive change, we continue to shape the future of work by connecting individuals with meaningful, sustainable career opportunities.

A key focus of our efforts is promoting inclusive employment and career opportunities, with a special emphasis on integrating marginalized groups into the workforce. As an example, in The Netherlands, we lead the way in creating inclusive workforce solutions for refugees. Annually we are supporting over 250 refugees to build relevant skill sets and find sustainable employment. This initiative is part of our global partnership with the TENT Partnership for Refugees and exemplifies our belief that meaningful work is a powerful accelerator for social integration and positive community development.

Our people in operations are at the heart of driving these sustainability initiatives, collaborating closely with our clients, NGO's, government, educators and other partners across the talent ecosystem.

We recognize that scaling impact is a shared responsibility. It requires collective action to ensure lasting change. Together with our clients and stakeholders, we are committed to creating inclusive, equitable, and people-centric workforce solutions that contribute to long-term prosperity for all.

Our approach to inclusion extends beyond just local initiatives. We are committed to embracing technology as a tool for job creation, facilitating skill development, and advancing green strategies that benefit both people and the planet. We believe that with the right support and mindset, old skills can transform into new opportunities, enabling individuals to thrive in today's evolving job market.

At ManpowerGroup, ESG is not merely a reporting obligation. It is the framework through which we drive performance, create value, and honor our founder's mission of making the world a better place through meaningful and sustainable employment.

We are proud to continue this journey and invite others to join us in creating a more equitable, sustainable, and inclusive future for all.

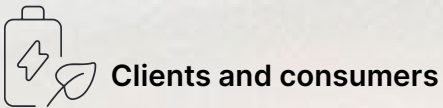
Jeffrey van Meerkerk

Jeffrey van Meerkerk
Director Strategic Relations and ESG

The Growing Importance of ESG



Today, individuals aspire to work in a company that shares their values. This is a major challenge for employers, as it is crucial not only for attracting talent, but also for motivating and retaining employees in a highly competitive market, where talent is the scarce resource. ESG is a key differentiator.



Consumers, and particularly young consumers, expect that brands and companies will address key socio-economic issues and invest in the well-being of people, society, and the planet. Our clients are acutely aware of this expectation and have made Corporate Social Responsibility (CSR) a top priority.



Smart governance and good risk management, including climate and human risks, are the hallmarks of well-managed companies poised to thrive in the coming years.



An ESG risk is a financial risk that impacts environment, communities and financial markets. In a growing number of countries, new laws, such as the new CSRD directive, require companies to be transparent and compel them to take responsibility to adapt to evolving needs.



2023 / 2024 Dutch Highlights

Planet

Pursuing our global effort to reach Net Zero Emissions by 2045 or sooner, we reduced direct emissions (scope 1) in 2023 in The Netherlands by 30% compared to 2022.

Procured **100% green electricity** for our self managed sites.



In 2024 we **increased** the number of EV's reaching 479 vehicles. The percentage of EV's in our fleet increased from 55% to 85%.



In 2024, we replaced the current multiple devices on 151 desks with an all-in-one energy-efficient screen. This saved 11.500 kg of CO2 emissions, which is equivalent to planting 521 trees or taking 6 gasoline cars off the road. In total, 780 of these 'green desks' will be rolled out.



People & Prosperity

Expanded **MyPath**, our career development program for associates, building employability programs for growth jobs across various industries.

In 2023 and 2024, **4.585 lives have been transformed** through the action of our Talent Agents.

In partnership with Doorzaam, the education and development fund of our industry association, Manpower provided **463** skills development programs.

Providing sustainable employment opportunities in The Netherlands to 899 refugees, supporting integration through meaningful work.



At ManpowerGroup, our global aspiration is to have 50% of senior management positions held by women. In the Netherlands, we currently have one female leader on the Country Leadership team, representing 14%. However, when we include middle management, we see that in 2024, **47% of our managers are female.**



Principles of Governance

ManpowerGroup was recognized as one of the **World's Most Ethical Companies** by Ethisphere for the 15th time in 2024.

Earned Platinum and Bronze Medals in 2023 at the Global and Dutch levels from EcoVadis, the world's most trusted business sustainability ratings organization.



We **renewed our ISO 9001 Quality Management Certificate** for Experis in 2023 and for Manpower in 2024.

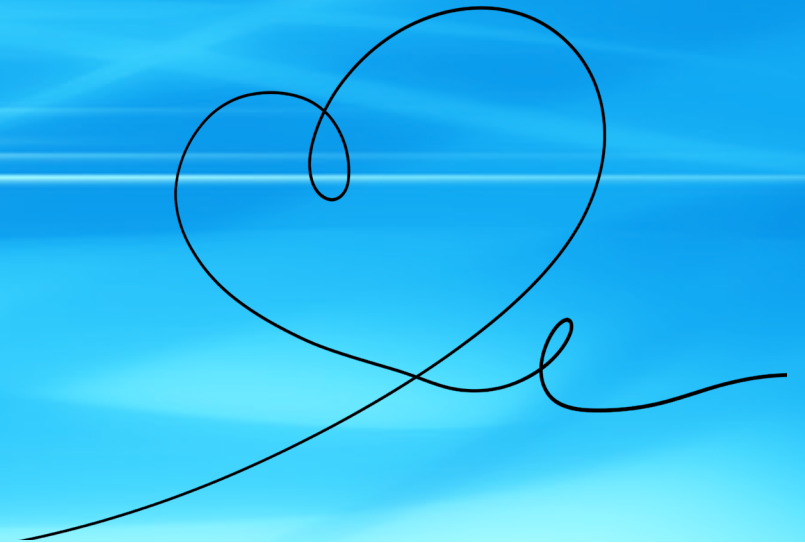
In addition, we **renewed our ISO 14001 Environmental Management Certificate** for ManpowerGroup Netherlands in 2024. In the same year, we acquired the **ISO 27001 Information Security Management Certificate.**





CREATING GLOBAL IMPACT, ONE JOB AT A TIME

We are committed to scaling our efforts to bring meaningful and sustainable employment to people and communities around the world – *one job at a time*.



Our “Working to Change the World” Plan

Our “Working to Change the World Plan” and its three pillars, are 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.




The Scope of This Report


This “Working to Change the World” report of ManpowerGroup Netherlands includes local data collected from January 1, 2023 to December 31, 2024 and examples of our local strategy in action in 2023 and 2024. For global data we refer to the global “Working to Change the World 2023–2024” ESG report which contains data collected in 2023.

Our Brands. Our Breadth.

Our family of global brands – Manpower, Experis and Talent Solutions – provides innovative workforce solutions to hundreds of thousands of organizations every year, while helping millions of people find meaningful, sustainable work. We know that clients today are seeking more specialized skills and more integrated, tech-enabled solutions to complex workforce challenges. The diversification of our brands and our global footprint enables us to capture new opportunities and pivot to meet growing demand for higher margin offerings to solve complex workforce challenges.



 Manpower[®] is a global leader in contingent staffing and permanent resourcing, providing companies with strategic and operational flexibility and creating talent at scale. Our Talent Agents and specialized recruiters leverage data-driven insights to assess, guide and place people into meaningful, sustainable employment and our PowerSuite[®] tech platform enables assessment and matching to predict performance potential. Our Manpower MyPath[®] skilling program provides rapid skills development at scale with on-the-job training, market-based certifications and coaching for roles in growth sectors. More than 11,000 of our clients are actively engaged in Manpower MyPath across sectors including Engineering, Finance, Supply Chain and Life Sciences and over 240,000 Manpower associates have participated to date. Our latest campaign [#huManpower](https://www.manpower.com) is shining a light on talent across the world. www.manpower.com

 Experis[®] ManpowerGroup is the global leader in IT Professional Resourcing, Solutions and Services. Experis accelerates growth for organizations by attracting, assessing, and placing specialized technology talent into in-demand roles, delivering mission-critical projects that enhance the competitiveness of the organizations and the people we serve. Through Experis Academy, we provide intensive “business-ready” training and coaching to new graduates, as well as customized skills development to prepare existing employees for high-demand tech roles in Enterprise Applications, Business Transformation, Cloud and Infrastructure, and Digital Workspace. www.experis.com


 Talent Solutions ManpowerGroup delivers integrated and data-driven workforce solutions to help clients more effectively attract, acquire, develop and retain qualified talent. Our best-in-class global offerings — RPO, TAPFIN-MSP and Right Management — are seamlessly integrated with our PowerSuite[®] HR tech stack to deliver workforce solutions that span the talent lifecycle across multiple countries at scale. www.mpgtalentsolutions.com

Photo: ManpowerGroup's strong and distinct brands were on display at the New York Stock Exchange in May.

Stakeholder Engagement

To truly create impact at scale, we must address the issues that are of most importance to our B2C and B2B stakeholders; our employees, associates and candidates, clients, partners, community and investors.

Our stakeholders are broad and our relationships deep. That is why we are always listening to their perspective, tracking what is important and taking action to make sustainable progress on the issues that matter most. That is how we create a ripple effect, driving impact at scale, one job at a time.

Through open dialog, we are committed to listening to the priorities of all our stakeholders to focus on the areas where we can have greatest impact. Throughout 2023 and 2024 we have been preparing to begin a Double Materiality Assessment process. This is how we listen to the priorities of our stakeholders and shape a future of work that works for all.

Engagement Channels

Employees

- Annual and pulse surveys
- Business resource groups
- European works councils
- All-employee townhalls
- Future Leader Program
- Accelerated Leader Program
- Right Coach Coaching



Associates & Candidates

- Experis Academies
- Manpower MyPath
- Net Promoter System
- Manpower App
- Assessment, coaching, mentorship and training



Clients

- Market insights
- Thought leadership
- Virtual and in-person events
- Account review meetings
- Audits and assessments
- Net Promoter System
- Exchange Events



Suppliers, Partners & Vendors

- Vendors aligned with our values and committed to good corporate citizenship
- Comprehensive onboarding process



Community & Society

- ManpowerGroup Foundations
- Global and national partners
- Community partners
- Global, regional and country associations
- Chambers of commerce
- Non-profit and NGO board seats
- Global engagement forums



Investors

- Annual proxy statements
- Annual and quarterly financial statement reporting
- Investor and analyst dialogue
- ESG assessments and ratings
- Quarterly earnings calls
- Year-in-review



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 UN's 17 Sustainable Development Goals (SDGs), with particular emphasis on those we can impact most. In the Netherlands we align with the ESG related Global policies to endorse the joint ManpowerGroup efforts to make impact at scale.



Photo: Ruth Harper (second from left) and Head of Global Strategic Communications & Partnerships, Emma Almond (far right), with Sanda Ojiambo (center) and members of her team.



In 2024, Sanda Ojiambo, CEO of the United Nations Global Compact and UN Assistant Secretary-General and her team visited ManpowerGroup's Milwaukee HQ to further our shared commitment and ongoing partnership to enhance global living and working conditions for all.

Partnerships Driving Impact at Scale

We recognize the importance of strong and lasting partnerships to address global issues in sustainable and scalable ways. From skilling millions of people around the world, to preparing the next generation of talent for growth jobs, our best work is done when we partner with others who share our vision and align with our purpose.



ManpowerGroup has partnered with the World Economic Forum for over twenty years. In 2024, our Davos delegation, led by Jonas Prising and Becky Frankiewicz, collaborated with global leaders to address workforce challenges, promote a people-first green transition, and champion business's role in "Rebuilding Trust."



We are pleased to convene business leaders to outline an action agenda to tackle inequality in the Business Council for Tackling Inequality's annual report.

This year we are leading discussions on a *People-Centric Approach for the Just Transition* and advising companies on the development of green skills as part of our role in the WBCSD Chief People Officer Network to enhance HR's role in corporate sustainability.



ManpowerGroup collaborates with the World Employment Confederation, shaping policies and programs for key industry issues. At this year's WEC conference in Lisbon, we joined job seekers, employers and policymakers from 32 nations to discuss equality, regulation and work access.



We've partnered with Junior Achievement for more than two decades across 21 markets, focusing on work readiness for Gen Z and our CEO Jonas Prising is the Global Chair of JA Worldwide. In 2024, we joined a 13-member JA Europe consortium to document and standardize in-demand soft skills as part of the EU-funded EmPass program and upskilled young people for green jobs in Italy and Spain.



Through our partnerships with TENT and Welcome.US, we connect refugees with training and sustainable employment opportunities. In partnership with Accenture, we collaborate with employers, resettlement agencies and NGOs to attract and hire refugees. Our efforts have positively impacted over 30,000 refugees globally through mentorship, upskilling, and job placement.

Awards & Recognitions

How others see us is important and we transparently share our data for external organizations to assess. The accolades and recognitions we receive are testament to the work of our talented teams around the world. Being recognized for these efforts by those we admire motivates us to do even more to scale our impact.

World's Most Sustainable Companies 2024, by Time Magazine



Recognized as one of the World's Most Sustainable Companies in 2024 for our commitments to climate action. Secured the 96th position among 500 ranked companies and emerged as the top performer in the workforce solutions industry.



CDP – B

Maintained a strong CDP (formerly Carbon Disclosure Project) score, receiving a B rating in 2023, which reflects our continued commitment to transparently disclosing our emission performance and our ongoing journey to net-zero.



World's Most Ethical 15th Time

Named one of the World's Most Ethical Companies for the 15th time – remaining the only company in our industry to be recognized for more than a decade for playing a critical role in driving positive change in societies and communities around the world.



EcoVadis – Global Platinum

On a global level, we achieved a Platinum medal in the 2023 EcoVadis Assessment, improving from our previous gold rating and placing us in the top 1% of all rated companies worldwide. In The Netherlands we were awarded a Bronze medal.



Photo: Chairman & CEO Jonas Prising (Right) and Chief Commercial Officer Becky Frankiewicz (Left) share ManpowerGroup's perspective on a People First Green Transition and the World Economic Forum Annual Meeting in Davos, Switzerland

Planet

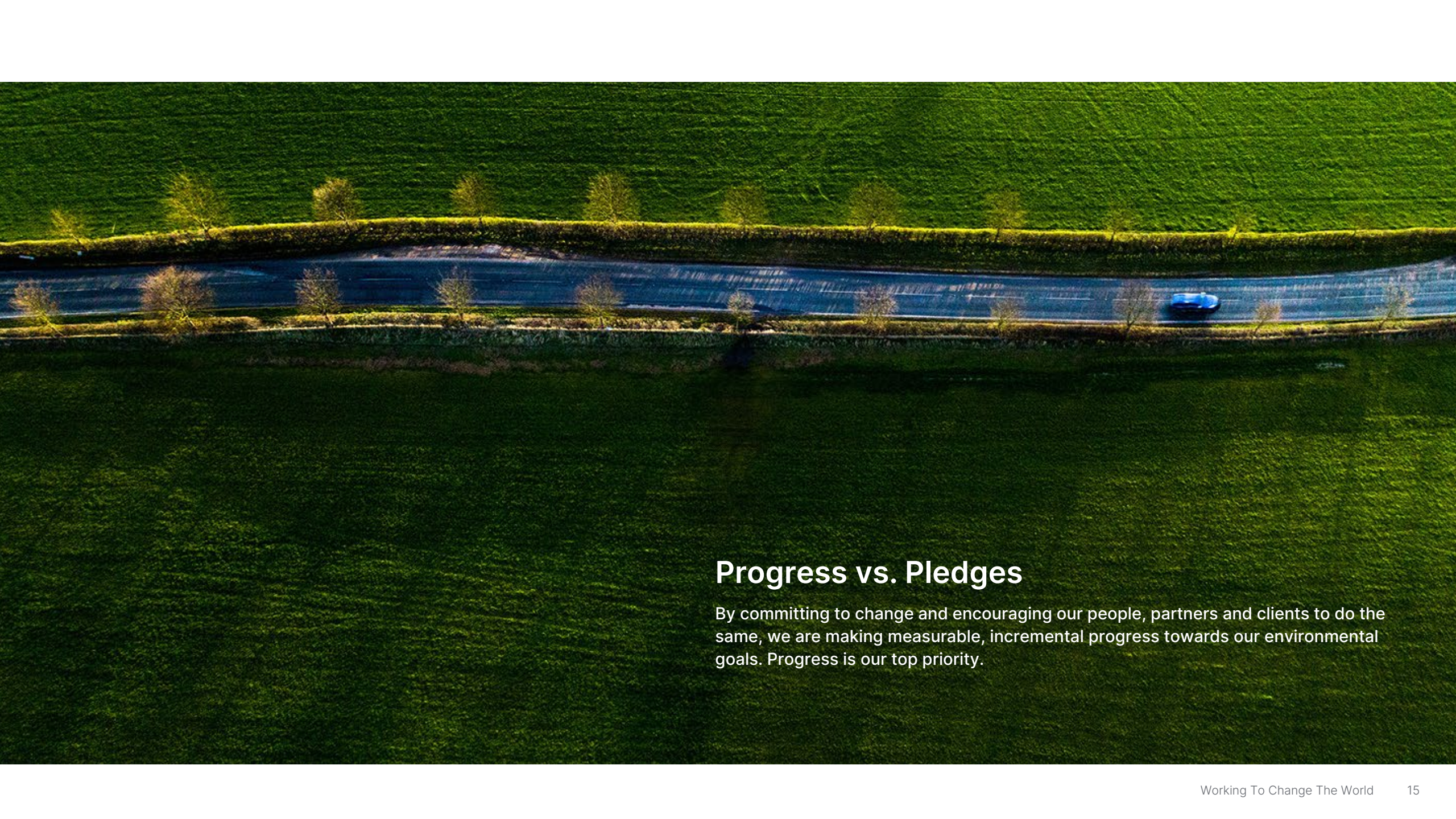


About our Environmental Mission

"We are proud to be the first in our industry to have our global climate goals validated by the Science Based Targets initiative (SBTi). Planet Leaders and teams around the world are taking decisive action to implement Climate Transition Plans. In the Netherlands, we focus on the key levers that have the most impact in our country: reducing energy consumption for offices and office equipment, reducing the use of fossil fuels for business travel, and reducing office waste."

-Jeffrey van Meerkerk, Director Strategic Relations and ESG





Progress vs. Pledges

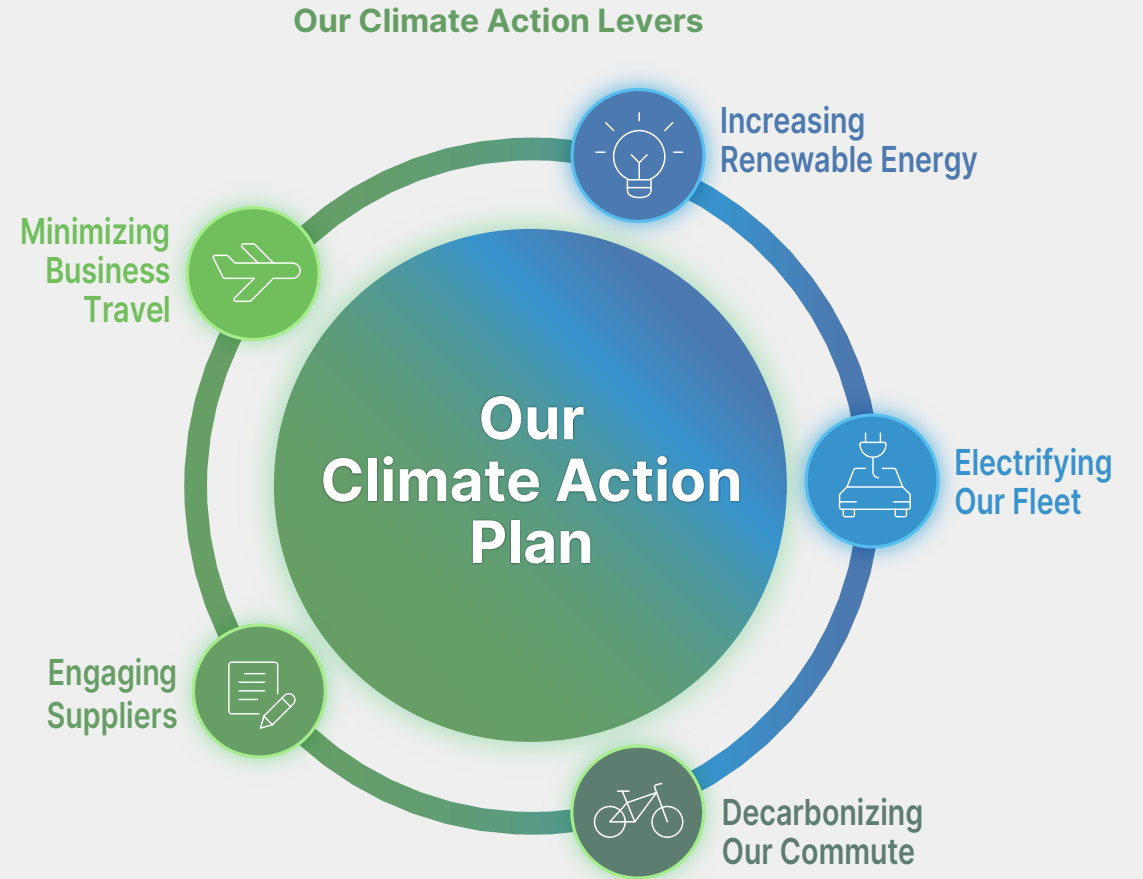
By committing to change and encouraging our people, partners and clients to do the same, we are making measurable, incremental progress towards our environmental goals. Progress is our top priority.

Our Climate Action Plan and Five Levers

ManpowerGroup's Climate Action Plan focuses our collective efforts and initiatives on the five levers we have identified on a global level to deliver impact at scale.

Our 2030 emission goals are validated by the Science Based Target initiative (SBTi) and aligned to the Paris Climate Agreement, reflecting our commitment to help limit global warming to 1.5°C.

This is part of our ambition to reach net-zero by 2045 or sooner.



Progress On Our Climate Action Plans

We continue to make good progress on our climate actions to reduce emissions in The Netherlands. We are committed to shaping new practices and behaviors that enable us to manage and reduce our highest impact activities.

Data collection

As we have adopted the SBTi (Science Based Target initiative) approach globally, we continue to enhance our procedures to improve the quality of our data collection. However, we recognize that there is still room for improvement and challenges lie ahead. Gathering data from our various locations and engaging the landlords of our branches and other stakeholders, are key focus areas.

Direct Emissions (Scope 1 & 2)

In 2023 we managed to further reduce the direct CO₂ emissions in The Netherlands, primarily due to a significant progress in reducing our Scope 1 emissions. We achieved a 33% reduction in fleet emissions in Scope 1, which contributed substantially to the overall decrease in Scope 1 & 2. In 2024 the reduction in fleet emissions in Scope 1 continued, since we are working towards a 100% electrical fleet.

Value Chain Emissions (Scope 3)

Our value chain emissions have decreased by 31%, mainly due to a decrease in category 1 'Purchased Goods & Services'. However, the methodology used for calculating category 1 has been improved in 2023. More accurate emission factors have been used, than in recent years. This category will therefore be subject to a rebaselining exercise to calculate a like-for-like comparison year.



Our three areas to impact change

As a professional services company, our emissions are small compared to those of manufacturing and utility companies. However, we strive to reduce them by focusing on three areas of concern: Fossil fuel for business travel; Energy consumption for offices and office equipment; Office waste.

Trending Absolute GHG Emissions (TCO₂E) - the Netherlands

Emissions (tCO ₂ e)	2021	2022	2023	%Change 2022 - 2023
Scope 1	2.091,67	1.728,38	1.213,46	-30%
Scope 2 (Market-Based)	365,57	193,69	493,97	126%
Scope 1+2 (Market-Based)	2.457,24	1.922,07	1.650,43	-14%
Scope 3	10.657,52	4.752,10	3.297,87	-31%
Total Scope 1,2 & 3 (Market-Based)	13.114,76	6.674,17	4.948,30	-45%



Increasing Renewable energy

In 2023 and 2024, we equipped our headquarters' office in Diemen and our office in Gouda with solar panels and extra charging stations for our fleet of electric vehicles. Before this, we renovated the office in Diemen and installed various energy-saving technologies.

Installing LED lighting and occupancy sensor technology reduced lighting energy consumption, which helped reduce overall electricity consumption by 13% in our headquarters in just one year.

Subsequently, we renewed our contract for renewable energy for 2024 – 2025.

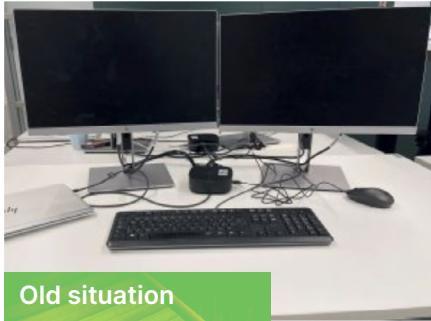
Photos: above ManpowerGroup headquarters in Diemen. Right: Electric vehicle of ManpowerGroup at a charging station in Diemen.



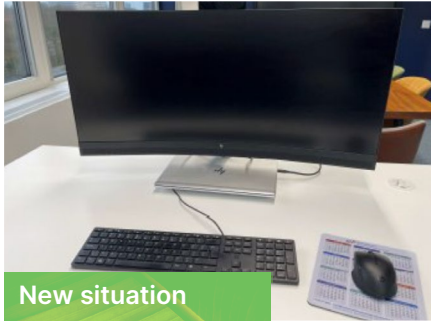
Electrifying Our Fleet

We continue to convert our fleet to electric vehicles (EVs). In 2023 and 2024 we added 145 EVs, growing our total EV fleet to 479 vehicles, at the same time, we have removed 238 gas-powered vehicles from the road. By the end of 2024, we achieved a fleet of 85% EV's.





Old situation



New situation



Project Green Desk

Sustainable change is often in the little things. For example, by replacing IT equipment, our IT department has saved 11.500 kg of CO₂ emissions. This is equivalent to planting 521 trees or taking 6 gasoline cars off the road.

The desks had multiple devices, including a screen, docking station and camera, all of which needed to be powered. By replacing these devices with one energy-efficient screen, these savings could be realized.



Sorting and recycling

It is important for us to create a sustainable workplace. In all our self managed offices we have recycling corners where waste can be sorted and recycled in one place: paper, PMC/PMD (plastic bottles, metal packaging, beverage cartons) and residual waste. Individual trash bins have been removed from our offices. By taking a few steps to the recycling stations, our employees are taking a few steps for the planet!



Decarbonizing Our Commute

Our hybrid work policy not only improves the quality of life for our employees by providing flexibility in when and where they work, but it also helps us reduce our carbon footprint. When it fits the work situation, employees are allowed to work two days from home or at a branch close to where they live. To encourage the use of bicycles or even walking, employees receive the same compensation as they would for traveling by car, even for shorter distances.



The Change Starts With You and Me

ManpowerGroup is dedicated to reducing emissions and achieving Net Zero by 2045. We believe everyone has a role in combating global warming and protecting the environment. To engage everyone in The Netherlands, we've created a one-pager outlining six simple actions to protect the planet. These small gestures may seem insignificant individually, but collectively, they make a significant impact. The change starts with you and me.

Help protect the environment!

ManpowerGroup is committed to fighting global warming and protecting the environment. Our ambition is to achieve zero net emissions by 2045 at the latest. With a few simple actions, you can help us achieve our environmental goals:



Take care of your belongings

- The most eco-friendly material is the one that isn't produced: avoid waste!
- Take care of the equipment and materials provided and your personal belongings.



Save water

- Report leaks to Facility Services as soon as you discover them.
- Don't let the water run unnecessarily.



Save energy

- Use natural light whenever possible.
- Turn off lights when you leave a room.
- Unplug chargers when your devices are not in use.
- Reduce digital pollution by deleting obsolete emails and documents.
- Air conditioning on = windows closed. Keep the thermostat stable at 19 degrees to reduce energy consumption.
- Refrigerator: keep it tidy to save energy and prevent food waste.



Recycling

- Sort your waste: plastic, paper, deposit bottles / cans, others.
- Return defective or unused IT equipment to the IT Service Desk.
- Use recycled or recyclable items and avoid disposable products.



Limit printing

- Prefer digital documents and electronic signatures.
- Print double-sided and in black and white.
- Use single-sided printed sheets (without confidential information) as scrap paper.



Mobility

- Prefer carpooling or public transport.
- Choose cycling or walking for short trips.
- If you're entitled to a lease car, choose an electric vehicle.
- Opt for eco-friendly driving, safely.



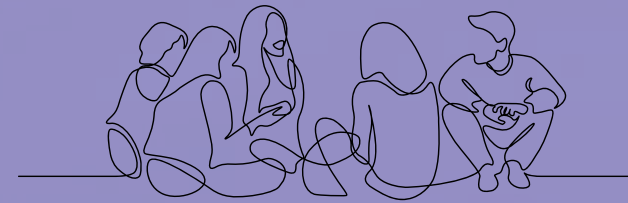
These small actions may not seem much individually, but together they make a huge difference!
Thank you for your efforts!



ManpowerGroup

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People & Prosperity

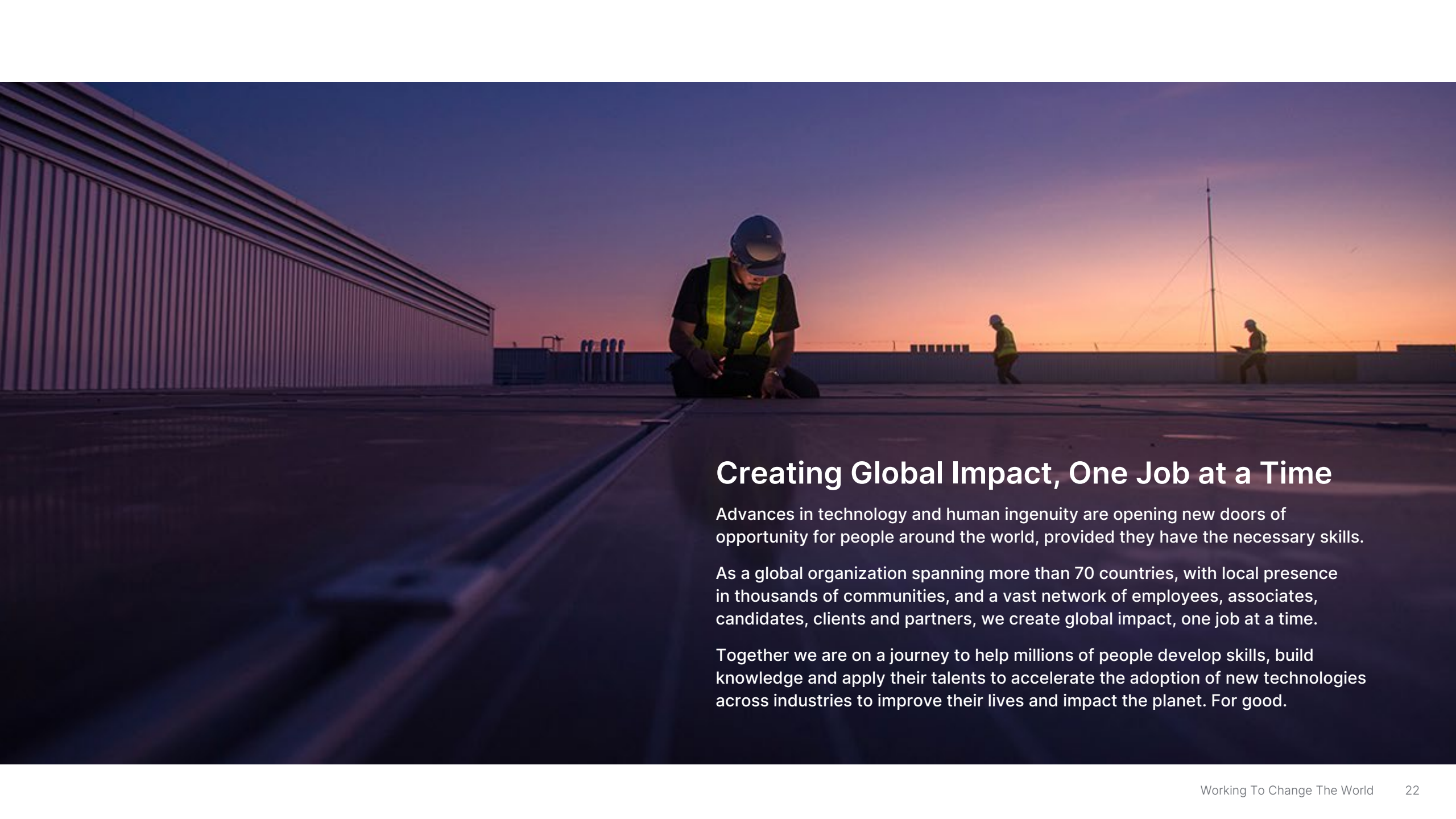


Creating Opportunity for All

“At ManpowerGroup, we believe that sustainability and social responsibility are at the core of our business strategy. As the Director of People & Culture, I am proud of our ongoing commitment to making a positive impact on these topics. Together, we are building a future where economic growth goes hand in hand with our social responsibility as an inclusive employer.”



-Susanne Hamelink, Director People & Culture ManpowerGroup Netherlands



Creating Global Impact, One Job at a Time

Advances in technology and human ingenuity are opening new doors of opportunity for people around the world, provided they have the necessary skills.

As a global organization spanning more than 70 countries, with local presence in thousands of communities, and a vast network of employees, associates, candidates, clients and partners, we create global impact, one job at a time.

Together we are on a journey to help millions of people develop skills, build knowledge and apply their talents to accelerate the adoption of new technologies across industries to improve their lives and impact the planet. For good.

People & Prosperity Plan

People and Talent are Core to Our Business

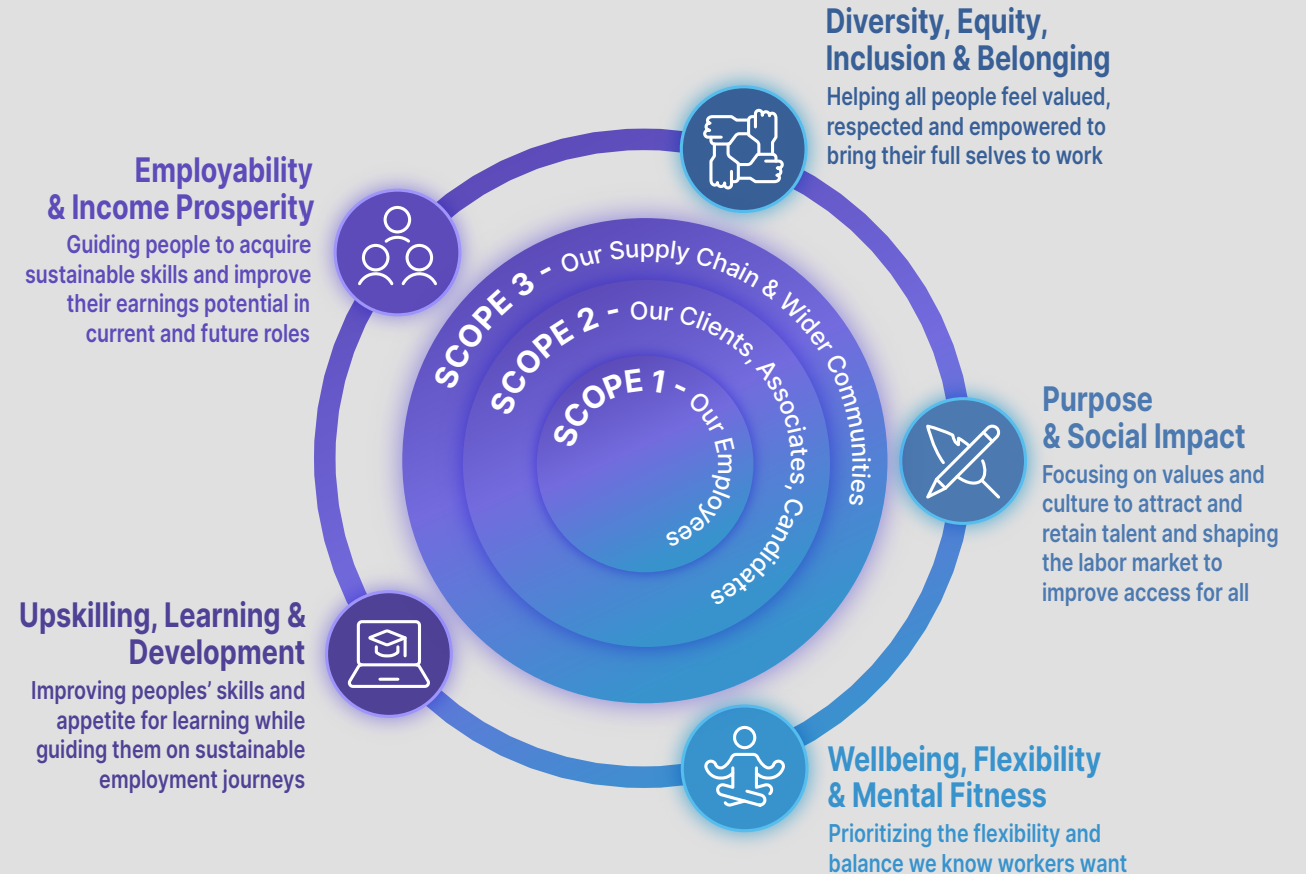
ManpowerGroup's People & Prosperity approach focuses on creating talent at scale and providing meaningful work for everyone, everywhere. We develop and deploy the skills people and organizations need today, while predicting and preparing for future skill sets, including tech skills, green skills, human skills, and more. We scale skills training through our Manpower MyPath program, Experis Academy, and through our partnerships.

Our "Working to Change the World" report showcases our commitment and highlights examples of how we are opening doors to meaningful work and prosperity for people with refugee backgrounds, all genders, all generations, and differently-abled individuals within a diverse group in the Netherlands.

To measure our progress, ManpowerGroup adopted a similar science-based approach to measuring emissions:

- SCOPE 1 – Our own Employees in the Netherlands
- SCOPE 2 – The thousands of Candidates and Associates we assess, advise, guide and place every year, and the hundreds of clients we provide with talent and workforce solutions.
- SCOPE 3 – The partners whose values we share, the suppliers we hold to account and the communities we serve to improve prosperity for all.

Our People & Prosperity Levers Creators of Talent at Scale & Meaningful Work for All





Scope 1

Direct Impact - Our ManpowerGroup Employees

Our success is creating value. And delivering impact depends on our ability to leverage the potential of all our employees in The Netherlands.

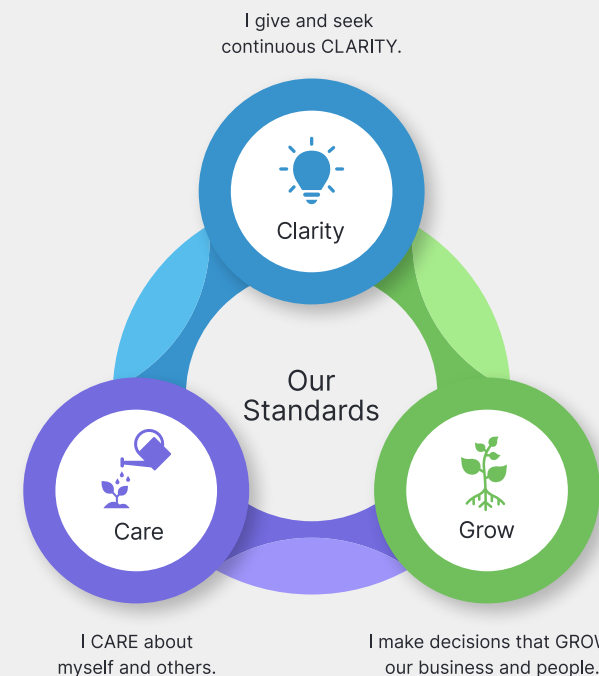
Purpose and Social Impact

Today, the purpose, values, and culture of a company are more crucial than ever in attracting, retaining, and mobilizing talent. Our commitment to creating meaningful, sustainable jobs and the founding values of ManpowerGroup – People, Knowledge, Innovation – define our mission. In 2024, we implemented new standards – Clarity, Care, and Grow – which outline our daily approach to delivering our DDI (Diversification, Digitalization, Innovation) strategy. These three standards have become the new pillars of our culture and talent management across all brands and functions.

We have strong plans in place to achieve our goals:

- **Clarity** ensures major alignment and transparent communication, helping every member of our company move in the same direction.
- **Care** for our mental and physical well-being fosters a trustworthy and positive work environment based on a people-first approach.
- **Grow** enables our organization to make decisions that drive improvement for our business and our people. We promote a collaborative model that encourages our employees to seek solutions and dare to innovate.

Every member of our company in the Netherlands and worldwide, has followed the training “Our Standards: it’s how we live at ManpowerGroup!” The standards help us achieve our ambition: to be the #1 Global Workforce Solutions Company.





Our Standards Matter!

In 2024, we organized a major campaign, including a 'Roadshow' to introduce our standards: Clarity, Care, and Grow. Throughout the week, different colleagues joined the Roadshow, and at each location, fun activities were organized, such as the "Clarity, Care, Grow Quiz," where colleagues could win beautiful ManpowerGroup merchandise! It was a great success, bringing colleagues together and providing a wonderful interactive way to put Our Standards into practice.



I give and seek continuous **CLARITY**
I **CARE** about myself and others
I make decisions that **GROW** our business and people



Stay Connected

Internal communication is essential in our approach. Our renewed intranet “Connected” offers an improved structure and increased relevance, making practical information easier to find. The “All of You” section shares personal stories that are valuable to others. Additionally, newsletters for all employees and managers disseminate important information. We also emphasize the importance of Team messaging and celebrating successes and encourage the use of Viva Engage as a social medium.



Amplify Your Voice

At ManpowerGroup, we believe that feedback from our people is crucial for the continuous improvement of our organization. It allows us to better support the personal and professional well-being of our employees, helping us grow and build a great place to work.

In April 2024, our new global people survey, “Amplify Your Voice”, was launched in the Netherlands, using new technology to measure different dimensions of employee engagement. Engagement is defined as the amount of energy employees put into achieving positive results for the company, both mentally and emotionally. Engaged employees are invested and enthusiastic about their work. They find greater meaning in what they do, see a stronger connection between their strengths and their role, seek opportunities for learning and growth, and put more effort into their performance. Engaged colleagues bring the best of themselves to work every day; that is what we strive for within ManpowerGroup.

With a very high response rate of 89%, we achieved an engagement rate of 65 in The Netherlands, which aligns with our global engagement rate. The 2024 index will be our new benchmark to measure our progress.

The survey in the Netherlands reported strong results in several areas: a culture of feedback that helps people improve their performance (75), an inclusive leadership team that values different perspectives (70), a strong sense of belonging (69), and career growth opportunities (70). Company direction, communication, and understanding the strategy were identified as primary areas for improvement.





ManpowerGroupies

The ManpowerGroupies series features short videos spotlighting former colleagues who have chosen to return to ManpowerGroup. Our corporate recruiters engage in meaningful conversations to uncover the reasons behind their decision to rejoin our team.

Each narrative is distinct, yet they all emphasize a common theme: a desire and unique company culture that defines ManpowerGroup as a great place to work. These stories reinforce our employer branding, illustrating how ManpowerGroup is perceived as more than just a workplace, but as a thriving environment that builds careers.

By sharing these videos, we highlight the welcoming and supportive environment at ManpowerGroup, showcasing it as a place where professionals feel valued and empowered. This initiative not only strengthens our internal culture but also attracts new talent by demonstrating the positive experiences of those who have come back to our organization.

Laverne (Manpower)

"Why I decided to return to Manpower? Because of the culture, creativity, and freedom in my role."

Robin (Experis)

"I enjoyed my work immensely, but my dream was always to come back to 'the group' I grew up in. Fortunately, after my journey abroad, I was able to return to Experis, where I was welcomed with open arms!"

Giovanni (Marketing)

"I felt the urge to come back to 'The Group,' because of the warm and unique company culture and the opportunity to work with passionate colleagues every day."

Bastian (TAPFIN)

"I missed working in teams within Manpower's inclusive environment after leaving for my startup venture."



✓ Creating a Diverse and Inclusive Culture

Our DEIB strategy is integral to our company culture, purpose, and values. We design and scale our programs to recognize individual biases, develop inclusive behaviors, and build a culture that works for everyone.

- **Diversity:** comply with the law and build a diverse and inclusive workforce and labor market.
- **Equity:** offer equal opportunities for everyone with full transparency.
- **Inclusion:** create a working environment that promotes diverse cultures, backgrounds, and ways of thinking.
- **Belonging:** foster a culture where everyone can be themselves and be fully recognized every day.



Our goals

At ManpowerGroup, we believe in the power of gender diversity. Our primary DEIB goal globally and in the Netherlands is to support female leadership, which is crucial for business growth and innovation. By connecting all talents and perspectives, we can make better decisions and drive sustainable progress. Globally, we aim for 50% women in leadership by 2025. In the Netherlands, we share this ambition, aiming for parity at the management level by 2025. At the end of 2023, our senior leadership figures were below target, but we are pleased to report that over 47% of managers and senior management in the Netherlands are women. However, we still have work to do at board level.

To achieve our goals, we have strong plans in place:

- **Measuring** progress and setting KPIs to accelerate gender equality.
- **Building** a leadership succession pipeline with clear career paths for women.
- **Growing** and developing female talent through Education, Experience, and Exposure.
- **Providing** sponsorship and mentorship to advocate for our female employees.

In addition to gender diversity, we are committed to enhancing employee engagement and wellbeing. Our target is to achieve a score of greater than 4 out of 5 in our Employee Satisfaction Survey “Happy”, reflecting high levels of engagement and wellbeing among our employees.





Business Resource Groups (BRGs) at ManpowerGroup Netherlands

Our internal employee networks, known as Business Resource Groups (BRGs), bring together employees with shared interests, backgrounds, or goals. They promote diversity, inclusion, and collaboration, contributing to an inclusive corporate culture where everyone feels valued.

BRGs provide networking opportunities, mentoring, and training, helping organizations integrate diverse perspectives into their business strategies. This drives and sustains innovation and better decision-making.

In the Netherlands, we have BRGs focusing on LGBTQ+ (PridePower), gender equality (WoManPower), and mental and physical well-being (MindPower). These groups play a crucial role in supporting employees and promoting a positive work environment.



Global BRG Summit “Winning with Inclusion”

In 2024, ManpowerGroup organized the second Global BRG Summit with the theme “Winning with Inclusion.” As an inclusive organization, we believe it is important that everyone can be themselves. Our Business Resource Groups play a crucial role in this effort worldwide.

This event was organized to thank them for their efforts, inspire them, and share best practices. By learning from each other, we can make an even greater impact. Topics such as attracting diverse candidates and clients, the opportunities AI offers for a more inclusive candidate pool, and cultural agility were discussed.





PridePower

Business Resource Group PridePower is an integral part of ManpowerGroup, dedicated to supporting our LGBTQIA+ employees and fostering an inclusive workplace.

Each June, we globally and locally celebrate #PrideMonth, where individuals and organizations come together to honor the #LGBTQIA+ community and advocate for inclusion in both the workplace and society.



Our active participation in various activities and presence at Pride events, including the pride parade, visibly demonstrates our commitment to the LGBTQIA+ community and the celebration of diversity.

Furthermore, our affiliation with the Workplace Pride Foundation underscores our dedication to diversity and inclusion.

This partnership is invaluable as it amplifies our efforts to create a supportive environment for diverse perspectives, cultures, and ideas. Through these initiatives, we enhance employee well-being and align with our DEIB strategy.



Family Expansion Leave

At ManpowerGroup, we strive to create an inclusive environment for all employees. We believe that everyone has talent and that every person is unique, deserving the freedom to express who they are.

During Pride Month, a time when the LGBTQIA+ community and their societal contributions are celebrated worldwide, we announced a significant policy update in 2023. We replaced parental leave with family expansion leave for all permanent employees.

Why is this important? This change ensures that colleagues from the LGBTQIA+ community with non-traditional family structures also have the right to birth and parental leave. This includes non-legal parents, which is often the case in families with more than two parents. By making this adjustment, we are taking a crucial step towards creating a more inclusive work environment where everyone feels valued and supported.

Additionally, in 2023, we created a gender-neutral toilet to further support our commitment to inclusivity.



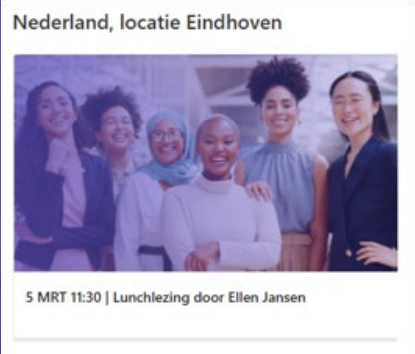
These actions reflect our commitment to diversity and inclusion. By recognizing and supporting the diverse needs of our workforce, we ensure that all employees have equal access to the benefits and facilities they need. By fostering an inclusive culture, we aim to empower our employees to bring their whole selves to work, ultimately driving innovation and success for our organization.



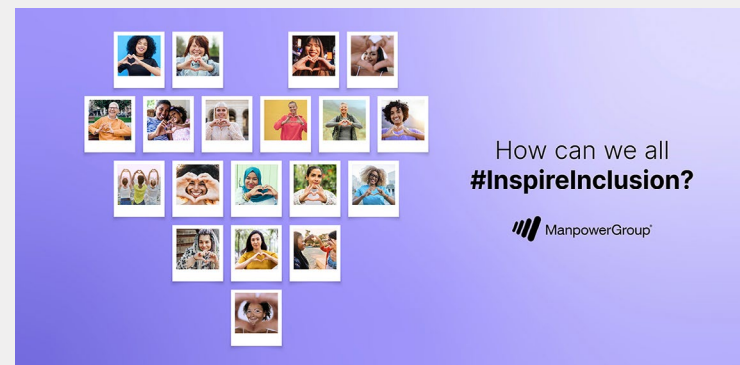
WoManPower: Gender Equality

Fostering an inclusive and equitable workplace is exemplified through our Business Resource Group WoManPower. This group unites female, male, and gender-neutral colleagues who are dedicated to promoting gender equality.

Annually we organize a significant event to celebrate **International Women's Day**, which includes various activities aimed at **promoting gender equality and inclusivity**. One of the highlights in 2024 was keynote speaker Ellen Jansen, a business coach, entrepreneur in the energy transition, and transgender woman. She shared her inspiring journey, sparking meaningful conversations and reflections among our colleagues, and emphasizing the importance of self-awareness and intentional actions in creating an inclusive environment.



Our commitment to embracing diverse perspectives and fostering an environment where everyone feels valued is ongoing. By doing so, we aim to achieve greater innovation and success.





Mindpower

Prioritizing the Flexibility and Balance Workers Want

When we are enabled to be our best selves, we can do our best work. Business Resource Group MindPower focuses on well-being, flexibility, and mental fitness for every employee. MindPower stands for an inclusive and supportive work environment where both neurotypical and neurodiverse employees feel comfortable being themselves and expressing their needs. MindPower creates awareness about differences in thinking and working styles, as well as communication needs, to celebrate being your true self. In 2024 MindPower initiated the Well-Being Program.



Well-Being, Flexibility & Mental Fitness



Employee well-being and resilience have become top priorities for companies worldwide. In the Netherlands, this focus is deeply intertwined with the country's strong emphasis on work-life balance, flexible working arrangements, and a supportive work environment that values the personal needs and challenges of its employees and managers. It starts with culture and leading by example. Through our new standards Clarity, Care, Grow, we are fostering a "Culture of Care" throughout our organization.

Well-Being Program

The ManpowerGroup Well-Being Program is designed to support our employees in experiencing more inner peace and balance, helping them feel more relaxed and energetic, both at work and at home. As part of the standard Care – "I care about myself and the care of others" – ManpowerGroup employees Kathinka and Ellen have combined their expertise in holistic and life coaching, mindfulness, and meditation to create this program.

By participating, our employees will receive long-term support in achieving a better work-life balance and improving overall well-being.

The Well-Being Program aims to significantly enhance employees' confidence, energy, and work-life balance. It focuses on helping them set boundaries, recharge, and communicate effectively, leading to improved workplace relationships and collaboration.



"By prioritizing mental health, we foster a culture where everyone feels valued and supported. Our commitment to well-being ensures that each individual can thrive both personally and professionally."

- Marjolein van Eden, Manager Social Development and BRG Leader MindPower



Kathinka van Putten en Ellen Stellaard, ManpowerGroup colleagues and trainers in the Well-Being Program.



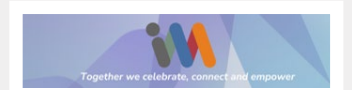
iM ManpowerGroup



iM ManpowerGroup is a network for and by employees of ManpowerGroup. iM, or “I (am) ManpowerGroup”, stands for the mutual connection with each other and the company. Every internal employee can join the monthly events and contribute to creating a workplace where everyone can flourish!

iM contributes to the vision and mission of ManpowerGroup by organizing monthly events based on the following pillars:

- **iM Active:** Contributing to the physical and mental well-being of our employees. Think of activities such as masterclasses on stress management, boot camps, and yoga sessions.
- **iM Inclusive:** Creating more awareness about diversity and inclusivity to contribute to a ManpowerGroup where everyone feels free and welcome. Examples include the Pride newspaper and webinars on bias.
- **iM Connected:** Connecting the different labels and their expertise so that everyone is aware of what the others are doing and can seek collaboration. This includes activities such as round table sessions and networking events.
- **iM Social:** Ensuring mutual familiarity and fun among colleagues. Activities include (Christmas) bingos, pub quizzes, and barbecues.





ManpowerGroup is for everyone. All of You.

Diversity Day is the day we show our commitment to celebrating diversity and inclusion in the workplace. “All of You” shows that Diversity, Equity, Inclusion and Belonging (DEIB) is for everyone. It’s not just for the few, but something we all share.

We believe our company is stronger when all people, ideas, and experiences are included. Whether you are part of a **Business Resource Group** or not, DEIB is about all employees. Together we build a workplace where everyone feels seen, heard and valued. Not just on Diversity Day, but throughout the year we connect with all employees to share stories and knowledge.

On Diversity Day 2024, ManpowerGroup Netherlands utilized the innovative tool Civinc to facilitate an interactive workshop for all employees. During this workshop, employees engaged in structured dialogues on current themes such as gender equality, cultural diversity, and the inclusion of individuals. Civinc provides a safe environment where anonymity protects each other’s opinions so everyone feels heard without fear or bias. By using this tool, we aim not only to raise awareness, but also inspire our teams to take concrete steps towards a more inclusive workplace.

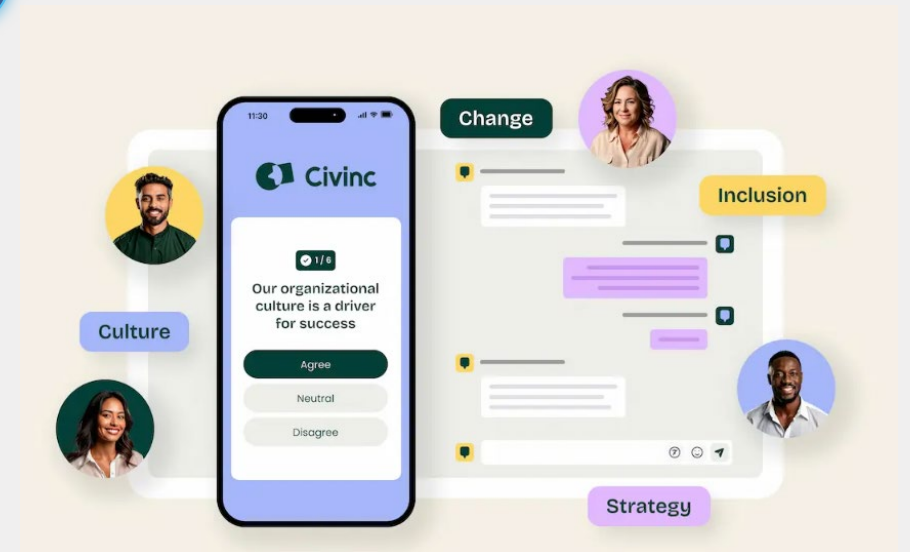
88% of participants indicated that this way they were able to contribute meaningfully to the conversation about DEIB at ManpowerGroup. 82% of participants felt it was safer to speak out this way than in a group survey. No one felt it was less safe.

“Very valuable”

“It was interesting, I would do this again!”

“Great conversation which led directly to a conversation with my manager”

“Interesting conversations and insights - also a realization that there is a lot of room for improvement”





At ManpowerGroup we do not discriminate. Period!



At ManpowerGroup, we prioritize a respectful and safe work environment.

Discrimination in any form is against our core values and is not tolerated. We aim to be an inclusive and diverse organization, offering equal opportunities to all.

Our anti-discrimination task force, comprising colleagues from various departments, is dedicated to refining and improving our Anti-Discrimination Policy.

To reinforce our commitment, we have a comprehensive anti-discrimination policy.

Every year, all ManpowerGroup employees worldwide attend our Code of Business Conduct and Ethics training to uphold our inclusive culture and ethical standards.

In the Netherlands, all employees must complete an online course on anti-discrimination and inclusivity in the labor market. This training increases awareness of relevant legislation, fosters positive attitudes, and helps employees become ambassadors of diversity. In 2024, **96% of our colleagues** completed this training.





Upskilling, Learning and Development



Education

Formal training, on-demand learning, and other professional or academic development

Exposure

Coaching, group/individual mentoring, board membership and public speaking

Experience

Stretch and rotational assignments, on-the-job experience and peer coaching

New training program based on skills

Our success in creating value for individuals and organizations around the world depends on our ability to unleash the potential of our people.

Our programs are tailored to meet individuals at their current learning stages and are built around our **3E's development philosophy**.

Each year, we unlock the full potential of our employees by utilizing our talent planning tools, which include performance reviews, talent reviews, talent conversations, development plans, and one-on-one progress meetings.

We prioritize internal promotions and actively encourage mobility within the organization.

"Creating a culture of continuous learning and growth that helps our employees thrive and succeed in a rapidly changing world of work, so that they can exceed the expectations of our candidates and clients by providing exceptional service and expertise."





Our Main Actions

- **Competency-based training program**

Our Learning & Development (L&D) department has launched a new competency-based training program for starters, focusing on candidates' skills. This allows us to offer tailored pathways, promoting greater flexibility and autonomy from the start of their careers at ManpowerGroup. Using our new competence grid, every colleague can build their own development path, acquire new skills, and continue to grow in a learning environment. We conducted over 67 DISC training sessions for teams in 2023-2024, helping them understand and leverage different personality types to enhance collaboration and productivity. The DISC training sessions are an integral part of the competence based training program, providing employees with valuable insights into their own and their colleagues' behavioral styles. By understanding these dynamics, teams can improve communication, reduce conflicts, and work more effectively together.

- **Digital transformation of training programs**

Digitization is also a priority in our L&D approach. By digitalizing part of our training programs, we offer greater flexibility, accessibility, and increased customization of learning pathways, while reducing costs (and carbon footprint). If consultants have any questions or need support, they can contact L&D at any time via a Teams chat.

- **E-learning**

A growing number of employees are actively engaging with our e-learning platforms, PowerYou and Percipio, to enhance their skills. We introduced new programs covering emerging areas such as Artificial Intelligence, ESG and Our Standards, helping them stay updated and competitive.





Future Leader Program

At ManpowerGroup, personal growth is our priority. We saw significant achievements in our leadership programs, particularly through the International Future Leader Program. This program is designed to support individuals transitioning from individual contributor roles to first-line managers, equipping them with the skills and knowledge needed to excel in leadership positions.

The International Future Leader Program aims to develop future leaders by providing comprehensive training and development opportunities. It focuses on enhancing leadership capabilities, strategic thinking, and management skills. In 2023 and 2024 respectively 8 and 6 of our colleagues participated in this prestigious program. They engaged in various activities, including leadership workshops, mentorship sessions, and cross-functional projects.

The program has a proven track record of success. Upon completion participants make positive career moves within one or two years. This demonstrates the program's effectiveness in preparing individuals for higher responsibilities and leadership roles.

Next Step Program

We believe in nurturing the growth and development of our employees. When someone feels ready to take the next step in their career, they can have a conversation with their manager or HR through our Next Step program. This program offers a relaxed setting to discuss current job openings and potential career paths.

Moreover, if our HR Business Partners, Advisors, or Corporate Recruitment team recognize that an employee is ready for new challenges, they are encouraged to proactively reach out. They will inform the employee about upcoming vacancies and opportunities that align with their career aspirations.

On Connected, we regularly publish stories of employees and the steps they have taken in their careers to inspire others.



Jurgen Pronk

Over de stappen die hij gemaakt heeft in 28 jaar bij ManpowerGroup



Joeri & Berouz

Over hoe Berouz een volgende stap kon maken door de Next Step van Joeri



Wieger Stienstra

Van Account Specialist naar Content Producer op de marketing afdeling





Employability and Income Prosperity

Benify

We believe that a satisfied and motivated workforce is essential for the success of our organization. The Employee Benefit Budget is just one of the many ways we strive to create a supportive and rewarding work environment. By offering this flexible financial resource, we aim to empower our employees to achieve their personal and professional goals.

The Benefit Budget is an amount that employees accrue monthly in a dedicated “piggy bank.” This budget is designed to enhance the overall compensation package and provide additional financial support for various needs. The Benefit Budget offers employees the flexibility to make personal choices that fit well in a specific stage of their life, for example employees can choose to accrue additional pension, to have an additional amount paid with the monthly salary payment, or to buy additional vacation days.



Buying leave



Gross Payment



Additional pension contribution





Power Awards



The Power Award is a prestigious annual prize for teams or individuals who have made exceptional contributions to activities that align with ManpowerGroup's ambition: helping millions of people worldwide find meaningful and sustainable work. This tradition, initiated more than 60 years ago by co-founder and former CEO Elmer Winter, continues to inspire us. In 2024, we were proud to congratulate our colleagues who have won in various categories. Their dedication enhances our ability to champion the power of people.



Nahal Nosratifard - Experis

Voluntarily took on the role of project leader for the Refugee Mentoring Program, to make a positive impact on the lives of refugees and establishing the Refugee BOOST IT initiative.



Implementation team ING - Talent Solutions TAPFIN

Implemented direct sourcing at ING, better tools (enriched with market data / recruitment feasibility), enabling deeper relationships with clients and candidates.



Chiara Dodero - Manpower

Built a multi-cultural (10 nationalities) team. The approach not only led to business success, but also showed how differences can be a valuable resource for innovation, and team growth (and revenue).

“Our differences are our true strength. Embracing diverse backgrounds enriches everyone and fosters innovation.”

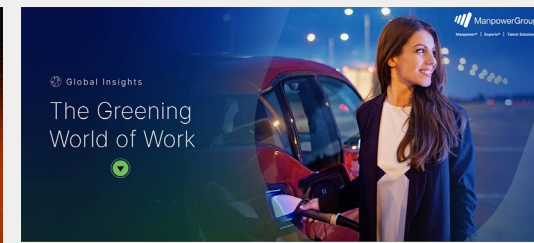
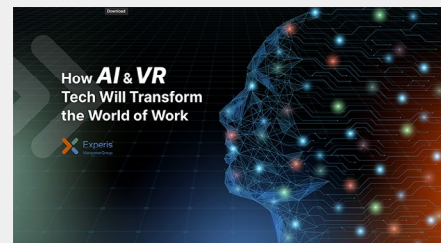


Scope 2

Indirect Impact — Our Candidates, Associates & Clients

Each year across more than 70 countries and territories, ManpowerGroup creates talent at scale by providing millions of workers with guidance, advice, assessments, coaching, upskilling, reskilling and pathways to sustainable employment.

Through our Manpower MyPath program and Manpower and Experis Academies, and our network of dedicated Talent Agents and recruiters, we mentor, coach and guide thousands of people on paths to employment that align with their passions and shine a light on their potential.





Improving People's Employability And Income Prosperity



Manpower MyPath

As Talent Shortages continue to impact 71% of employers in the Netherlands, the main challenge for companies is to attract and retain the best candidates. In the meantime, the rapidly evolving world of work requires people to update their skills to prepare for the future of work.

Through our Manpower MyPath program we continue to redefine our business model by offering career paths to our temporary workers and helping our clients achieve their business goals.

Our dedicated Talent Agents provide personalized and data-driven guidance, development, and training so our Manpower Associates can upskill for jobs in growth sectors. Associates benefit from learning new skills and building their employability, while clients can access a growing pool of in-demand talent.



In the Netherlands, we continue to create new opportunities through our MyPath Academy. MyPath Associates are more engaged, satisfied and this results in longer assignment durations and a higher percentage of permanent placements by clients.

KEY FACTS THE NETHERLANDS 2023 - 2024

MyPath[®]

4.585

Talents Participating In The Program

734

Medals Awarded

1.290

Career Development Sessions

46%

Reassignment Rate

100%

Talents Receiving Coaching



Building a Healthy, Safe, and Well-Being-Focused Workplace



As a major player in our sector, we have a leading role in promoting healthy workplaces and protecting individuals. Our approach encompasses all stakeholders in Health, Safety and Well-Being:

- We continuously train our employees and keep their skills up-to-date.
- We establish partnerships with our clients to strengthen their health and safety requirements.
- We raise awareness among our temporary workers on each assignment using job descriptions / workstation sheets and other tools such as welcome brochures or online training sessions.

In 2023 and 2024, we have continued our efforts:

- The drafting of job description sheets is a legal obligation for roles that pose a risk to the health and safety of temporary workers. At Manpower, we conduct this analysis for all roles to implement an effective health & safety policy, raise awareness, and establish the highest safety standards for our clients and temporary workers.
- In our Manpower branch Terneuzen, we have successfully extended our VCU certification, ensuring that our safety processes are well-maintained and up to standard.



Prioritizing Career Mobility and Career Transition



Outplacement: Turn Redundancy into an Opportunity

The outplacement market has evolved significantly. The number of outplacements in the Netherlands varies between 15.000 en 20.000 and has increased over the last two years.

This increase highlights the growing importance of outplacement in supporting employees during their transition to a new career.

“The valuable network connection of the coach gave me a jump start in my search for a new job.”

Our specialists help people turn redundancy into an opportunity. We also pursue our Digitization strategy in this field: our Talent Solutions

PowerSuite Next for career transitions, offers virtual coaching, curated self-help resources, upskilling, job matching and job search.

This support helps individuals develop their skills, build confidence and find next steps in their careers.

Today Right Management also uses PowerSuite Next to help companies to dynamize their approach to talent management. We give priority to career mobility and career transition to build new paths for their employees in a changing environment.

We support organizations in their change and transition via workshops and coaching in “The human side of change” and “personal change & resilience” for managers and employees.

We deliver individual leadership coaching via our experienced and certified coaches.

“My coach helped me in a very concrete manner with her personal approach. I especially appreciated that, in addition to the valuable program, she was also able to easily tailor the coaching sessions to my needs at any given moment.”



**Talent
Solutions**
Right Management
ManpowerGroup®



Scope 3

Impact Across our Supply Chain & Wider Communities

We believe we can create a ripple effect by partnering with others to scale our impact. Through our work with community organizations, industry bodies, governments, NGOs, charities, and education systems, we amplify our impact, from young people still in or emerging from education, to people in underrepresented groups or those returning to the labor market.



Mentoring Program for Women
Photo by Salar Ashari



Mentoring Program for Women
Photo by Salar Ashari



Investing in Young People

At ManpowerGroup Netherlands, we are dedicated to empowering the next generation through strategic partnerships focused on young people. By addressing youth unemployment, enhancing employability, and promoting diversity and inclusion, we help young people build successful careers. Our initiatives provide access to internships, training programs, and mentorship opportunities, bridging the gap between education and employment. Our involvement in initiatives like Junior Achievement Europe (“Jong Ondernemen”), Alliance for YOUth, and JINC demonstrates our commitment. Investing in young people is essential for a sustainable future, and our employees actively engage in these efforts, making a positive impact on society.



Partnership with NGO Jong Ondernemen (Junior Achievement Europe)

Contributing to building a brighter future for the next generation of innovators, entrepreneurs, and leaders.

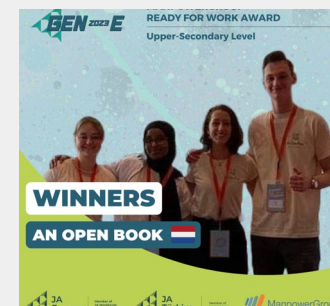
We believe a sustainable career starts by helping young people develop the skills they need to succeed in the fast-changing future of work.

ManpowerGroup’s global partnership with JA Worldwide spans decades and over 30 countries, inspiring 10 million students each year to dream big, identify their passions, and reach their full potential.

At ManpowerGroup Netherlands, we are committed to preparing young people for tomorrow’s working world.

Our partnership with Jong Ondernemen brings this commitment to life. This year, besides our traditional roles as jury members for the “Small Business Project” and “Company of the Year” competitions, several colleagues coached students to help them discover their entrepreneurial talents and skills.

They played a crucial role in unlocking this potential, guiding individuals to build a better world. We are proud to collaborate with these powerful organizations in this mission.





Partnership with JINC



Our **partnership with JINC** is dedicated to creating a brighter future for young people from socio-economically disadvantaged backgrounds.

JINC's mission is to ensure that every child, regardless of their background, has the opportunity to succeed. By collaborating with JINC, we help young people between the ages of 8 and 16 get a head start in the labor market.

Through various programs, they explore different professions, discover their talents, and learn essential job application skills.

Together, we strive to build a society where a child's background does not determine their future.

Our partnership not only supports these young individuals but also provides our employees with a meaningful way to give back to the community. Everyone grows with JINC.

Tomorrow's Boss (Baas van Morgen)

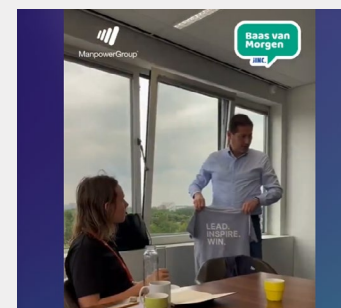
At ManpowerGroup, we are committed to going the extra mile for those in need. We achieve this through various initiatives with social partners, and our collaboration with JINC is a prime example.

About Tomorrow's Boss

Leading a company by taking over the boss's job for a day. Every year, hundreds of children get to experience this at leading companies and organizations in the Netherlands. The children, aged between 11 and 16, come from schools that JINC collaborates with. The participating companies offer these children an enjoyable day program. This includes a tour, shadowing different departments, and working on a specific challenge. The children gain more self-confidence and valuable contacts for the future, while bosses get to look at their work and company with fresh eyes.

In addition to 'Baas van Morgen', JINC organizes several other projects aimed at helping children grow and better prepare for their future in the labor market. Examples of these projects include Job Application Training, Lightning Internship, and Career Coach.

Through our partnership with JINC, we have positively impacted the lives of 1,193 students, providing them with valuable experiences and skills for their future careers.



Bazen van Morgen aan het roer bij ManpowerGroup 2024



Shaping the Labor Market to Improve Access for All



For over 75 years, ManpowerGroup has been committed to helping people find meaningful work. This mission extends to supporting people with a refugee background in the Netherlands, who have been displaced by conflict and often face barriers to education and employment.

Through our investments in upskilling and reskilling programs, and our partnerships with global and local organizations specifically focused on people with a refugee background, we strive to provide these vulnerable communities with access to meaningful work and new opportunities, ensuring that their potential is not overlooked.

Scaling Impact Through Partnerships

From Refugee to Employee: Integration Through Employment

ManpowerGroup Netherlands is proud to scale our impact through our partnership with the TENT Partnership for Refugees. This collaboration is dedicated to integrating people with a refugee background into the Dutch labor market, recognizing the immense potential and talent within these communities. By leveraging our expertise in workforce solutions and TENT's extensive network, in 2023 and 2024 combined, we have successfully connected 899 refugees to sustainable employment in the Netherlands.

Our joint efforts focus on programs and workshops specifically designed to introduce refugees to the Dutch labor market, ensuring they are well-prepared for employment opportunities.

These partnerships not only address the talent shortage in a tight labor market but also foster an inclusive and diverse workforce. By providing refugees with meaningful work opportunities, we help them rebuild their lives and contribute positively to society. Together with TENT, UAF, VluchtelingenWerk Nederland and Refugee Talent Hub, we are committed to expanding these initiatives and creating a brighter future for refugees in the Netherlands.



*ManpowerGroup IT Support Course
Photo by Salar Ashari*



Partnership with Refugee Talent Hub Bridging the gap

ManpowerGroup concluded its recurrent successful mentor program aimed at supporting female refugees in the Netherlands. This initiative, in collaboration with the Refugee Talent Hub, was designed to help female refugees overcome barriers to employment by providing them with the knowledge, experience, and networks they need to thrive in the Dutch job market.

Dedicated ManpowerGroup employees mentored selected refugees (mentees) over the course of several months. The program focused on enhancing the mentees' understanding of the job market and strengthening their employability.



At ManpowerGroup, we are committed to supporting individuals from diverse backgrounds, including those with a refugee status. Our mentor program is designed to enhance employability, foster mutual learning, and build a strong community.

Enhanced Employability: The mentees gained a deeper understanding of the Dutch job market, learned how to effectively search for jobs, and improved their interview skills. This comprehensive support enabled them to confidently apply for suitable vacancies.

Mutual Learning: The program was a two-way street. Mentors not only provided guidance, but also learned from the diverse experiences and resilience of their mentees. This exchange enriched the professional and personal lives of all participants.

Community Building: The mentor program fostered a sense of community and belonging. By connecting refugees with local professionals, it helped build a supportive network that extends beyond the duration of the program.



Refugee Link Up Campaign

In 2023, the Refugee Link Up campaign, initiated by Refugee Talent Hub, went live. Using the hashtag #sharingmynetwork, 25 status holders shared the LinkedIn profiles of senior business leaders, including ManpowerGroup, for over two weeks. This campaign aimed to address the significant barrier of lacking professional networks for refugees.

ManpowerGroup participated in this initiative to help address the barriers refugees face in gaining access to a relevant business network. The campaign received over 500,000 LinkedIn impressions within four days, and featured on digital billboards in major cities. It led to job commitments, interviews, and expanded LinkedIn networks for refugees, significantly boosting public awareness. Due to its success, a follow-up campaign is planned for 2025.

On behalf of ManpowerGroup Netherlands, Jeffrey van Meerkerk, our director for Strategic Relations and ESG was invited to join the Refugee LinkUp campaign. By leveraging his extensive network and by providing personal guidance and coaching, Jeffrey played a crucial role in connecting one of the participants with potential employers, ultimately leading to the successful securing of a one-year employment contract. Our contribution to this important initiative helped to accelerate and scale impact and demonstrates our ongoing commitment to fostering inclusive employment opportunities.





The Power of Paying it Forward: Olesia Belko

Through our work with our global Partnership for Refugees (TENT) and Welcome.US, ManpowerGroup has committed to helping tens of thousands of refugees find meaningful work. For people uprooted from home and community, work can provide peace of mind, security, connection, and the opportunity to contribute to their new community.

In the Netherlands, Olesia Belko is central to our refugee efforts, serving as an advocate and ally to her community as she pays it forward. In February 2022, Olesia was a young professional in Ukraine when war arrived at her doorstep. She packed some belongings and joined tens of thousands of fellow refugees at the border. Olesia eventually arrived in Amsterdam, where her English fluency helped her navigate society and find work. When she was introduced to ManpowerGroup, she found even more.

“From the beginning, I really wanted to help other people from my country.”

Today, as a CORE Recruiter for ManpowerGroup Netherlands, Olesia connects displaced Ukrainians to new opportunities. She also shares her experience with business leaders to promote understanding and foster support for refugees everywhere.

“Every month, almost 100,000 Ukrainians become refugees like me. I want to do all I can to help them feel connected, find a community and make a home until they can return home.”

The Sunflower Project

In 2023 Manpower Olesia took part in the Sunflower Project from TENT. The Sunflower Project focuses on supporting Ukrainian refugee women across Europe. It aims to accelerate the economic inclusion of Ukrainian refugee women in Europe. Launched in response to the displacement caused by the conflict in Ukraine, the project focuses on providing better access to employment, training, and remote work opportunities.

Olesia shared her story and experience with the goal to “Encourage business to hire refugees on European and US markets”. The Sunflower Project culminated in the Tent European Business Summit in Paris, where significant business commitments were made to support the economic integration of refugees.





Improving People's Skills and Appetite for Learning



In an era where AI and technology are transforming the workplace, investing in sustainable skill development is crucial. Companies must start thinking now about how to reskill their employees for future roles. This requires a collective effort from government, education, and businesses. Diversity and inclusion play a key role in this process. By investing in talent and creating a culture of continuous development, companies can prepare for the challenges of the energy transition.

Upskilling for a Sustainable Tomorrow: ManpowerGroup's Vision for the Energy Transition

ManpowerGroup takes the lead in supporting and advising its clients on sustainable skill development through various initiatives and programs. Our strategy focuses on three core areas: youth, education, and inclusion. Through partners such as JINC, Jong Ondernemen, and Alliance4Youth, we help young people get a good start in the labor market, promote continuous skill development throughout careers, and ensure the integration and inclusion of diverse groups. Additionally, ManpowerGroup has set ambitious goals to become climate neutral worldwide by 2045, contributing to the broader energy transition. Our approach emphasizes the need for collaboration between government, education, and businesses to keep everyone relevant in the labor market. By leading these efforts, ManpowerGroup ensures that their clients are well-prepared for the future. We collaborate globally with EIT InnoEnergy's Skills Institute, part of the European Institute of Innovation and Technology (EIT), which fosters innovation and entrepreneurship in sustainable energy across Europe. This partnership provides us with valuable knowledge and expertise that we apply to enhance local initiatives like the Energy Switch project, where ManpowerGroup Netherlands played an active role throughout its duration.

The Impact of Upskilling

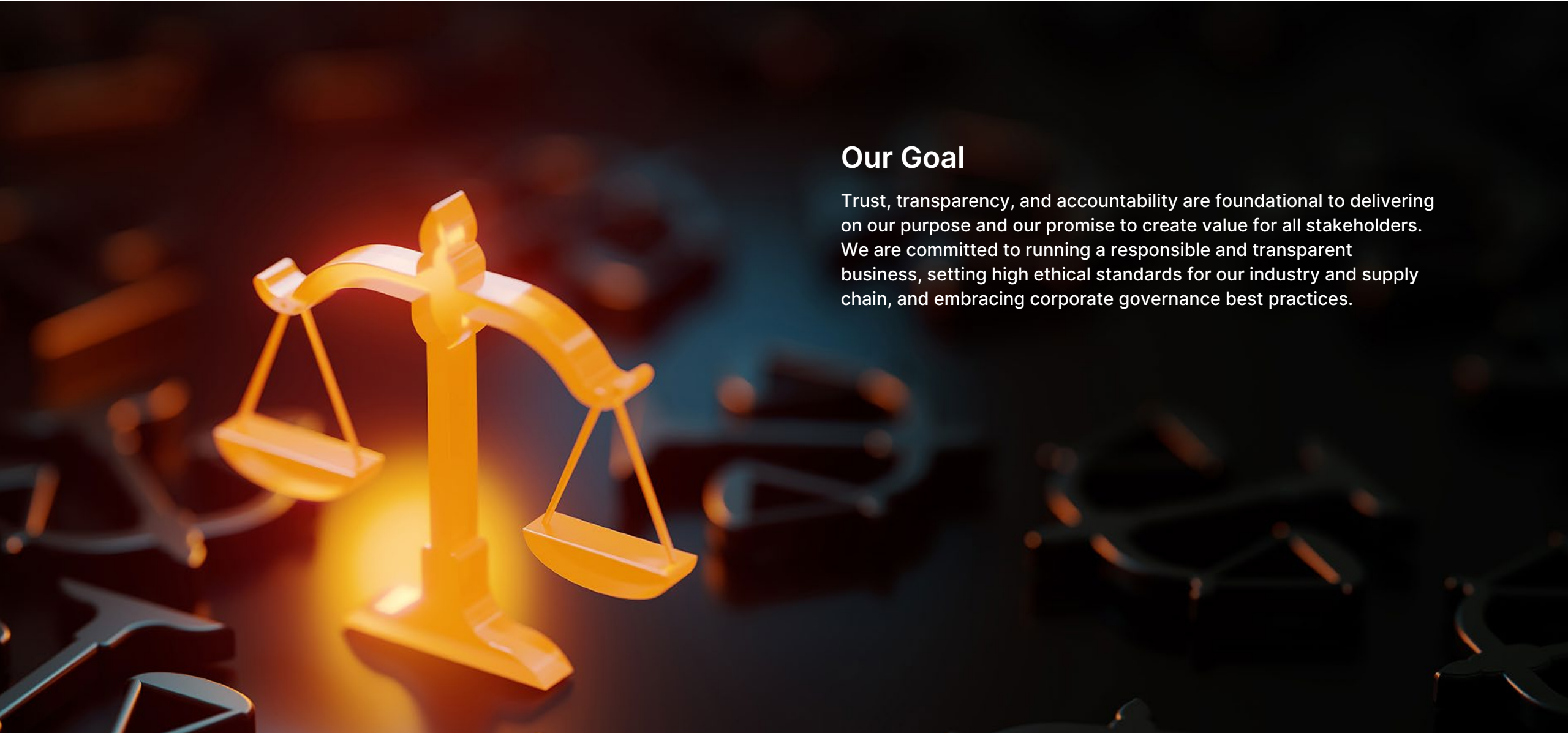
Upskilling plays a crucial role in the energy transition by equipping workers with the necessary skills to thrive in a green economy. As traditional energy sectors evolve, there is a growing demand for expertise in renewable energy, energy efficiency, and sustainable practices. Upskilling helps bridge the skills gap, ensuring that workers can transition smoothly into new roles within the green energy sector.

ManpowerGroup's MyPath program significantly contributes to this effort by providing tailored training and development opportunities. MyPath focuses on reskilling and upskilling workers, preparing them for the demands of the energy transition. Through personalized career guidance and targeted learning paths, MyPath helps individuals acquire the skills needed for emerging green jobs. This not only supports the workforce, but also enables companies to meet their sustainability goals and drive the energy transition forward.

Principles of Governance

Committed to leading our industry with the highest ethical standards





Our Goal

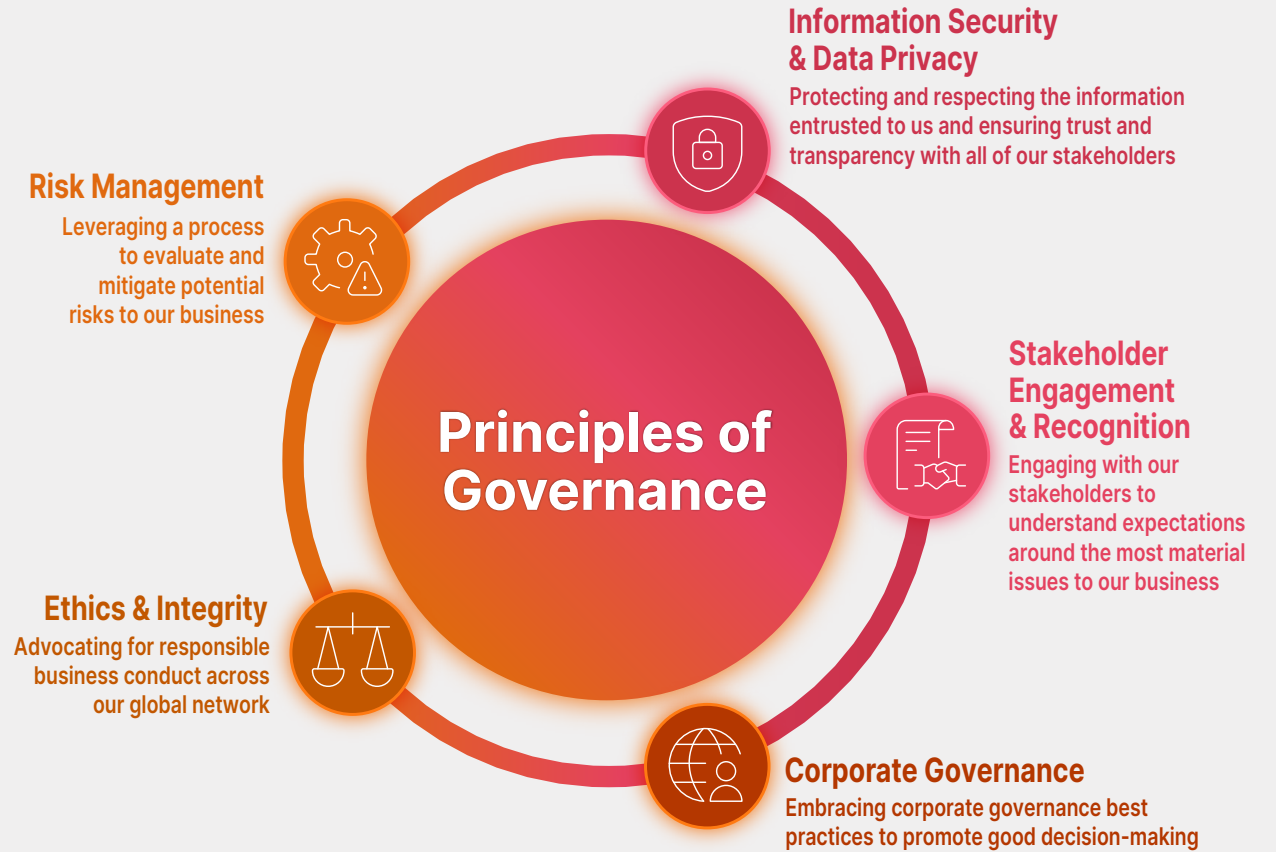
Trust, transparency, and accountability are foundational to delivering on our purpose and our promise to create value for all stakeholders. We are committed to running a responsible and transparent business, setting high ethical standards for our industry and supply chain, and embracing corporate governance best practices.

Our Plan

ManpowerGroup's extensive global reach, working across more than 70 countries and territories with hundreds of thousands of employers, gives us the opportunity to promote and advocate for the highest ethical standards for business conduct and responsible employment across regions and industries around the world. In the Netherlands we follow these same high standards.



Our Principles of Governance Levers



Corporate Governance

Good corporate governance promotes good decision-making.

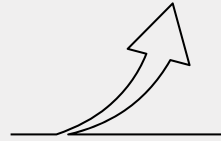
ESG is one of ManpowerGroup's top priorities, which is why it is overseen at the global Board of Director level by the Governance and Sustainability Committee.

This committee tracks sustainability trends, reviews ManpowerGroup's ESG performance and disclosures, and, along with the Audit Committee, the Enterprise Risk Management (ERM) process regularly.

ManpowerGroup's Executive ESG Steering Committee, in place for over two years, reports directly to the CEO and includes the Chief Sustainability Officer, Chief People & Culture Officer and General Counsel.

ManpowerGroup also added ESG to the performance scorecard of the Chairman & CEO, which will now include oversight of the global ESG program and publicly stated science-based emission reduction targets.

Risk Management



ManpowerGroup's Enterprise Risk Management (ERM) process is how we evaluate and respond to evolving business risks, while ensuring we maintain the highest standards of ethics and accountability.

Enterprise Risk Management

Designed to establish a standard framework to ascertain risk from the bottom-up, our ERM defines roles and responsibilities based on the 2017 Committee of Sponsoring Organizations (COSO) framework. Our VP of Audit Advisory Services coordinates the global ERM strategy, program design and training of our country and regional risk teams, and our Board of Directors approves all aspects of ERM with support from the Audit Committee. We also continue to integrate ESG into Enterprise Risk Management.

Risk Disclosures

We disclose the business risks we track through the ERM process in our ManpowerGroup Form 10-K. These include ESG-related risks, from evolving government regulations and client expectations to the global talent shortage and developments regarding people and culture. Our assessment of risk due to climate change aligns with the framework set by the Task Force on Climate-Related Financial Disclosures (TCFD). In 2024 we submitted our climate risk disclosure in our CDP response for the 14th year.



Dutch Risk Management Committee

In the Netherlands, our Risk Management Committee, is composed of the country CFO, Manager Governance, Risk & Compliance and our Quality & Assurance Manager. The committee meets on a quarterly basis. Findings are discussed by the CFO in the CLT meetings.

Missions

- Identify, analyze, and assess risks in various areas based on information from the business and the company's environment, and according to the ManpowerGroup Risk Matrix.
- Define appropriate action plans for Risk Management.
- Evaluate risk situations and implement corrective actions.
- We have also developed various business continuity plans to anticipate and address the different crisis scenarios we may encounter. In addition to the Global ERM file, including macro risks, we have our National Risk Register including all actual risks of our company, status update, owner of the risk, evaluation, etcetera.





Ethics & Integrity

Leveraging ManpowerGroup's global influence to set high standards of ethics, business conduct and responsibility in the treatment of workers.

Human Rights

We believe employment brings meaning and value to a person's life. As a global organization, we are in a position to advance that belief by placing millions of people and working with hundreds of thousands of organizations around the world, influencing the treatment of workers across continents.

ManpowerGroup is a signatory to the UN Global Compact, supports the International Labor Organization's declared Fundamental Principles and Rights at Work, and we are committed to respecting human rights within our own company, as well as those with whom we partner.

Our Human Rights Policy outlines our zero-tolerance toward forced labor and modern slavery. In key markets, ManpowerGroup generated additional country-specific modern slavery compliance statements. Moreover, we leverage our industry leadership to advocate for ethical recruitment practices, employment flexibility and security, as well as opportunities for vulnerable populations to develop skills and participate in the workforce.

Code of Conduct & Business Ethics

Values and ethical business practices extend to the behavior we expect from our employees. Through our 24/7 Business Ethics Hotline, any employee or third party can report an ethics concern. The hotline is available globally in over 20 languages. All the reports are reviewed by the global Ethics & Compliance Team and shared with the Audit Committee of the Board of Directors.

We hold our supply chain partners to the same standards. Through our Supplier Code of Conduct, we outline key practices and expectations around business principles, culture, social responsibility, and sustainability.

Ethical AI & Innovation

Train and raise awareness among our employees about the ethical standards and information security is our priority. To ensure our employees understand and apply the highest ethical standards as outlined in our policies, ManpowerGroup launches an annual compliance training program for permanent employees. This program includes training on the Code of Conduct and Business Ethics - Data Protection and Privacy and Information Security Combined Course - Anti-Corruption and Bribery.

In the Netherlands, this training was completed by 98% (2023) and 97% (2024) of our employees. Our objective is to train 100% of the workforce, although the outcome may be affected by departures, vacations or absences.

Information Security & Data Privacy

Diligence and vigilance in a world of evolving cyber threats.



Employee Education & Awareness

As online security and privacy issues continue to multiply, we continuously develop updated employee education and awareness programs, including online training, regular anti-phishing exercises and a company-wide Cyber Month Campaign, offering daily bite-size training, instructor-led seminars, team activities and security related quizzes and competitions.

Cyber Security Governance & Framework

We have established a comprehensive global information security framework, aligned with the NIST CSF (National Institute of Standards and Technology Cyber Security Framework) and internationally recognized ISO 27001 standard, which all our operations around the world are required to adopt. All policies, procedures, controls and standards have been documented, communicated and operationalized. In 2024, ManpowerGroup Netherlands obtained the ISO 27001 certification.

GDPR

Our respect for people also means that we respect the privacy of our employees, associates, clients, vendors, candidates, partners, and individuals. This is especially important regarding personal information, which may include names, passwords, national identification numbers, home addresses, telephone numbers, bank account information, health-related information, and other data.

ManpowerGroup Netherlands has appointed a Data Protection Officer and ensures the processing of personal information complies with GDPR and respects the data subject rights of the individuals whose data we process.

Please refer to our Privacy Policy for more details on how we process personal information.



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:

Planet



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



MCSI ESG Rated A Leader Status



Earned a platinum medal at the global level and gained new medals for 13 countries in 2023, extending our EcoVadis presence to 25+ countries



Named to the DJSI - the gold standard for corporate sustainability leaders for 15 consecutive years



Received a B rating in CDP's climate questionnaire, affirming our dedication to emissions disclosure and our path to net zero



Named to TIME's list of the World's Most Sustainable Companies for 2024, ranking 96th among 500 companies and the leading performer in our industry

People & Prosperity



Recognized as a best place to work in the U.S. by the Disability Equality Index for the ninth consecutive year



America's Most Responsible Company 2023 and 2024



One of the World's Most Ethical Companies for the 15th time – more than any organization in the industry



Named America's Best Large Employers and Best Recruiting and Staffing Firms in 2023



Received a perfect score on the Corporate Equality Index for the eight consecutive year

Principles of Governance



ManpowerGroup leaders named to Staffing Industry Analysts 2023 Staffing 100 Europe, 2024 Staffing 100 North America & Latin America



ManpowerGroup Talent Solutions named global RPO leader by Everest Group for 14th Year and TAPFIN named Global Leader in contingent workforce solutions for 10th year



Experis recognized as Leader and Star Performer by Everest Group in the PEAK Matrix® Assessment 2023



Right Management named a Global Leader and Star Performer in Everest Group's Outplacement and Career Transition Services PEAK Matrix® Assessment 2023



Manpower named a Global Leader and Star Performer in Everest Group's PEAK Matrix® Assessment 2023

Dutch Recognition

Certificates

ISO 9001: Total Quality Management Manpower (since 1994, renewed in 2024)

ISO 9001: Total Quality Management Experis (since 2012, renewed 2023)

ISO 14001: Environmental Management ManpowerGroup (since 2013, renewed in 2024)

ISO 27001: Information Security Management ManpowerGroup, Manpower, Experis and Talent Solutions TAPFIN (since 2024)

Certificates

VCU: Safety Checklist Temporary Workers – 2 Manpower branches (since 2019, renewal in 2025)

SNA NEN 4400-1: Manpower and Experis

ABU: Manpower

Oval: Talent Solutions Right Management (since 2019, renewed in 2023)

Awards



ManpowerGroup Netherlands has earned a Bronze CSR & Sustainability rating on the EcoVadis assessment in 2023 (56/100)



Stakeholder Engagement & Recognition

Understanding stakeholder expectations, emerging trends, and the actions we need to take to foster better corporate governance.

Stakeholder Engagement Strategy

Ours is a culture of trust and transparency, which we achieve through responsible corporate governance as well as active, ongoing engagement with all our stakeholders; investors, employees, clients, associates and governing bodies. We work with them to tap into emerging trends and expectations with respect to ESG, gain a clear understanding of the issues that matter most, and of what they expect of us as a corporate citizen. Our stakeholder engagement strategy and ESG strategy are therefore linked. This will remain important as we progress toward more focused strategic areas and continue to identify key emerging trends.



Industry Leadership

ManpowerGroup is a founding member of the World Employment Confederation (WEC), the voice of the global employment industry. In 2023, our General Counsel for Northern Europe was appointed Vice President, and we have increased the number of leaders in elective positions at WEC. Through the WEC, we participate in stakeholder initiatives, and our executives serve on both global and local federation boards.

In addition, our relationships with independent international organizations, as well as think tanks, NGOs, and academia, give us multiple forums to promote more inclusive, open, and sustainable labor markets.

As a member of the ABU*, we are actively engaged with the ABU, reviewing and discussing relevant developments within the Dutch and European labor market.

* The ABU, or Algemene Bond Uitzendondernemingen, is an important organization in the temporary employment industry in the Netherlands. It represents temporary employment agencies and payroll companies, ensuring that these businesses comply with high quality standards and regulations.

EcoVadis Sustainability Rating

In recent years, sustainability has become a key dimension of public life and corporate strategy. The demand for sustainable products and services is increasing. More workers seek meaningful employment and prefer to join companies with a clear social purpose. Additionally, an increasing number of companies aim to enhance the sustainability of their supply chains. Transparency has become a priority, compelling companies to demonstrate their commitment to sustainability. For these reasons, the EcoVadis assessment is a crucial part of our ManpowerGroup ESG journey.

Using a rigorous methodology, EcoVadis has rated the social performance of more than 130.000 organizations in 180 countries, using 21 criteria split into 4 categories: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. The evaluation method, which is based on international sustainable development standards such as those from the UN Global Compact, the Global Reporting Initiative (GRI), the ILO conventions and the ISO 26000 standard (CSR), measures the policies in place, actions taken and the results obtained for each of the 21 criteria.

The EcoVadis requirement levels have continued to increase, and in 2023, ManpowerGroup Netherlands has been awarded the Bronze Medal with a score of 56/100.

We improved our score compared to 2020 by 5 points overall and 10 points for both the Environmental and Labor & Human Rights criteria.

EcoVadis assessment is part our Global ESG strategy and today 25+ countries have achieved a Platinum, Gold, Silver or Bronze rating.

ManpowerGroup

ManpowerGroup Netherlands was Awarded a Bronze Medal by EcoVadis, the World's Most Trusted Business Sustainability Ratings

Top 56/100

BRONZE 2023 **ecovadis** Sustainability Rating

ENVIRONMENT - LABOR & HUMAN RIGHTS - ETHICS - SUSTAINABLE PROCUREMENT



KPIs

Progress against our Key Performance Indicators in the Netherlands.





ManpowerGroup Netherlands Key Performance Indicators

1. Employee Demographics

ManpowerGroup Netherlands - 2024 Q4	total	men	women	X
Employees, full time equivalent (FTE)	661	280	380	1
Employees, headcount	709	291	417	1

Employees by Age - 2024	total	men	women	X
18 - 30	287	125	162	
31 - 50	336	132	203	1
50+	86	33	53	

Employees by Level - 2024 (Q4 2024)	total	men	women	X
Level 1 - Executive leadership	1	1	0	
Level 2 - Senior Leadership	10	7	3	
Level 3 - Leadership - Middle Management	26	13	13	
Level 4 - Field & Functional Management	93	46	47	
Level 5 - Individual Contributor	593	228	364	1

Female Representation (%) Q4	2022	2023	2024
Level 1 - Executive leadership	0%	0%	0%
Level 2 - Senior Leadership	14%	44%	30%
Level 3 - Leadership - Middle Management	46%	64%	50%
Level 4 - Field & Functional Management	59%	52%	51%
Level 5 - Individual Contributor	63%	59%	61%
Femal Representation (total)	62%	59%	59%

Salary Gap	2022-2023		2023-2024	
	M	F	M	F
Average salary increase	4,50%	4,70%	4,30%	4,10%



ManpowerGroup Netherlands Key Performance Indicators

2. Culture & Capabilities			
Culture (%)	2022	2023	2024
Employee Engagement Index score	56	NVT	65
Performance based Culture Index Score	75	NVT	75
Trusted & Ethical Cultural Index score	86	NVT	NVT
DEIB (Diversity, Equity, Inclusion, Belonging) Cultural Index score	73	NVT	69
Development & Career Index score	74	NVT	67
Learning & Development (Total)	2022	2023	2024
Number of employees (FTE) participated in skills training and development activities	All	All	All
Total investment in skills training and development activities for permanent staff (in USD)	910.000	N/A	120.375
SEU exams - labor law	145	100	96
Number of associates (FTE) participated in skills training and development activities	1.560	1.995	2.239
Total cost (in USD) of skills training and development activities for all associates	465.320	976.463	779.160



ManpowerGroup Netherlands Key Performance Indicators

Talent Management	2022	2023	2024
Percentage of permanent staff who received the annual performance review	All*	All*	All*
Percentage of permanent staff who received the talent conversation	All*	All*	All*
Percentage of total turnover - at all levels	49,50%	47%	47%

Compensations & Benefits	2022	2023	2024
Number of people participating to the ManpowerGroup Flexible Income Plan	100%	100%	100%

*Our objective is 100% of the workforce, although the outcome may be affected

3. Health & Safety			
Permanent Staff	2022	2023	2024
Employee absence rate (unplanned absence as a percentage of total scheduled days)	6,40%	7%	5,90%
Recordable incidents: Number of work-related injuries that you were required to record or report (according to your country's requirements)	0	2	0
Lost-time incidents: Number of work-related injuries that resulted in employees missing one or more days of work	0	2	0
Temporary workers	2022	2023	2024
Recordable incidents: Number of work-related injuries that you were required to record or report (according to your country's requirements)	63	60	66
Severity Rate (number of days lost due to injuries) x 1.000 / total hours worked)	52	48	59
VCU Certificate	YES	YES	YES
Number of branches covered by Safety Certificate	2	2	2

ManpowerGroup Netherlands Key Performance Indicators



4. Sustainable Procurement

	2022	2023	2024
Number of contracted suppliers of products and services	N/A	300	255
Suppliers that the Supply Chain Business Partner Policy applies to	N/A	N/A	N/A
Suppliers that have signed the Supply Chain Business Partner Policy	N/A	N/A	> 10

5. Ethics, privacy and information security

	2022	2023	2024
Percentage of employees trained on ethics policies	98%*	98%*	97%*
Number of reports related to whistleblower procedure	0	0	0
Number of confirmed corruption incidents	0	0	0
Number of confirmed data privacy incidents	9	9	5
Employees represented by unions, works councils and/or collective bargaining	All	All	All
Client Net Promotor Score (Manpower)	-8	-5	5
Talent Net Promotor Score (Manpower)	21	14	22
Google Rating Manpower Netherlands (on a scale of 5)	2,76	2,19	2,34
Google Rating Experis Netherlands (on a scale of 5)	1,67	3,00	4,26
EcoVadis Rating	N/A	Bronze	N/A

*Our objective is 100% of the workforce, although the outcome may be affected

6. Environmental Performance

	2021	2022	2023
Total Energy consumption (MWh)	N/A	351.175,00	7.770,95
Total Renewable energy (MWh)	N/A	N/A	407,96
Emissions (tCO2e) - Scope 1	2.091,67	1.728,38	1.213,46
Emissions (tCO2e) - Scope 2 (Market-Based)	365,57	193,69	436,97
Emissions (tCO2e) - Scope 3 Total	10.657,52	4.752,10	3.297,87
Emissions (tCO2e) - Scope 3 Upstream	10.657,52	4.752,10	3.297,87
Emissions (tCO2e) - Scope 3 Downstream	-	-	-

7. Social Impact Investment

	2022	2023	2024
Number of hours volunteering	1.400	N/A	4.136
Amount of money (in USD) donated to all community organizations / NGOs	75.000	75.000	70.000
Value of goods & services (in USD) donated to all community organizations /	365.000	350.000	268.840
Number of trainees	8	6	5



ManpowerGroup Netherlands

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