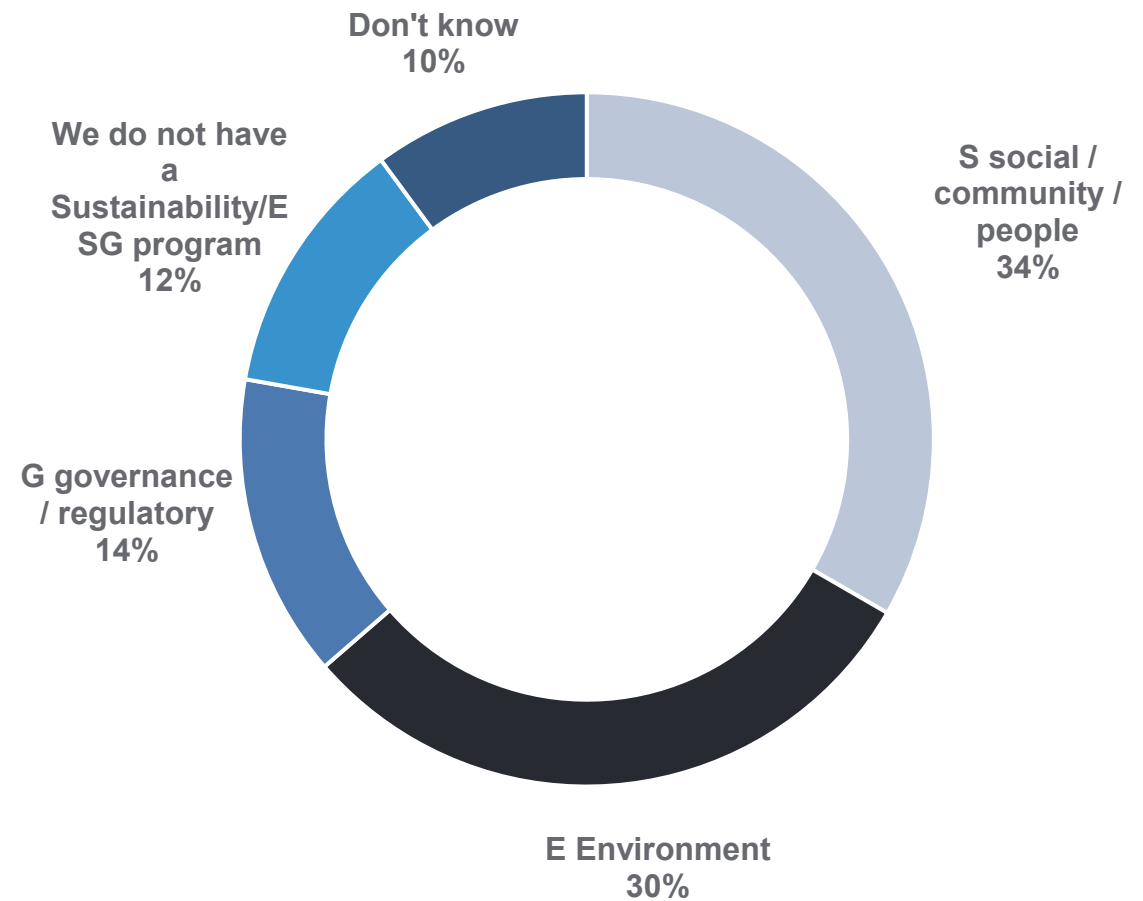


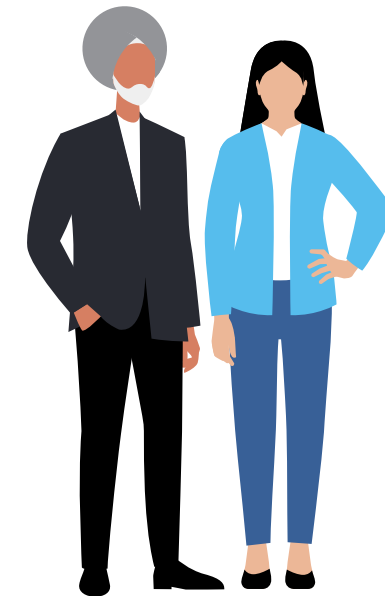
What motivates Slovak companies to invest in ESG

Environmental, **S**ocial and **G**overnance

If your organization has a sustainability or an ESG program, which of the following activities does your organization place the most focus on?

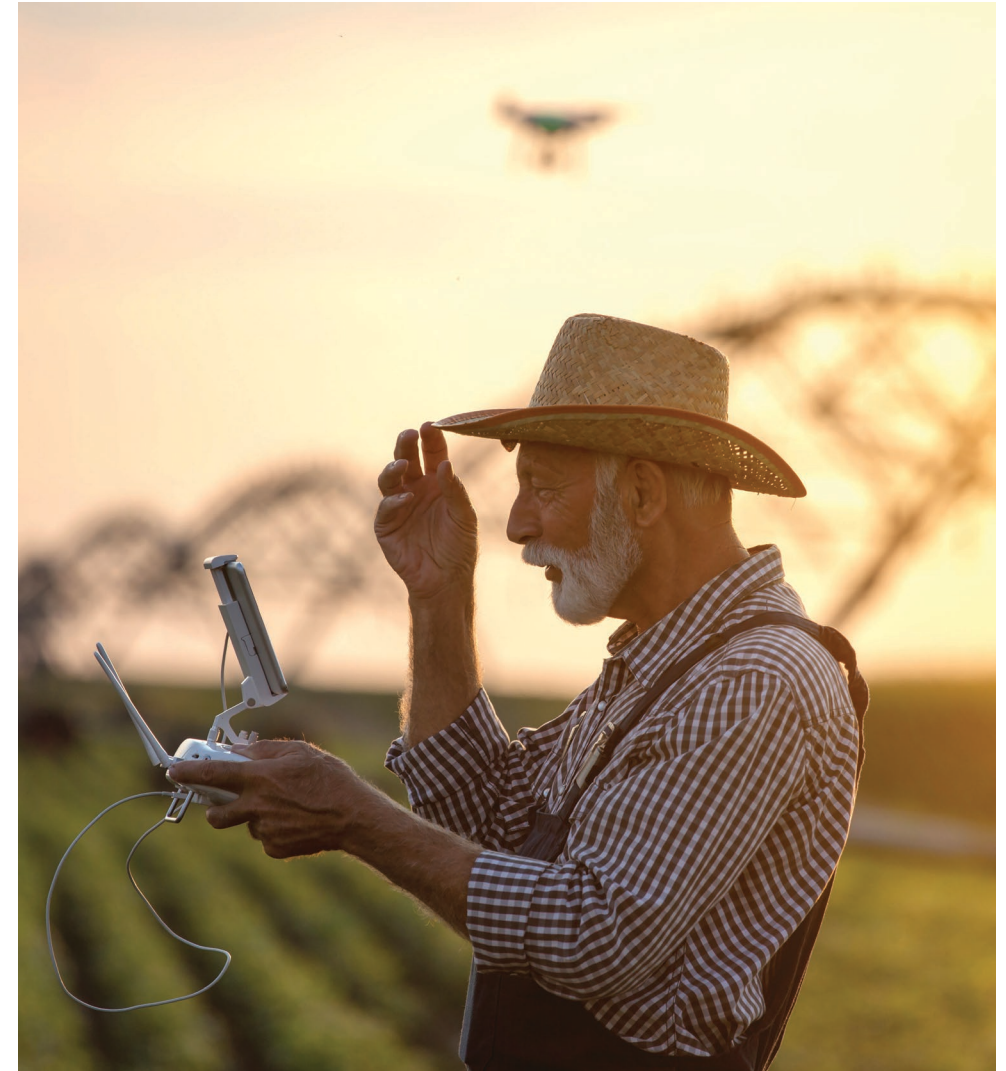


Where is your organization at in its sustainability or ESG journey?

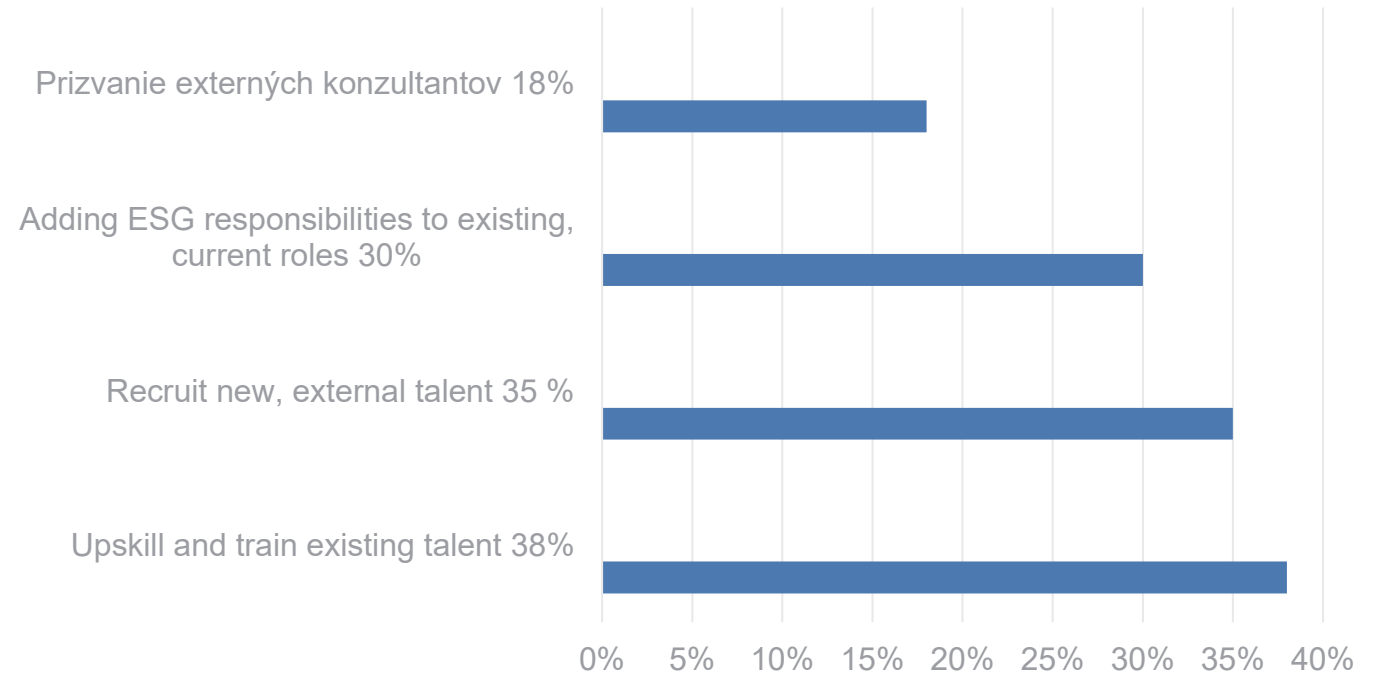


What are the main reasons your organization has adopted or is adopting an ESG program?

Dôvody	%
Reduce costs	42%
Comply with regulations	39%
Build reputation	31%
Reflect the organization's values	28%
Build competitive advantage	27%
Recruit and retain talent	26%
Maximize new revenue sources	23%
Meet investor expectations	22%



What recruitment decisions has your organisation made or plans to make in the next 12 months to implement its ESG strategy?





Working to Change the World

2021-2022 ESG Report



Working to Change the World


We believe meaningful and sustainable work has the power to change the world.





The three pillars of our strategy – **Planet**, **People & Prosperity**, and **Principles of Governance** – are designed to address the most urgent issues we face, from climate change to the skills shortage, and where we can make the most impact. Our Working to Change the World Plan also serves as a uniting force because we believe no one organization can make the progress we need to make alone – only through partnership and collaboration will we effect real change.


Global Alignment and Collaboration


We have been actively engaged with the UN since signing the Global Compact in 2006. In 2015, the UN established the 17 Sustainable Development Goals (SDGs), its blueprint for a more sustainable future. We support all the goals and are particularly focused on those where we can have the biggest impact:


4 QUALITY EDUCATION

 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

10 REDUCED INEQUALITIES

 Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

5 GENDER EQUALITY

 Achieve gender equality and empower all women and girls

13 CLIMATE ACTION

 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8 DECENT WORK AND ECONOMIC GROWTH

 Take urgent action to combat climate change and its impacts

17 PARTNERSHIPS FOR THE GOALS

 Reduce inequality within and among countries

We believe in the power of partnerships and the value of collaboration. We continue to maintain and develop relationships with industry bodies, government institutions and education systems, all of which allows us to scale solutions and amplify our impact.

Strategic Global Partnerships:



Signatory to the United Nations Global Compact since 2006



Partner of JA Worldwide for more than two decades
 JA Europe • JA USA • JA Americas



Strategic Partner of the World Economic Forum

- Alliance for CEO Climate Leaders
- CEO Action Group for the European Green Deal
- Partnering for Racial Justice in Business
- Partnering Against Corruption Initiative



WORLD EMPLOYMENT CONFEDERATION
 The Voice of Labour Market Enablers

Founding member of the World Employment Confederation



Member of World Business Council for Sustainable Development



Member of the TENT Partnership for Refugees

- Coalition for Afghan Refugees
- Sunflower Project to accelerate Ukrainian refugee women into employment in Europe



Planet

Delivering on our validated, science-based targets to reduce emissions by 2030



Planet

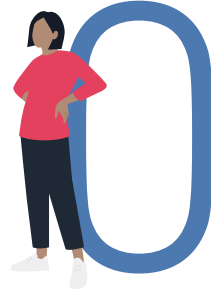
We are proud to be the first in our industry to set scientifically-validated confirmation of our climate action targets by the Science Based Targets initiative (SBTi). **To reduce our direct emissions by 60% and value chain by 30% by 2030**, we have identified five clear levers and are implementing these already across our markets:

Our Climate Action Plan Levers



Planet

2021 Highlights



Committed to reaching
NET ZERO BY 2045
or sooner



First and only company in our industry to have set **VALIDATED, SCIENCE-BASED TARGETS**

Engaged in the WEF Alliance of CEO Climate Leaders, working to mitigate over **1GT OF EMISSIONS ANNUALLY BY 2030**



REDUCED OPERATIONAL EMISSIONS BY 39%

from our 2019 baseline, bringing us over halfway to our 2030 goal



Reported on climate to the Carbon Disclosure Project (CDP) for the 10th year in 2021, with **SCORES HIGHER THAN INDUSTRY & REGIONAL AVERAGES**

Activated Planet Teams in markets representing 80%+ of revenue to **ALIGN STRATEGY GLOBALLY & DELIVER LOCALLY** on our Climate Action Plan





People & Prosperity

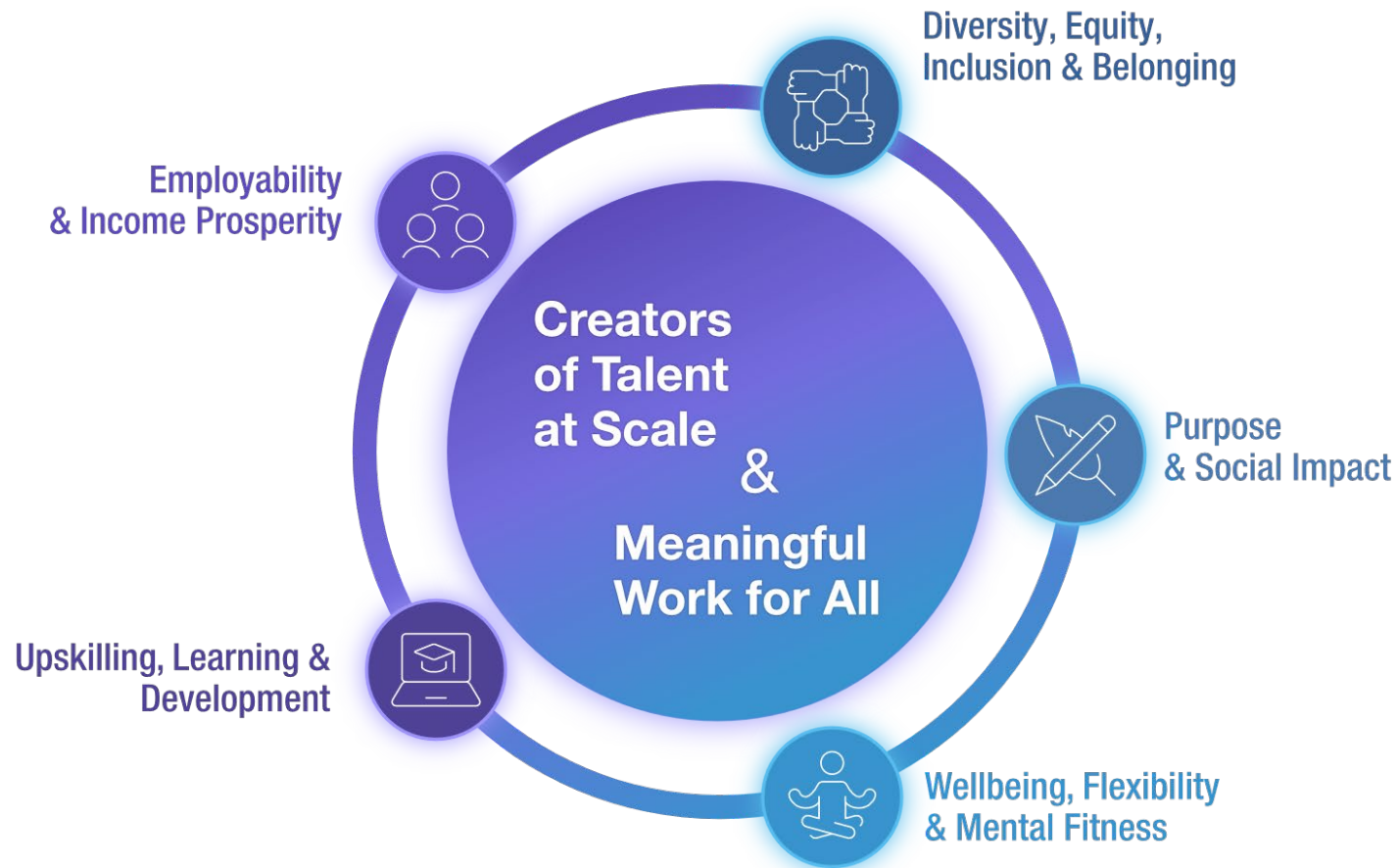
Committed to being Creators
of Talent at Scale and Making
Meaningful Work for All



People & Prosperity

We are committed to being **creators of talent at scale**, boosting employability and income prosperity for millions of people through coaching, assessment, upskilling and reskilling.

Our People & Prosperity Plan Levers



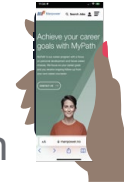
People & Prosperity

2021 Highlights



Connected **2 MILLION** people to meaningful, sustainable work

TRANSFORMED 182,000 LIVES to date through Manpower MyPath



RESKILLED and PROVIDED LANGUAGE TRAINING to more than **20,000 REFUGEES** in the last 5 years

>30%

GENDER DIVERSITY in our Board of Directors for more than 10 years



Bold new ambition to reach **50% WOMEN IN LEADERSHIP** by 2025, extending previous goal of 40%



BEST PLACE TO WORK FOR LGBTQ+ for the 6th consecutive year

BEST PLACE TO WORK FOR DISABILITY INCLUSION for 6th consecutive year





Principles of Governance

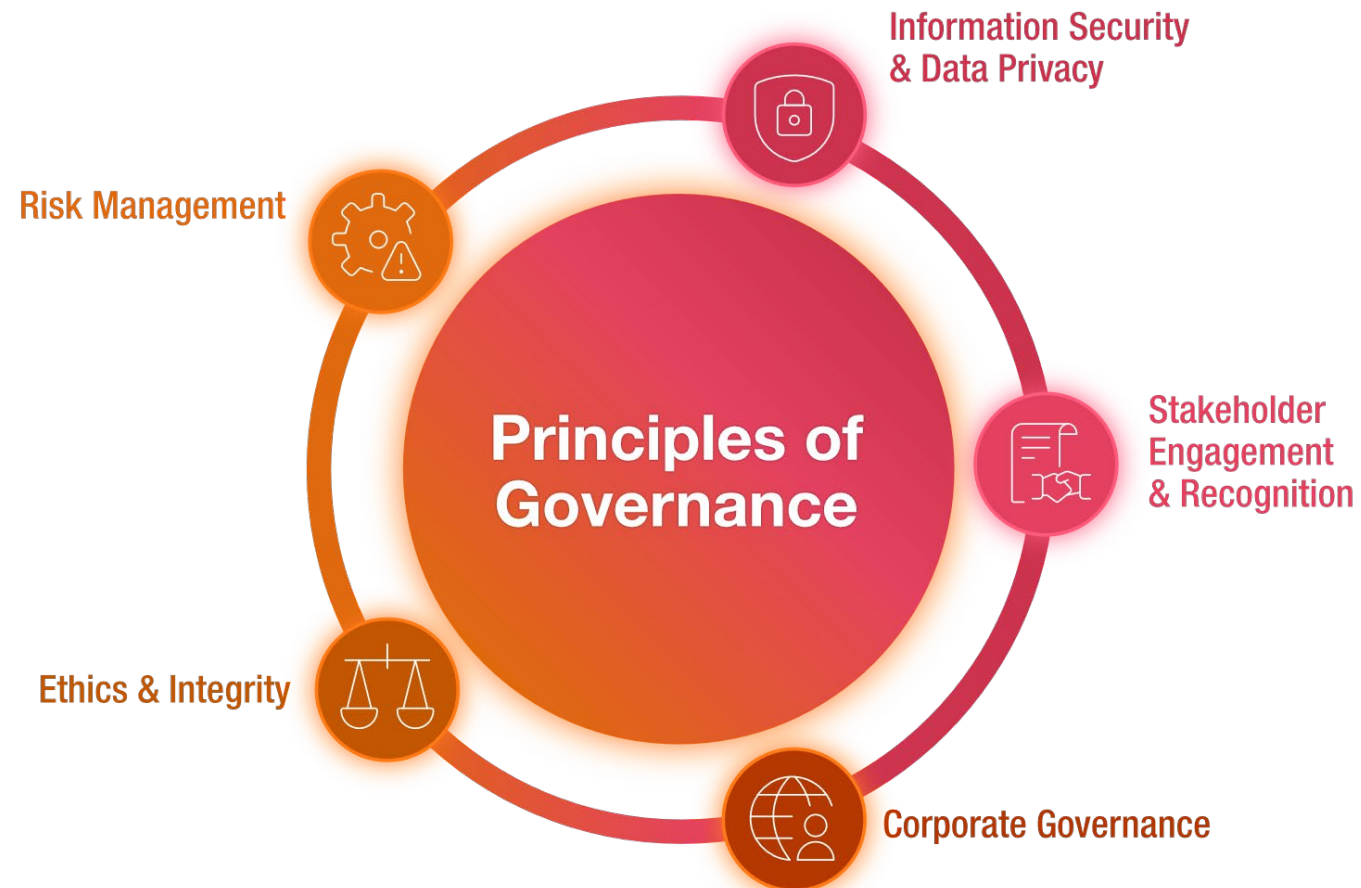
Running a responsible business
& setting high ethical standards



Principles of Governance

We are committed to setting high standards in our industry and beyond, managing the business to create long-term value for all stakeholders:

Our Principles of Governance Levers



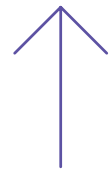
Principles of Governance

2021 Highlights

Named by Ethisphere as one of the **WORLD'S MOST ETHICAL COMPANIES FOR THE 13TH YEAR** – the only company in our industry to be awarded this accolade for more than a decade



Consolidated Board oversight of ESG in the newly named **GOVERNANCE AND SUSTAINABILITY COMMITTEE**



Named to **THE DOW JONES SUSTAINABILITY INDEX FOR THE 12TH YEAR** and improved our score year over year

Achieved **PLATINUM, GOLD AND SILVER ECOVADIS RANKINGS** in 24 countries and at the global level to date ★ ★ ★ ★

Completed our **11TH CARBON DISCLOSURE PROJECT (CDP) RESPONSE**



Published **HUMAN RIGHTS POLICY** and aligned reporting to new Stakeholder Capitalism Metrics framework



Recognized as **CSO50 AWARD WINNER** for our cyber security approaches

#1

Received **HIGHEST POSSIBLE SCORE BY SUSTAINALYTICS**, putting us in the second percentile of all companies

Case Studies

Case Study

Electrifying Our Fleet

Investing in Electric Vehicles in the Netherlands

In the Netherlands we are committed to reaching the target of 100% electric vehicles (EVs) by 2025. Recognizing the opportunity to reduce emissions through cleaner cars, we are on track: 40% of the fleet will be converted to EVs by the end of 2022.

The first EVs were delivered in June 2022 and the total will grow to 285 by early fall. When the fleet is fully transitioned to electric in 2025, we anticipate to reduce emissions by more than 1,500 tons annually while lowering the cost of fuel by 40-50%, trailblazing our electrification strategy. This shift in policy is our largest investment in EVs to date – and other country teams are now accelerating their EV adoption policy.



40% of fleet vehicles will be electric in 2022, on track to achieve 100% by 2025



Case Study

Decarbonizing the Commute

Boosting Employee Mobility in Germany and France

We are innovating to help people access work while reducing their environmental footprint. With 30,000 employees around the world and 600,000 associates on assignment daily, how people get to and from work can have a meaningful impact on our emissions. That's why we're imagining new, more sustainable ways to get there.

- In **France**, where public transportation can be a barrier to work in many rural areas, we partnered with **BlaBlaCar** to create a safe, reliable, cost-effective ride-sharing solution for our Manpower associates. Today, BlaBlaCar has over 2.5 million users who share their daily rides.
- In **Germany**, we are collaborating with **belmoto**, a mobility manager, to develop a sustainable, single-source solution for leasing and renting cars, bikes and other vehicles. The flexible approach allows our team in Germany to adapt quickly as needs change, while reducing both CO₂ and costs.

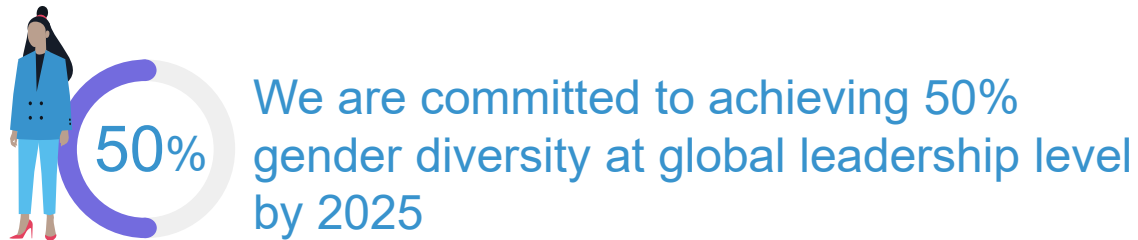


Case Study

Accelerating Gender Parity

Setting Bold Targets to Hire, Train and Advance More Women into Leadership

Today, 60% of the workforce is female, with more women graduating and starting careers than ever before. It's clear women are the future of work – and that's why achieving gender equity across our leadership is our primary diversity goal:



While gender diversity is our primary diversity, equity, inclusion and belonging goal across all markets, our 17 largest markets have also established secondary diversity targets. Examples include: First Nations representation in **Australia**, people with disabilities in **Japan**, young people in **Mexico**, LGBTQ+ in **the Netherlands**, age diversity in **Spain**, and racial and ethnic diversity in the **US**.

