

# Carbon Reduction Plan



## Commitment to achieving Net Zero

ManpowerGroup is committed to achieving Net Zero emissions globally by 2045.

September 2025



## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.



### Additional details relating to the baseline emissions calculations.

In 2025, we completed a rebaseline exercise of our 2019 baseline year emissions due to significant developments in our portfolio. This new baseline allows for more comparability to our most recent year 2024 performance data.

#### Baseline Year: 2019

##### Baseline year emissions: TOTAL (tCO<sub>2</sub>e)

Scope 1 507

Scope 2 228

Scope 3 9,742

Includes the following scope 3 categories:

- Purchased goods & services
- Capital goods
- Fuel & energy
- Waste
- Business travel
- Commuting
- Downstream leased assets

**Total Emissions:**  
**10,477**

#### Current Emissions Reporting: 2024

##### Baseline year emissions: TOTAL (tCO<sub>2</sub>e)

Scope 1 169

Scope 2 77 (market-based)

Scope 3 5,743

Includes the following scope 3 categories:

- Purchased goods & services
- Capital goods
- Fuel & energy
- Waste
- Business travel
- Commuting
- Downstream leased assets

**Total Emissions:**  
**5,989**



## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented in the UK since the 2019 baseline.



**The carbon emission reduction achieved by these schemes, and other initiatives, equate to 4,488 tCO<sub>2</sub>e, a 43% reduction against the 2019 baseline:**

- ✓ We are moving our motor fleet away from internal combustion engine (ICE) vehicles and predominantly into full electric vehicles. We have reduced our fleet of ICE vehicles by more than 100 cars in the last 5 years and now have a fleet of over 50 fully electric vehicles. We expect the number of ICE vehicles to continue to fall as existing leases come to an end
- ✓ We have moved to purchasing renewable energy for our offices where we are in control of the utility provider in 2024 and will continue to push landlords to make the same move where possible
- ✓ We have reduced our office footprint with the move to more remote working, with the associated reduction in commuting emissions
- ✓ We continue to focus on all opportunities to drive reductions in our business via training and adoption of energy saving ideas



## Emissions reduction targets

ManpowerGroup (global) was the first in our industry to have our near-term climate goals validated by the Science Based Target initiative (SBTi).

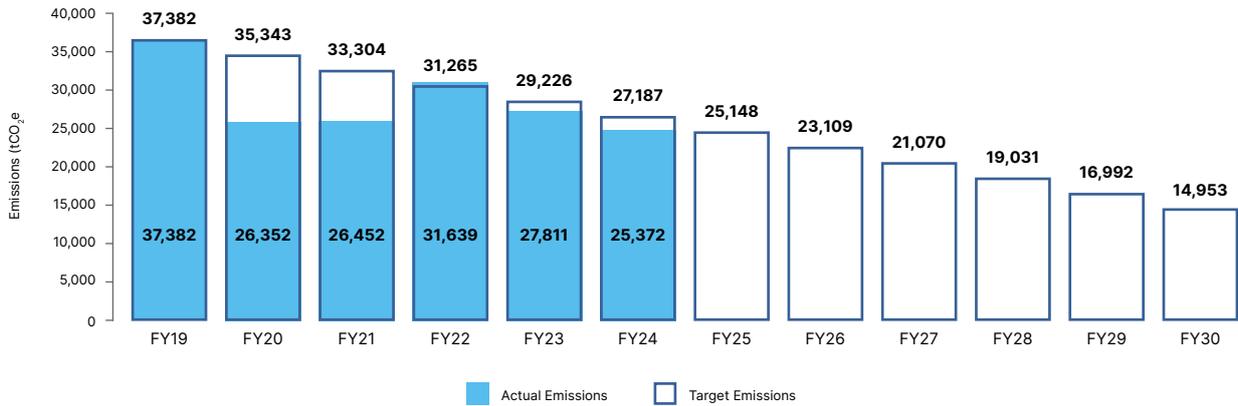
From our baseline of 2019, **we aim to reduce our global scope 1 & 2 emissions by 60% and our scope 3 emissions by 30%** by 2030. This is part of ManpowerGroup's wider ambition to reach net-zero by 2045 or sooner.

At the group level, we project that our global scope 1 & 2 carbon emissions will decrease over the next five years to 14,953 tCO<sub>2</sub>e by 2030. This is a reduction of **46%**.

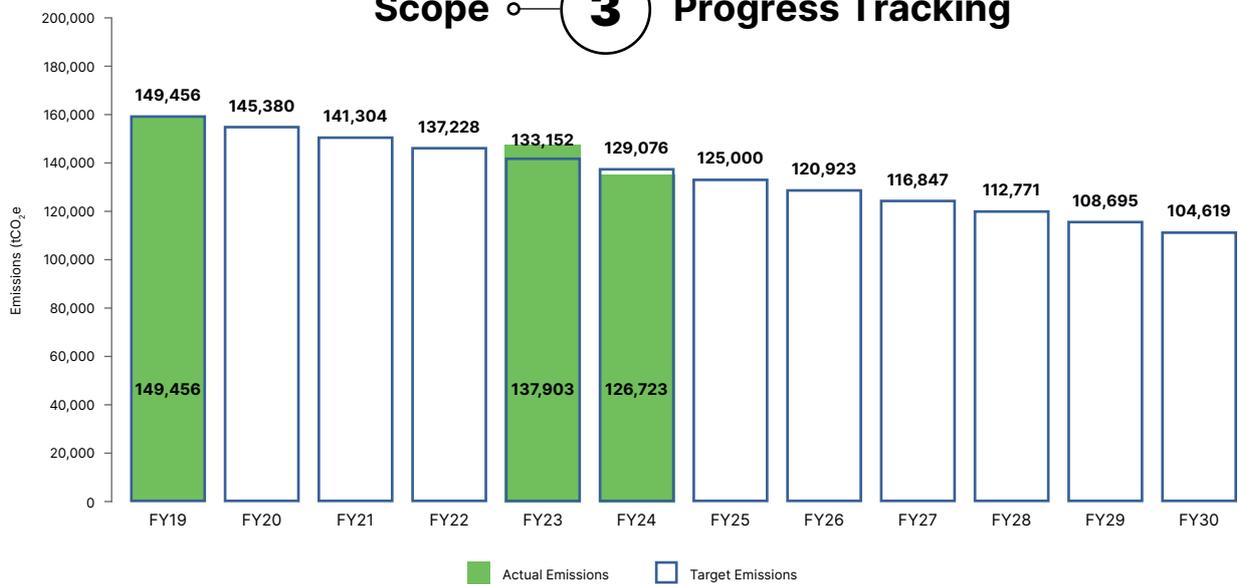


Progress against our global near-term climate targets can be seen in the graph below:

## Scope 1 & 2 Progress Tracking



## Scope 3 Progress Tracking



## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the UK Senior Leadership Team

**Damian Whitham**  
Commercial Director  
Manpower UK Limited