

Boilerplates (2020)



ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions (RPO, TAPFIN-MSP and Right Management) – creates substantial value for candidates and clients across 80 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability. In 2020, ManpowerGroup was named one of the World's Most Ethical Companies for the eleventh year - all confirming our position as the brand of choice for in-demand talent. In 2020, ManpowerGroup Belgium earned Gold Star CSR Rating, the highest score on EcoVadis's environmental, social and ethical supplier performance assessment.

See how ManpowerGroup is powering the future of work. <u>manpowergroup.com</u>
Ready for the new era The Human Age, where talent is the engine of the economy? Visit our ManpowerGroup Knowledge Center. <u>manpowergroup.be</u>



Reliability, flexibility, efficiency. Manpower is the pioneer of temporary work solutions. Through a comprehensive range of continually evolving service offerings, Manpower provides the flexibility and agility businesses need to adapt to a changing world. Through our branch network and our digital tools, our consultants seek out the perfect candidate... or the perfect job. We provide solutions for temporary assignments or permanent positions, for SME's or international companies, for all specialties: industry, technics, supply chain & logistics, retail, office people, sales & marketing, catering and service vouchers. To develop talents and their employability in a constantly changing environment, Manpower offers skills development and career management paths through its MyPath® program. We also offer training solutions – Manpower Logistics, Technical & Soft skills Academy – through our experts from Futurskill. Did you know? Every minute, Manpower connects 348 people with work around the world.

Manpower is part of the ManpowerGroup® family of companies, which also includes Experis and Talent Solutions (RPO, TAPFIN-MSP and Right Management). manpower.be



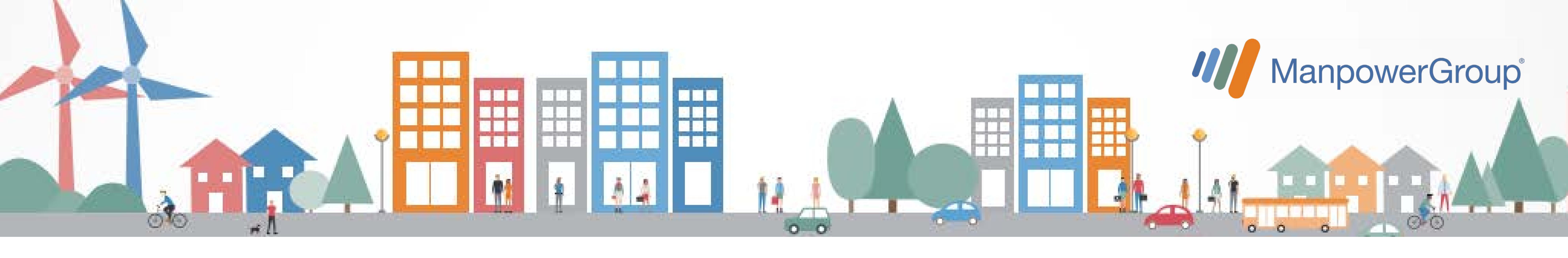
Experis is the global leader in professional resourcing and project-based solutions. Experis accelerates organizations' growth by attracting, assessing and placing specialized expertise in IT, engineering & life sciences and finance & human resources. We deliver in-demand talent for mission-critical positions and projects. Our specialists are working, as ExperisTM employees, as freelancers or as direct hires for the client. Through our Proservia division, we also offer solutions in the fields of infrastructure management and user support by taking on the organization, the management of helpdesks and the on-site interventions. Our success is built on our ability to implement solutions enhancing the competitiveness of the organizations and people we serve.

ExperisTM is part of the ManpowerGroup® family of companies, which also includes Manpower and Talent Solutions Talent Solutions (RPO, TAPFIN-MSP and Right Management). <u>experis.be</u>



Talent Solutions combines our leading global offerings – RPO (Recruitment Process Outsourcing), TAPFIN-MSP (Managed Service Provider) and Right Management (Talent Management & Outplacement) – to help organizations to address their complex workforce needs. As a world leader in these three segments Talent Solutions leverages our deep industry expertise and understanding of what talent wants, to provide end-to-end, data-driven capabilities across the talent lifecycle. From talent attraction and acquisition to upskilling, development and retention, we provide seamless delivery, leveraging best in breed technology, and extensive workforce insights across multiple countries at scale.

Talent Solutions is part of the ManpowerGroup® family of companies, which also includes Manpower and Experis. talentsolutions.be





Talent Solutions combines our leading global offerings – RPO (Recruitment Process Outsourcing), TAPFIN-MSP (Managed Service Provider) and Right Management (Talent Management & Outplacement) – to help organizations to address their complex workforce needs. As a world leader in these three segments Talent Solutions leverages our deep industry expertise and understanding of what talent wants, to provide end-to-end, data-driven capabilities across the talent lifecycle. From talent attraction and acquisition to upskilling, development and retention, we provide seamless delivery, leveraging best in breed technology, and extensive workforce insights across multiple countries at scale.

Talent Solutions is part of the ManpowerGroup® family of companies, which also includes Manpower and Experis. talentsolutions.be



RPO (Recruitment Process Outsourcing)

Our RPO experts offer tailored solutions for permanent and contingent talent with a holistic approach to transforming how organizations source, manage and develop their workforces. By giving access the best talent for your clients, we maximize productivity and drive profitability despite unpredictable, complex and evolving market. Talent Solutions is recognized by HR-analysts as the largest global RPO provider for ten consecutive years.



Talent

ManpowerGroup®

Solutions

Right Management

TAPFIN-MSP (Managed Service Provider)

TAPFIN offers a full range of solutions to better manage the sourcing, quality, costs and risks associated with your contingent workforce – temps, consultants, freelances, subcontractors or students.- With unparalleled expertise and innovative technologies, we work as partners to optimize Total Talent Management and deliver measurable business results now and in the future. Talent Solutions is recognized by HR-analysts as the largest global MSP provider for six consecutive years.



Right Management

Right Management enables organizations to attract, develop and retain the top talent for a rapidly transforming business environment.

With more than 40 years of expertise in the talent lifecycle, we accelerate the capabilities of your workforce to ensure your talent – and your business – is prepared to meet the demands of a strategic global workforce. We are experts in career transition management and outplacement, workforce career management and leadership solutions.

ManpowerGroup Brand Architecture:













