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CZECH EMPLOYERS REPORT CAUTIOUSLY OPTIMISTIC HIRING PLANS

Prague, 14 September 2021 – Employers in the Czech Republic anticipate the strongest hiring pace in two years during the October to December period, reporting a seasonally adjusted Net Employment Outlook of +10%. Hiring intentions strengthen by 5 and 9 percentage points from 3Q 2021 and 4Q 2020, respectively.

“At the end of this year, recruitment levels in most sectors are expected to reach those in 2018. However, due to the pandemic the labour market froze as people have been unwilling to change employment and face uncertainty. This is the case mainly for unskilled workers in manufacturing and logistics. To find higher numbers of warehouse workers or blue-collar workers is as difficult as finding software developers. Recruiting people with technical qualification on all levels from tradesmen to mechanical and IT engineers remains a conundrum. It is also extremely difficult for employers to attract people back to work in food industry, hospitality, and personal services. For most, former employees managed to find work in other sectors and are not willing to go back to the industries that were locked down as they fear new waves of pandemics”, said Jaroslava Rezlerová, Managing Director of ManpowerGroup Czech Republic.

Industry sector comparisons

Payrolls are expected to grow in all seven Czech industry sectors during the fourth quarter of 2021. Hiring sentiment strengthens in all seven sectors when compared with the previous quarter and also improves in all seven sectors when compared with this time last year.

The strongest hiring pace is anticipated for the Manufacturing sector, where the Outlook of +21% reflects healthy hiring plans. Hiring prospects improve by 5 and 17 percentage points from 3Q 2021 and 4Q 2020, respectively.

In the Czech Restaurants & Hotels sector, employers anticipate the strongest labor market since the survey began in 2008, reporting an upbeat Outlook of +18%. Hiring plans in the sector improve by 16 percentage points quarter-over-quarter and by 13 percentage points year-over-year. Construction sector employers also report an Outlook of +18%, increasing by 4 percentage points when compared with the previous quarter and by 15 percentage points in comparison with the final quarter of 2020. The weakest sector Outlook of +2% is reported in the Other Production sector, improving by 3 percentage points in comparison with both the prior quarter and last year at this time.

Regional comparisons

Employers in all three Czech regions anticipate an increase in staffing levels during the forthcoming quarter, with Outlooks strengthening in two regions quarter-over-quarter and improving in all three when compared with this time one year ago.

The strongest regional labor market is expected in Prague, where the Outlook of +16% is the strongest in more than two years, increasing by 8 and 19 percentage points from 3Q 2021 and 4Q 2020, respectively. Bohemia employers report the weakest of the three regional forecasts, standing at +6%. Hiring plans for the region are unchanged quarter-over-quarter and remain relatively stable year-over-year.

Organization Size Comparisons

In all four organization size categories, job gains are forecast for 4Q 2021. Large employers (+22%) anticipate the strongest hiring pace, while Micro employers (+3%) are the most cautious.

Global Overview

An increase in payrolls is expected by employers in 41 of the 43 countries and territories surveyed by ManpowerGroup for the coming quarter, while employers in two anticipate a reduction in staffing levels. When compared with the previous quarter, employers report stronger hiring prospects in 31 of the 43 countries and territories, while hiring sentiment weakens in 10 countries and territories and is unchanged in two. In a comparison with the fourth quarter of 2020 – when the COVID-19 pandemic was in full swing across much of the globe - employers in all 43 countries and territories anticipate stronger labor markets. The strongest hiring intentions for the October to December time frame are reported in the United States, India, Canada, the Netherlands, Mexico and France. Meanwhile, employers in Panama, South Africa, Singapore, Croatia and Argentina anticipate the weakest hiring activity in the coming quarter.

The next ManpowerGroup Employment Outlook Survey featuring the forecast for the 1Q 2022 period will be published on 14 December 2021.

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Note to Editors

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

ManpowerGroup has also released its ManpowerGroup Employment Outlook Survey Explorer tool, a new interactive way to examine and compare its data. The tool can be viewed at <http://www.manpowergroupsolutions.com/DataExplorer/>

This survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. The Czech Republic is one of 43 countries and territories participating in the quarterly measurement of employer hiring intentions. The survey for Quarter 4 2021 was conducted by interviewing a representative sample of 750 employers in the Czech Republic and asking the same question: "How do you anticipate total employment at your location to change in the three months to the end of December 2021 as compared to the current quarter?"

The global ManpowerGroup Employment Outlook Survey has been running for more than 55 years, and uses a validated methodology in accordance with the highest standards in market research. This survey helps to identify the hiring intentions of both regional and industry sector employers, and facilitates preparation for labor market pressures.

About the Survey

The global leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is



the longest running, most extensive, forward-looking employment survey in the world, polling almost 45,000 employers in 43 countries and territories. For 4Q 2021, sample sizes are smaller than other quarters, reflecting the impact of the global health emergency so total number of interviews is significantly lower than normal in some countries. The survey serves as a bellwether of labor market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labor markets are headed.

About ManpowerGroup™

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 – creates substantially more value for candidates and clients across more than 75 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 and in 2021 ManpowerGroup was named one of the World's Most Ethical Companies for the 12th year - all confirming our position as the brand of choice for in-demand talent.

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the ManpowerGroup Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

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About ManpowerGroup Czech Republic

Through a network of over 35 offices, we provide staff (nearly 12,000) for around 1,200 clients. With employment opportunities in the public and private sector, on both a permanent and temporary basis, we make it easy for people to find employment and for companies to find staff with the skills they need. Solutions include permanent and temporary positions, holiday, maternity or sick coverage, through to large workforce transformation and outsourcing contracts.

More information available on www.manpowergroup.cz.