

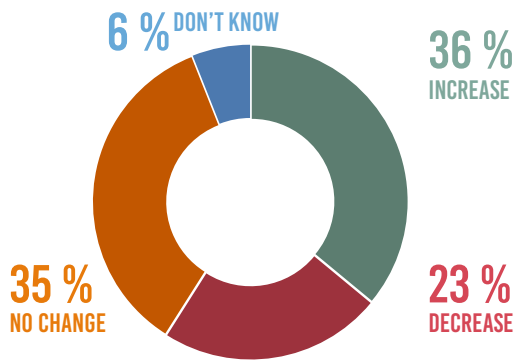
ManpowerGroup Outlook Survey

Q1 2022

The ManpowerGroup Employment Outlook Survey for the first quarter 2021 was conducted by interviewing a representative sample of 503 employers in the Czech Republic. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?”



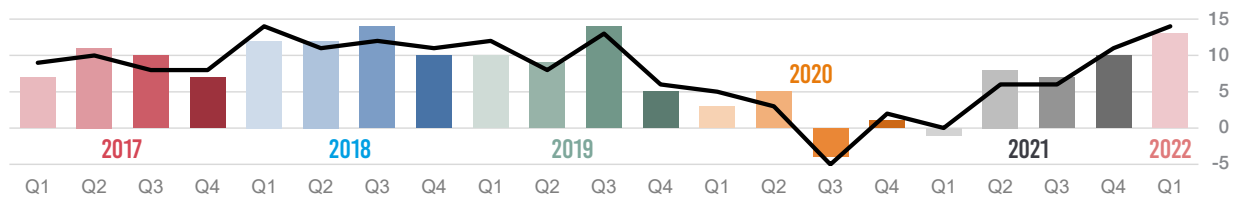
ManpowerGroup®



NET EMPLOYMENT OUTLOOK | 13 %

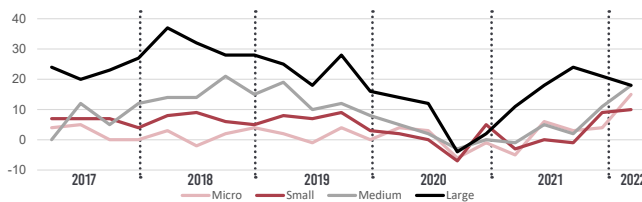
Czech employers report subdued hiring intentions for the first quarter of 2022. With 36% of employers expecting to increase payrolls, 23% anticipating a decrease and 35% forecasting no change, the Net Employment Outlook is +13%.

NET EMPLOYMENT OUTLOOK DEVELOPMENT



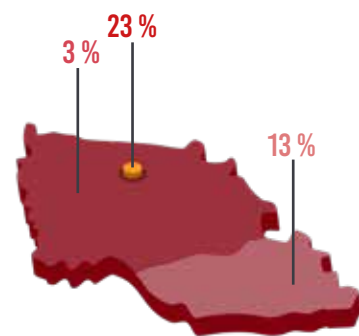
ORGANISATION – SIZE COMPARISONS

Organisation	Increase %	Decrease %	No Change %	Don't know %	Net Empl. Outlook	Sasonally Adjusted
Micro (less than 10)	32	19	40	9	13	15
Small-Size	35	28	31	5	7	10
Medium-Size	39	20	37	5	19	18
Large-Size (250+)	38	24	35	2	14	18

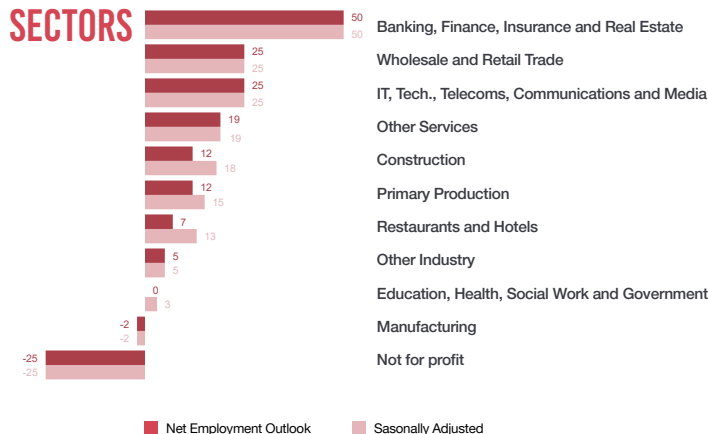


NET EMPLOYMENT OUTLOOK

-1 % vs **13 %**
Q1 2021 vs Q1 2022



SECTORS



REGIONAL COMPARISONS

BOHEMIA	3	5
MORAVIA	13	16
PRAGUE	23	23

Net Employment Outlook Sasonally Adjusted



„Despite the next wave of the pandemic and its uncertain end, optimism in the labor market continues to prevail and more companies will hire than lay off employees. However, differences in expectations are increasing both between and within the individual sectors. The pandemic has fundamentally changed both the market environment and the way we work, recruit and manage employees. However, the most important sector in terms of employment.“

JAROSLAVA REZLEROVÁ

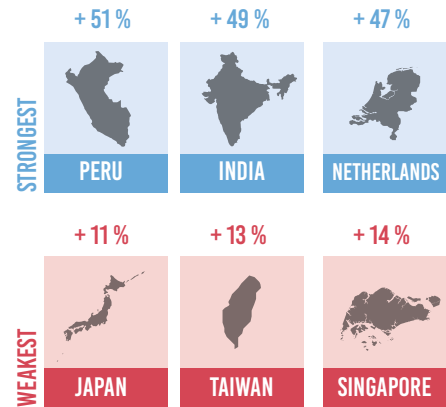
Country Manager, ManpowerGroup Czech Republic

GLOBAL EMPLOYMENT OUTLOOK

Based on seasonally adjusted analysis, employers in all 40 countries and territories surveyed expect to grow payrolls in the upcoming quarter.

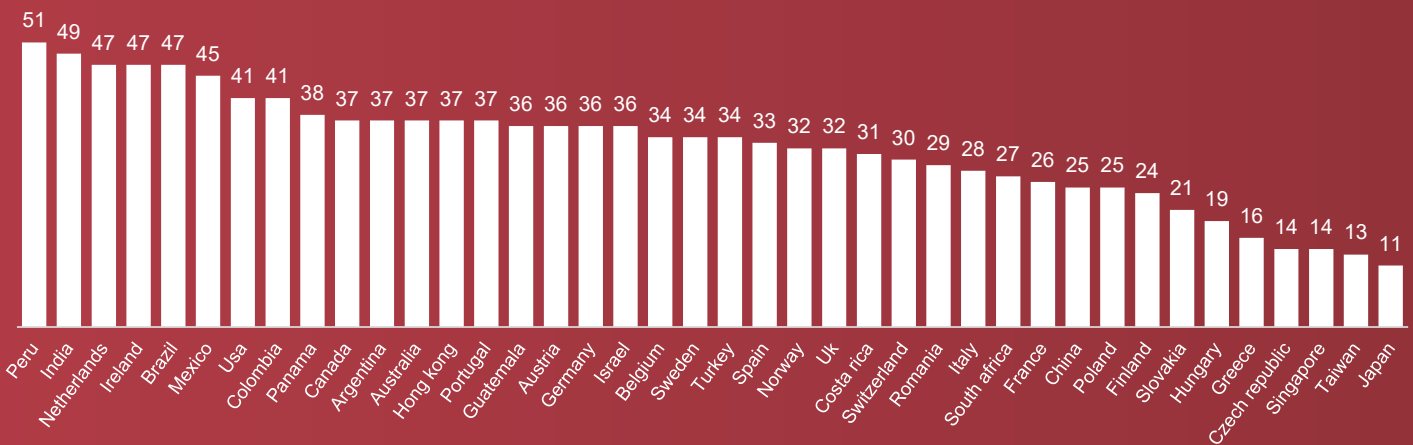
The strongest hiring plans for the next three months are reported in Brazil, Peru, India, Ireland, and the Netherlands. The weakest hiring sentiment is reported in Japan, Singapore, Taiwan, and Czechia.

Hiring sentiment strengthens in 36 of the 40 countries and territories compared to the previous quarter while weakening in 4, including the US, Japan, Taiwan, and France. In a year-over-year comparison, Outlooks improve in 38 countries and territories but weaken in 2: Singapore and Taiwan.



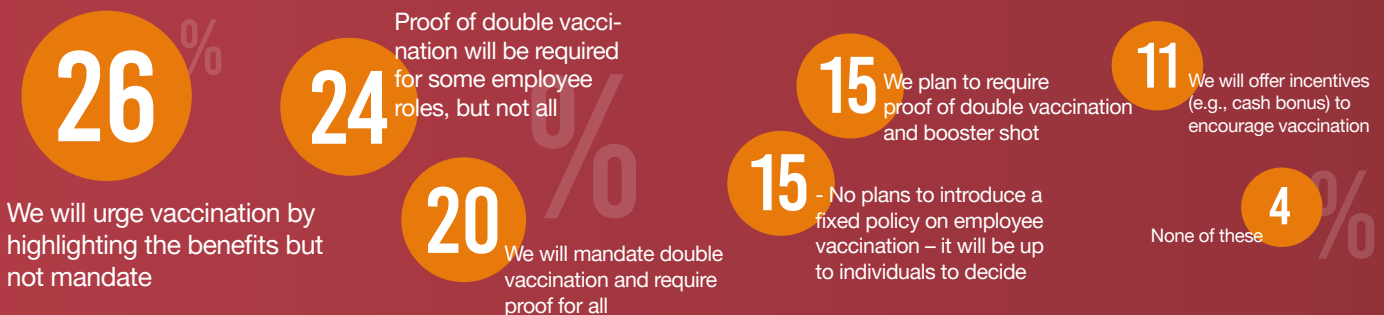
INTERNATIONAL COMPARISONS

Hiring plans of more than 40,000 employers in 40 countries (Q1 2022), Seasonally Adjusted



IMPACTS OF THE COVID-19 PANDEMIC ON EMPLOYERS

Are you planning on requiring any of the following for your workers before they can return to the workplace?



Which one of the following represents how the majority of your workforce will work in the next 3 months: Work remotely/from home all of the time by In-Country Region

Industry	100% Home Office	Home Office 3 and more days a week	Home Office max. 2 days a week	100% Work in the workplace	Don't know
IT	23%	28%	25%	18%	7%
Administrative	17%	26%	26%	25%	6%
Finance & Accounting	14%	27%	27%	24%	8%
Human Resources	14%	21%	28%	29%	8%
Front Office	13%	23%	22%	36%	7%
Manufacturing	10%	19%	16%	48%	8%



FIND OUT MORE

About the ManpowerGroup Employment Outlook Survey

The ManpowerGroup Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for 60 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the ManpowerGroup Employment Outlook Survey:

Unique: It is unparalleled in its size, scope, longevity and area of focus.

Projective: The ManpowerGroup Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

Independent: The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

Robust: The survey is based on interviews with almost 40,000 public and private employers across 40 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

Focused: For more than five decades the survey has derived all of its information from a single question: For the Quarter 4 2021 research, all employers participating in the survey worldwide are asked the same question:

"How do you anticipate total employment at your location to change in the three months to the end of March 2022 as compared to the current quarter?"

Methodology

The ManpowerGroup Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for almost all national, regional and global data is not greater than +/- 5%.

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Croatia. ManpowerGroup intends to add seasonal adjustments to the data for Croatia in the future, as more historical data is compiled.

Employment Outlook Survey celebrates 60 years of being the most trusted source for global hiring intentions. In Czech Republic from 2008.



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 eleventh year – all confirming our position as the brand of choice for in-demand talent.

Please find more about the survey at www.manpowergroup.cz

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