

2025

ManpowerGroup Employment Outlook Survey





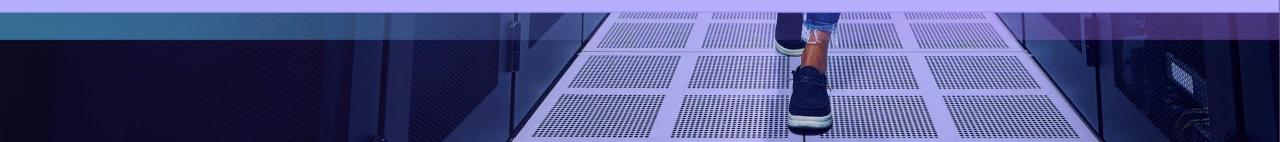
1. Q2 Employment Outlook

- 2. Company expansion driving Q2 hiring

3. Accelerating Adaptability: Global Workforce Trends



4. About the survey





What is the NET Employment Outlook (NEO)?

540 employers in the Slovak Republic were asked the question:

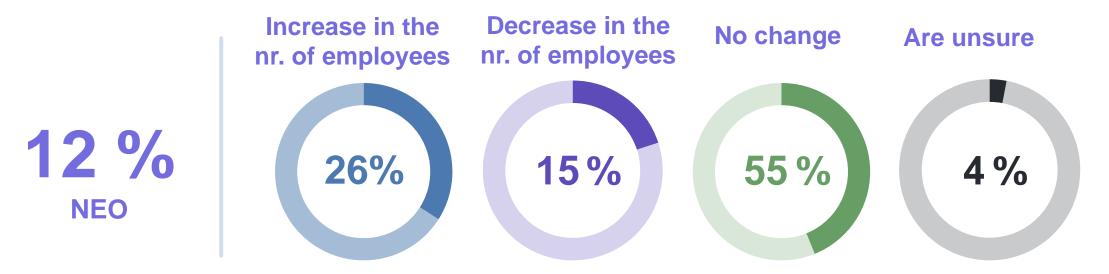
"How do you expect the total number of employees in your company to change in the next 3 months (April, May, June) compared to the current quarter (January, February, March)?"



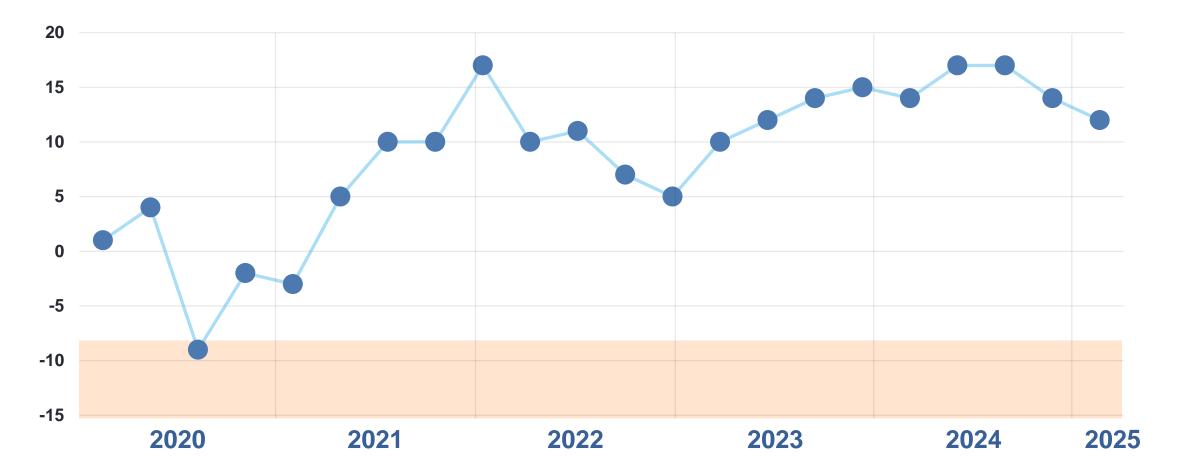
Net Employment Outlook in Slovakia for Q2 2025

Based on the data, the Net Employment Outlook in Slovakia, adjusted for seasonal fluctuations, is 12%. Compared to the previous quarter, this is an decrease of 2 percentage point, a year-on-year decrease of 2 percentage point.

Employer hiring expectations for April - June

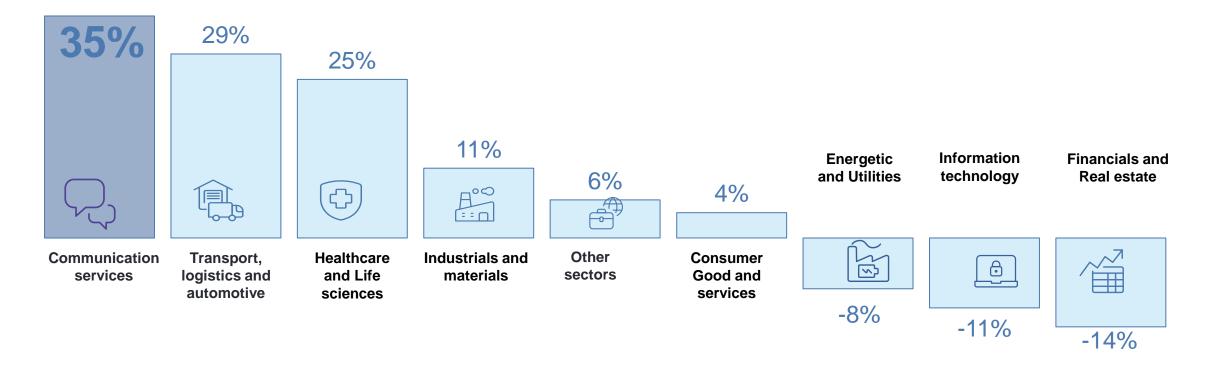


NEO in Slovakia - Changes Over Time



Employment Outlooks across Key Industry Sectors

In the second quarter, companies in the **Communications services** plan the most recruitments in Slovakia, where employement outlook is + **35%**. The second strongest sector is Transport, logistics and automotive (29 %), - 8 % year-over-year. The Healthcare and Life sciences sector (25%), with a year-over-year increase of 18%, ranked third. The sector with the largest increase in hiring expectations is the **Communications services**, which grew by **38% compared to the previous quarter, and + 46% year-over-year**.

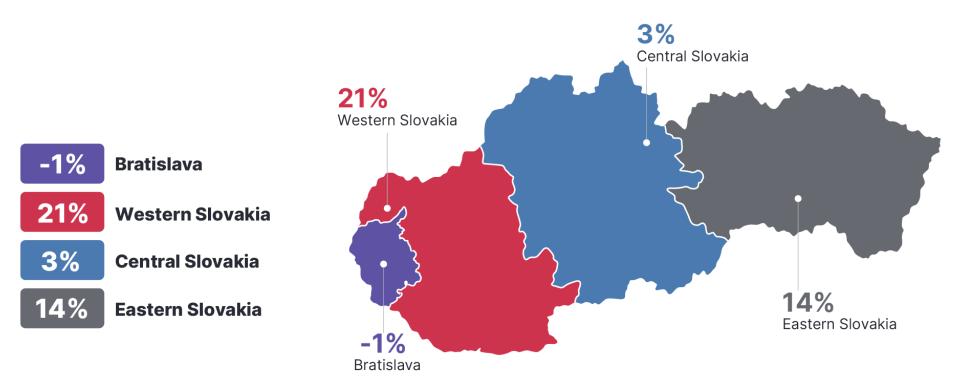


Hiring Expectations by Company Size



Hiring Expectations by Regions

Slovakian organizations in 3 of 4 regions expect increasing staffing levels in the next quarter, while 1 region is predicting a decrease. **The most competitive region in Slovakia is the Western Slovakia region with a NEO of 21**, rising by 16 points from last quarter and 3 points since Q2 2024.



Hiring Expectations for April - June by Country

Seasonally Adjusted, Net Employment Outlooks (NEO)

> **43%** India Strongest NEO



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25% Global Average NEO

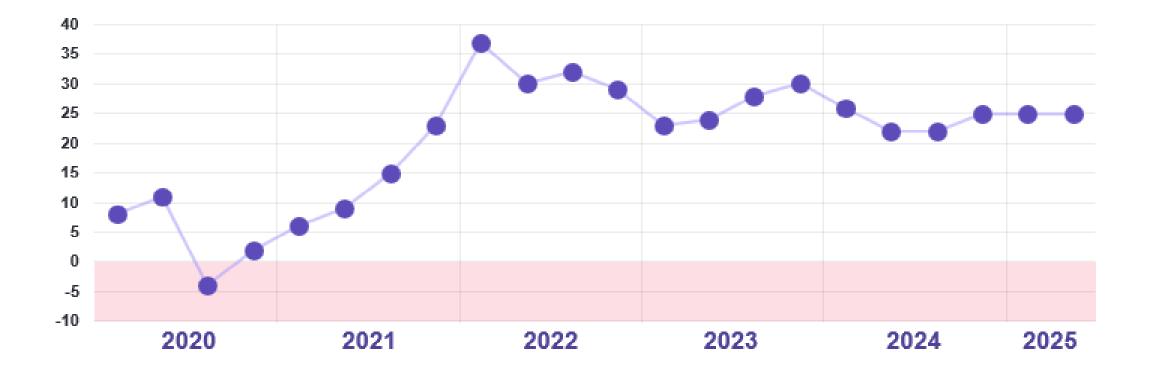


India	43%	Belgium
U.S.A.	34%	Germany
Mexico	33%	Finland
Canada	32%	France
China	32%	Panama
Costa Rica	32%	Peru
UK	31%	Taiwan
Guatemala	29%	Türkiye
Netherlands	27%	Colombia
Norway	27%	Portugal
Singapore	27%	Sweden
Brazil	26%	Italy
Switzerland	26%	Australia
Ireland	25%	Poland

24%	Spain	15%
22%	Japan	14%
21%	Puerto Rico	14%
20%	Chile	13%
20%	Austria	12%
20%	Israel	12%
20%	Slovakia	12%
20%	Hong Kong	11%
19%	Czech Republic	10%
19%	Hungary	8%
19%	Greece	7%
18%	Romania	6%
17%	Argentina	0%
17%		

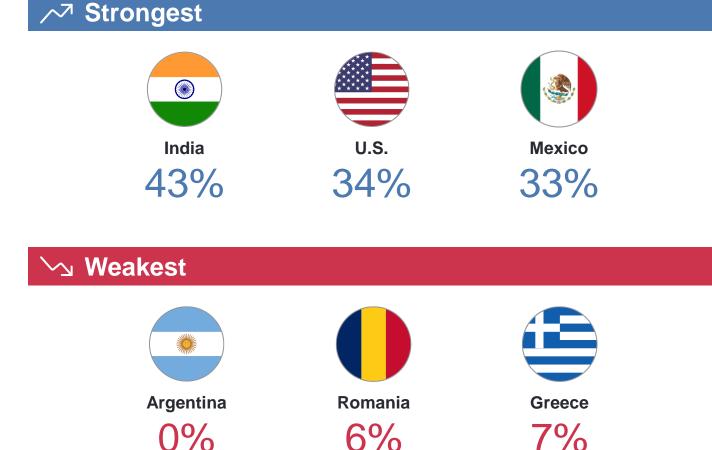
Global Outlooks - Changes Over Time

Global Outlooks have remained unchanged since the previous quarter and strengthened by 3 points since this time last year.



Strongest and Weakest Second Quarter Outlooks

With stable outlooks across the regions, **employers in the North America (34%) region reported the strongest hiring intentions,** followed by the Asia Pacific (30%), South and Central Americas (23%), and Europe and the Middle East (20%).





Year-Over-Year Changes by Country

Seasonally Adjusted, Net Employment Outlook Changes Since Q2 2024

+13% Israel Most Strengthened Outlook

3% Global Global Average Outlook

Austria and The Netherlands Most Weakened Outlook

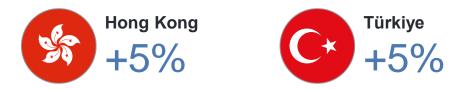
Israel	+13%	Ireland	+5%	China
Norway	+11%	Panama	+5%	Costa F
Canada	+10%	Poland	+5%	France
Taiwan	+9%	Colombia	+4%	Greece
Brazil	+8%	Chile	+3%	Puerto
Italy	+8%	Global Average	+3%	U.S.A.
Portugal	+8%	Guatemala	+3%	Hungar
Türkiye	+8%	Japan	+3%	Austral
Uk	+8%	Singapore	+3%	Finland
India	+7%	Spain	+3%	Slovaki
Romania	+7%	Belgium	+2%	Switzer
Mexico	+6%	Germany	+2%	Hong K
Sweden	+6%	Argentina	+1%	Austria
Czech Republic	+5%	Peru	+1%	Nether

China	+0%
Costa Rica	+0%
France	+0%
Greece	+0%
Puerto Rico	+0%
U.S.A.	+0%
Hungary	-1%
Australia	-2%
Finland	-2%
Slovakia	-2%
Switzerland	-3%
Hong Kong	-4%
Austria	-5%
Netherlands	-5%

Most Significant Outlook Improvements for Q2

Employers in 27 countries report a stronger hiring outlook compared with the same period last year, weakening in eight, and remaining unchanged in six.

∧¬ Quarter-Over-Quarter Improvements



∧[¬] Year-Over-Year Improvements



Employment Outlooks Across Europe and the Middle East

Hiring expectations remain the lowest in Europe and the Middle East (20%) and has strengthened by one point since Q1 2025 and four points year-overyear.

Outlooks vary across the region with employers most keen to hire in the UK.

The strongest Outlook globally for the Energy and Utilities industry vertical was reported by employers in Switzerland (59%), Healthcare and Life Sciences in Austria (55%), and Transport, Logistics, and Automotive in the Netherlands (53%).





Weakest Hiring Intentions



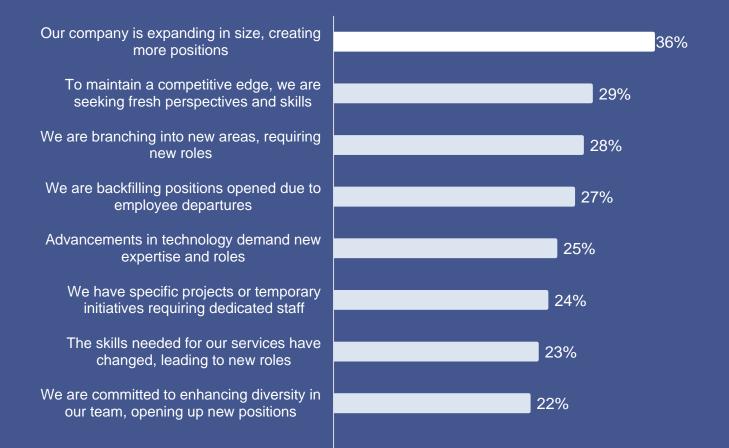


Company expansion driving Q2 hiring

Company expansion is the top reason for staffing increases in Q2 2025



As you are increasing staffing in Q2 2025, which of these are the main reasons why you are expecting to add staff?



In Q2 2025, a typical company's total workforce is expected to grow by 11 workers

In an average company, +11 workers are anticipated to be added in Q2 2025* 110 76 5 2 1 Miccro Small Medium Large Very large Large companies companies companies companies enterprises In terms of the number of workers, how many employees do you expect to add/reduce in Q2 2025 (April-June)?

Increase in workforce by regions:

- Western Slovakia 26
- Eastern Slovakia 19
- Central Slovakia 2
- Bratislava 2

Health Care & Life Sciences and Communication Services sectors anticipate the highest hiring levels in Q2 2025



Accelerating Adaptability

2025 Global Workforce Trends



ManpowerGroup®

The Driving Forces Shaping the Workforce

For more than 10 years, we have partnered with our clients to explore four underlying forces shaping the future of work. As we look ahead to 2025 and beyond, we examine how the pace of change will accelerate and what it means for employers and the workforce.



2025 Global Workforce Trends

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The Expansive Workforce	New Ways of Working	Digital Transformation	Accelerating Global Change
An increasingly diverse global	The world of work changed forever	The democratization of AI is fast-	In the Industry 4.0 era, organizations are coping

An increasingly diverse global workforce will impact the future of who is available to work, as well as when and how they'll work.

TREND 1:

Gen Z Gains Competency

TREND 2:

Millennial Managers Feel the Squeeze

TREND 3:

Closing Workforce Gender Gaps

TREND 4: DEIB Stays the Course The world of work changed forever in 2020, and employer and individual adaptation to distributed models is still in progress.

TREND 5:

Productivity-Fueled Pressure

TREND 6:

Workspace Creativity and Innovation

TREND 7: Spotlight on the Frontline

TREND 8: Rapid Talent Assembly The democratization of AI is fasttracking digital transformation and evolving the structure of organizations.

TREND 9:

Shifting AI Use from Wow to How

TREND 10: Workspace Career Durability

TREND 11: Cybersecurity the Future

TREND 12: Institutionalized Innovation In the Industry 4.0 era, organizations are copin with critical global talent shortages against a backdrop of geopolitical instability and environmental and sustainability challenges.

TREND 13: Green Business Transformation

TREND 14: Geopolitical Uncertainty

TREND 15: Peak Employer Power

TREND 16: The Constant in an Uncertain Future: Talent Scarcity

ဂိုဂိုဂို TREND 1

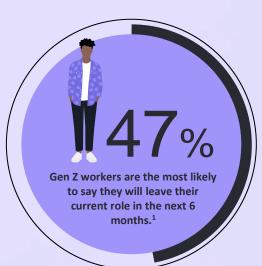
Gen Z Gains Competency

Generation Z (those born 1996-2012)

Gen Z workers face greater mental health and communication skill challenges compared to prior generations. Nevertheless, they are holding their own.

Gen Z workers are the most likely to agree their current employer offers sufficient opportunities for promotion (63%), useful tech tools (80%), and opportunities to gain new skills (76%).1

Nevertheless, Gen Z workers are the most likely (47%) to say they will voluntarily or involuntarily (34%) leave their current role in the next six months. The respective Millennial figures for voluntary attrition (40%) and involuntary termination (28%) were similar.





As we experienced with the Millennials, a "good job" won't be enough for young workers to stay put. But Gen Z's expectations are reasonable and in line with those in other generations. Gen Z workers seek employers who care about their well-being and can offer a clear career path and greater financial security. Employers that clearly present and drive young workers toward these growth opportunities will reduce turnover and increase long-term employee loyalty.

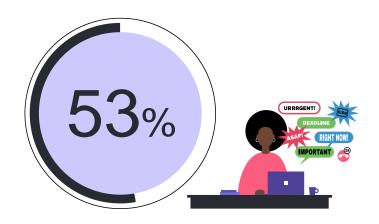
¹ <u>ManpowerGroup 2024 Global Talent Barometer</u> ² <u>ManpowerGroup Q4 2024 Employment Outlook Survey</u>

ဂိုဂိုဂို **TREND 2 Millennial Managers Feel the Squeeze**

Most Millennials (ages 28-43) today (60%) are managers with at least one direct report.¹

When asked what they look for in their employer, Millennial managers say Employee Well-Being, Ethical Leadership, and Transparency are the top considerations. For comparison, older generations cite an organization's Financial Stability first and Generation Z cites Diversity & Inclusion first as the top considerations for potential employers.²

Millennial managers are the most likely to say they experience moderate or high daily stress at work (53%), and nearly one-third (27%) say it is likely they will leave their current role in the next six months.³



Middle managers are the most likely to report daily stress at work.3



Middle managers are critical to the success of any organization and a large percentage of them are members of the Millennial Generation. Employers who can offer what they want and need (well-being, ethical leadership, and transparency) will position themselves for success today and in the near future when Millennials become the next generation of senior leaders.



During the COVID-19 pandemic, global organizations experienced a mass exodus of women from the workforce, from which they are still recovering.

The global pay gap for women is well known and remains a thorny problem.

On average, women earn 20% less than men globally,¹ but nearly half (48%) of employers globally say they are behind on pay equity initiatives or have no plans to close the gap.²











Workforce Implications

These stark figures reinforce the importance of making the future of work more appealing for both women and men. With gender parity still a long way off, **ManpowerGroup Chief Innovation Officer Tomas Chamorro-Premuzic recommends shifting the focus to data-driven measurement of performance, which creates more advancement opportunities for women.**⁴

We must proactively reach the growing population of men opting out of the workforce through free training programs in growth sectors such as green energy or battery manufacturing and offer strategies for employers to reach underutilized talent pools.⁵

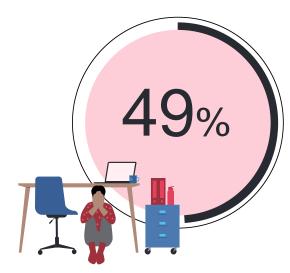
Finally, **leaders who develop the traits of flexibility, emotional intelligence, global perspective, and technological curiosity will be well-positioned** to consider the unique qualities and needs of all genders.

اللہ TREND 4 Productivity-Fueled Pressure



Nearly half (49%) of workers around the world say they experience moderate to high stress at work every day.¹ At the same time, only 21% of workers worldwide feel their employer fully supports their mental well-being.²

The new use of AI-based technologies may also be fueling burnout, as half (47%) of workers using AI say they have no idea how to achieve the productivity gains their employers expect. Over three in four (77%) say AI tools have decreased their productivity and added to their workload in at least one way.³



Nearly half of the workforce experiences daily stress at work.



Workforce Implications

Employers can improve the well-being of their employees beyond simple access to mental health resources. For example, the U.S. Occupational Health & Safety Agency (OSHA) recommends identifying root causes that make it harder for employees to get their jobs done and determine if adjustments can be made.⁵

The agency also recommends internal communications to ensure workers feel comfortable asking for help. And, when it comes to **the introduction of new technology specifically, leaders can be sensitive to the demands** on existing workload and leverage nontraditional talent such as contract workers to ease the burden of implementation.

Workspace Creativity and Evolution

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Global office attendance rates declined by 90% in 2020 and have since stabilized 30% lower than 2019 levels. Forecasts for 2030 remain lower than 2019.¹ Most (57%) are 15% less likely than their hybrid peers (76%) to agree their organization supports their personal well-being and work-life balance.²

Employers must balance this with the needs of younger workers seeking connection. More than 7 in 10 Gen Z workers (72%) say it is important to have in-person socialization with their colleagues, and 59% feel the same for virtual socialization.³



Mandatory onsite workers are less likely than hybrid peers to agree their employer supports work-life balance.²



Workforce Implications

These findings point to a need to continuously evolve workspaces into destinations that promote connection and well-being. **Organizations that set up a corporate-sponsored physical office with a designated purpose** – such as hosting in-person meetings, offering individual employee hoteling space, or placing team members on the same schedule in a neighborhood-type environment – **are flourishing under this model.**

Recent research shows requests for **executive** office spaces have decreased 80%, while requests for shared collaboration areas have increased 20%.⁴ We are also seeing the rise of third places. In sociology, the third place refers to social surroundings that are separate from the two usual social environments of home and the workplace. Popular third places for remote hybrid workers include coffee shops, libraries, clubhouses, and conference centers.

This evolution is not just limited to the physical, as workspace is likely to include a huge virtual and augmented reality component by 2030.



Shifting AI Use from Wow to How

Nearly half of employers (48%) worldwide are currently using generative AI tools, and another 21% plan to leverage them within the next 12 months. As AI adoption accelerates, top employer concerns include the high cost of investment (33%), privacy and regulations (31%), and AI skills gaps (31%).¹

Al-driven technology called talent intelligence is already in the marketplace. Talent intelligence harnesses deep learning to assess skills adjacency (that is, if you are good at skill A, you will also be good at skill B) and open non-traditional pathways for candidates who don't have the experience with the exact job needed but do have the capabilities required.³

As Al adoption accelerates, employers say the

high cost, privacy concerns, regulation and skills gaps are their top challenges.¹



Workforce Implications

The Gartner Hype Cycle helps explain the current state based on previous patterns of tech adoption. After early excitement, the real challenges of implementation begin. **The gap between leadership expectations and worker perceptions shows the current state of skills gaps.** Employers who can accelerate adoption and curb pessimism through training through programs such as the Experis Academy, can realize more rapid productivity gains.

Leveraging talent intelligence technology, leaders can assess current organizational skills and future needs via a global dataset of standardized job descriptions and requirements. Not only does it facilitate more flexible hiring, but it provides a pathway to redeploy workers in times of disruption and to redesign jobs in keeping with digital transformation.

¹ ManpowerGroup Q3 2024 Employment Outlook Survey ² MIT ³ ManpowerGroup



TREND 7 Cybersecuring the Future

In 2024, the average economic impact of a single successful cyberattack grew 10% from the previous year, reaching a record-high of \$4.88 million.¹

Our society is also facing unprecedented challenges in coping with energy requirements and climate-related technology disruptions.

As the frequency and costs of technology disruptions grow, it is increasingly difficult to find the right talent. For example, in 2024, the global cybersecurity talent shortage grew to 4 million.² Despite global economic uncertainty in 2024, 76% of IT employers around the world still said they were struggling find the skilled IT talent they need.³



As global cyber threats grow, 76% of IT employers say they are struggling to find the skilled talent they need.³

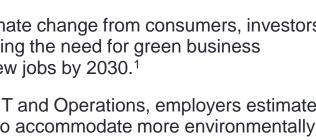


In the wake of CrowdStrike-related outages in the summer of 2024, which had a \$5.4 billion negative impact on Fortune 500 companies, business leaders understand the critical importance of skilled IT support and cybersecurity.⁴ However, they also know finding the right IT talent is easier said than done. Working with trusted global partners such as Experis to scale training, talent sourcing, and outsourcing can close skills gaps and help organizations survive in a world that's currently too dependent on fragile systems.

TREND 8 Green Business Transformation

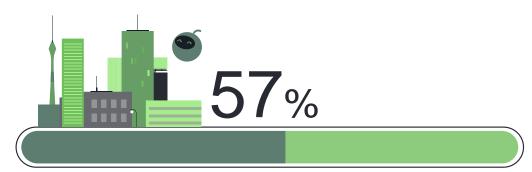
Growing demand for action to address climate change from consumers, investors and government policymakers is accelerating the need for green business transformation, creating up to 30 million new jobs by 2030.¹

For key functions such as Manufacturing, IT and Operations, employers estimate more than half (57%) of skills will change to accommodate more environmentally sustainable best practices.² Unfortunately, most (91%) employers say they do not have the skilled talent they need to achieve their sustainability goals.³









Employers estimate more than half of the skills needed for Manufacturing, IT and Operations will change as they continue their green business transformation.²

¹ <u>WEF</u> ² <u>ManpowerGroup Q1 2024 Employment Outlook Survey</u> ³ <u>ManpowerGroup Q4 2024 Employment Outlook Survey</u>



Workforce Implications

Organization-wide sustainability requires a pervasive integration of green-first strategies and a change in the way work is executed. Understandably, workers may not understand how their skills translate into lucrative careers in emerging industries or to green roles with their current organizations.

Employers should leverage Al-based technologies to engage in green-specific workforce planning and conduct a skills audit to match current and prospective employees to green roles. Upskilling and reskilling initiatives should be undertaken at scale to fill identified gaps, and employers should continuously provide guidance to their workforces about how green components can and should be integrated into existing roles.

TREND 9 Geopolitical Uncertainty

In 2024, geopolitical tensions eclipsed inflation to become the #1 concern for central banks and sovereign wealth funds. The propensity for ongoing conflicts to hamper trade and increase geopolitical fragmentation and protectionism are among the top concerns.¹

In fact, more than one-third of CEOs (38%) say they have canceled specific business plans due to political risk.²

ManpowerGroup's Total Workforce Index[™] measures the impact of increasing geopolitical uncertainty on labor markets around the world. Key markets in the Middle East were especially impacted in 2024, with reduced scores in labor availability, labor cost efficiency, labor regulation, and labor productivity.³



"Based on conversations with policymakers and business leaders worldwide, it is evident it that we are in rapidly changing times — geopolitical uncertainty persists, technology continues to advance, and the economic rule book is still being rewritten post-pandemic."

- Jonas Prising, Chief Executive Officer, ManpowerGroup

Workforce Implications



While this period of instability is challenging, it also offers organizations who are willing to take calculated risks an opportunity to grow their businesses and support their workforces through turbulent times. Furthermore, employers can address their own labor shortages while simultaneously helping those displaced by geopolitical conflicts. For example, through partnerships with TENT and Welcome.US, ManpowerGroup has helped find job opportunities for more than 30,000 refugees from war-torn areas.

TREND 10 The Constant in an Uncertain Future: Talent Scarcity



All our forecasts this year live in the shadow of global talent scarcity. Despite lingering economic uncertainty, 74% of employers worldwide say they are struggling to find the skilled talent they need.¹

To this point, more than half of employers (55%) believe AI is a job creator and anticipate it will increase their total headcount needs.²





As the workforce ages and population growth slows in advanced economies, a shrinking workforce and talent scarcity will be a constant. However, there is reason for optimism. **More than two-thirds (68%) of the fastest growing jobs on LinkedIn did not exist 20 years ago.**³ The green transition has already created 4.5 million new jobs in Europe.⁴ If these trends continue, the question for employers will shift from "What if we get it wrong?" to "What if we get it right, but we don't have the skilled talent we need?"

The future of work will be innovation as employers must compete to attract and retain increasingly scarce skilled talent. **Explore our annual <u>ManpowerGroup Global Talent Shortage</u> research to learn more about the scale of the challenge across countries and industries.**



About Survey

The ManpowerGroup Employment Outlook Survey is the most comprehensive, forward-looking employment survey of its kind, used globally as a key labor market indicator. The Net Employment Outlook is derived from the percentage of employers anticipating an increase in hiring activity and subtracting from it the percentage of employers expecting a decrease. Running since 1962, various factors underpin its success:

Unique: It is unparalleled in its size, scope, longevity, and area of focus. The 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 40,340 public and private employers across 42 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.

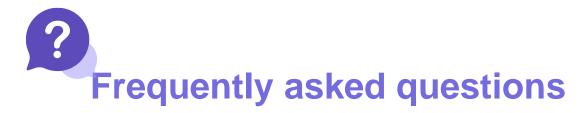
Focused: For more than six decades, the Survey has derived all its information from a single question: "How do you anticipate total employment at your location to change in the three months to the end of December 2024 as compared to the current quarter?"

Survey Methodology: The methodology used to collect NEO data has been digitized in 42 markets for the Q4 2024 report. Survey responses were collected from July 1-31, 2024. Both the question asked and the respondent profile remain unchanged. The size of the organization and sector are standardized across all countries and territories to allow international comparisons.

Forward-Looking Statements:

This report contains forward-looking statements, including statements regarding labor demand in certain regions, countries and industries, economic uncertainty and the use and impact of Al. Actual events or results may differ materially from those contained in the forward-looking statements, due to risks, uncertainties and assumptions. These factors include those found in the Company's reports filed with the U.S. Securities and Exchange Commission (SEC), including the information under the heading "Risk Factors" in its Annual Report on Form 10-K for the year ended December 31, 2023, whose information is incorporated herein by reference. ManpowerGroup disclaims any obligation to update any forward-looking or other statements in this release, except as required by law.





What does Net Employment Outlook mean?

The Net Employment Outlook (NEO) is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers that expect to see a decrease in employment at their location in the next quarter. A positive NEO figure means that, on balance, more employers expect to add to their headcount in the following three months than those who intend to reduce staff.

What does Seasonal Adjustment mean? Why is it used in the ManpowerGroup Employment Outlook Survey?

Seasonal adjustment is a statistical process that allows the Survey data to be presented without the impact of hiring fluctuations that normally occur through the course of the year – typically due to various external factors, such as changes in weather, traditional production cycles, and public holidays. Seasonal adjustment has the effect of flattening peaks and smoothing troughs in the data to better illustrate underlying employment trends and provide a more accurate representation of the Survey results.

How are companies selected for the Survey?

Employers are selected based on the types of companies and organizations they represent. We want to ensure that our panel is representative of each participating country's national labor market, so each country's panel is built in proportion to that country's overall distribution of industry sectors and organization sizes.

Who do you interview in each company?

The person we select to interview will be someone with a good overview of staffing levels and hiring intentions within their organization. Normally, this will be the head of human resources (HR) or an HR manager. In smaller organizations, however, that person may be a general manager or even the CEO.

ManpowerGroup Solutions Across the Entire HR Life Cycle



Thank you

