

ManpowerGroup Employment Outlook Survey

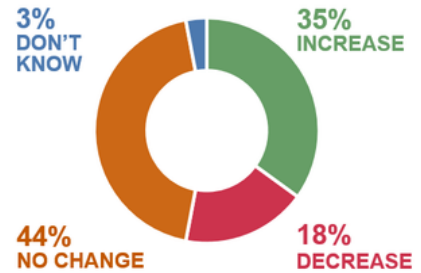


Q4 2024

The ManpowerGroup Employment Outlook Survey for the fourth quarter of 2024 was conducted by interviewing a representative sample of 525 employers in Hungary. All survey participants were asked, "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 previous quarter?"

Net Employment Outlook | 17 %

In the fourth quarter of 2024, **35% of domestic employers plan to expand their current workforce, while 18% anticipate a reduction.** Similar optimism among market players was last observed in the first quarter of 2022.

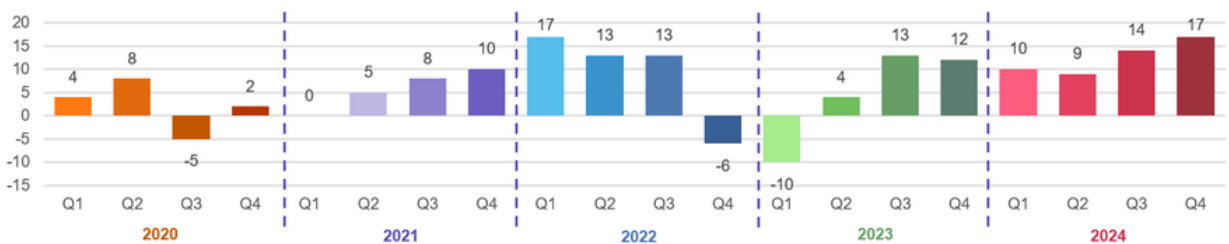


Net Employment Outlook

12% vs **17%**
Q4 2023 vs Q4 2024



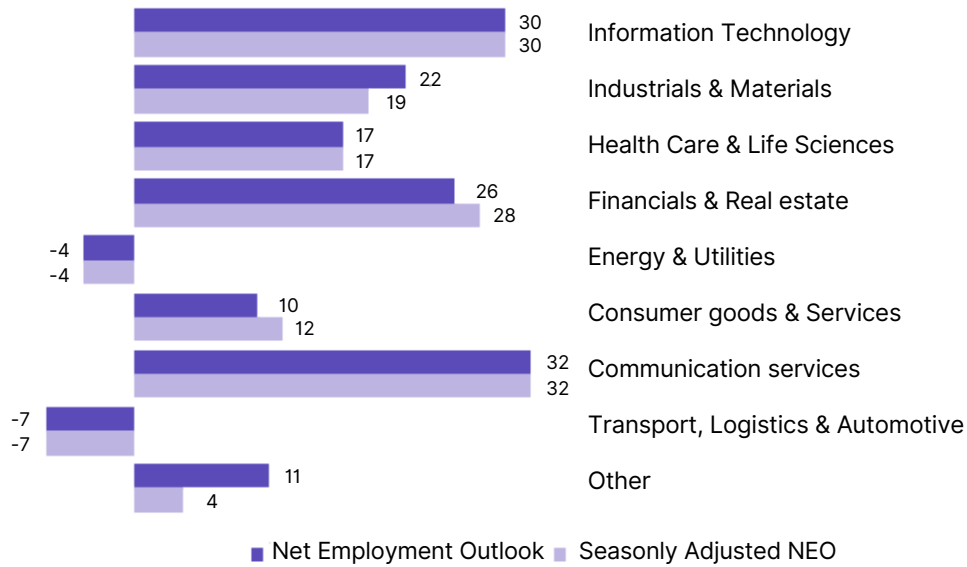
Labour Market Trend



Company – Size Comparisons

Company size	Growth	Decrease	No change	Don't know	Employment Indicator	Seasonal adjustment
<10	29%	19%	52%	0%	10	11
10-49	33%	7%	56%	4%	26	26
50-249	32%	18%	47%	3%	14	14
250-999	29%	27%	43%	1%	2	2
1000-4999	42%	16%	39%	3%	26	26
5000+	48%	21%	30%	1%	27	27

Industry Sectors



Regional Comparison



Regional changes	Quarter on Quarter	Year on Year
Budapest	9	8
Central Hungary	-5	-15
Central Transdanubia	-3	-1
Northern Great Plain	6	41
Northern Hungary	-18	-9
Southern Great Plain	-14	-10
Southern Transdanubia	-33	-28
Western Transdanubia	-6	8



Tamás Fehér

Country Manager of Manpower Hungary & Croatia & Slovenia



The expectations for the last quarter indicate **growing optimism among domestic businesses**.

This could result in an acceleration of the current cautious **increase in employment in national statistics** by the end of the year.

However, the positive outlook is not uniform: companies in the automotive industry, for example, continue to anticipate a downturn, and geographically, the South Transdanubia region remains gloomy with business prospects expected to stay bleak until the end of the year.

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 over 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 retrospectively reported 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 over 40,000 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 five decades the survey has derived all of its information from a single question: For the Quarter 4 2024 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 December 2024 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.

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. It develops 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. The expert family of brands creates substantially more value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. ManpowerGroup is recognized consistently for diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2023 ManpowerGroup was named one of the World's Most Ethical Companies for the 14th year – all confirming our position as the brand of choice for in-demand talent.

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