

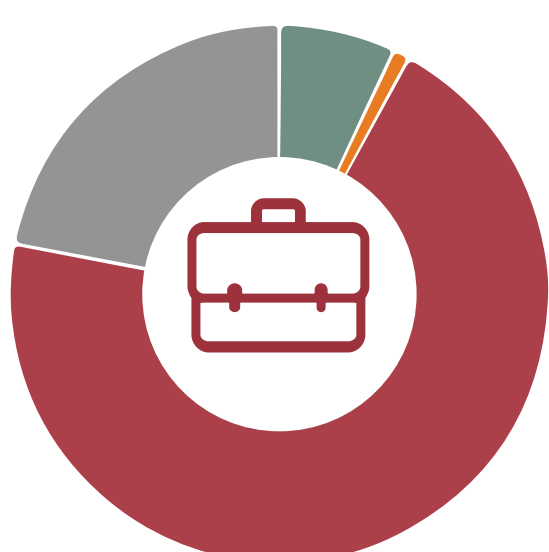


EMPLOYERS PREDICT SLOW & GRADUAL RETURN TO PRE-PANDEMIC HIRING IN MOST MARKETS

13% of employers say pre-pandemic hiring will return before July 2021, down from 54% when asked in Q2

EMPLOYER HIRING EXPECTATIONS FOR JANUARY THROUGH MARCH

Hiring managers in Mainland China report a seasonally adjusted, Net Employment Outlook* of 5%



7% PLAN TO HIRE

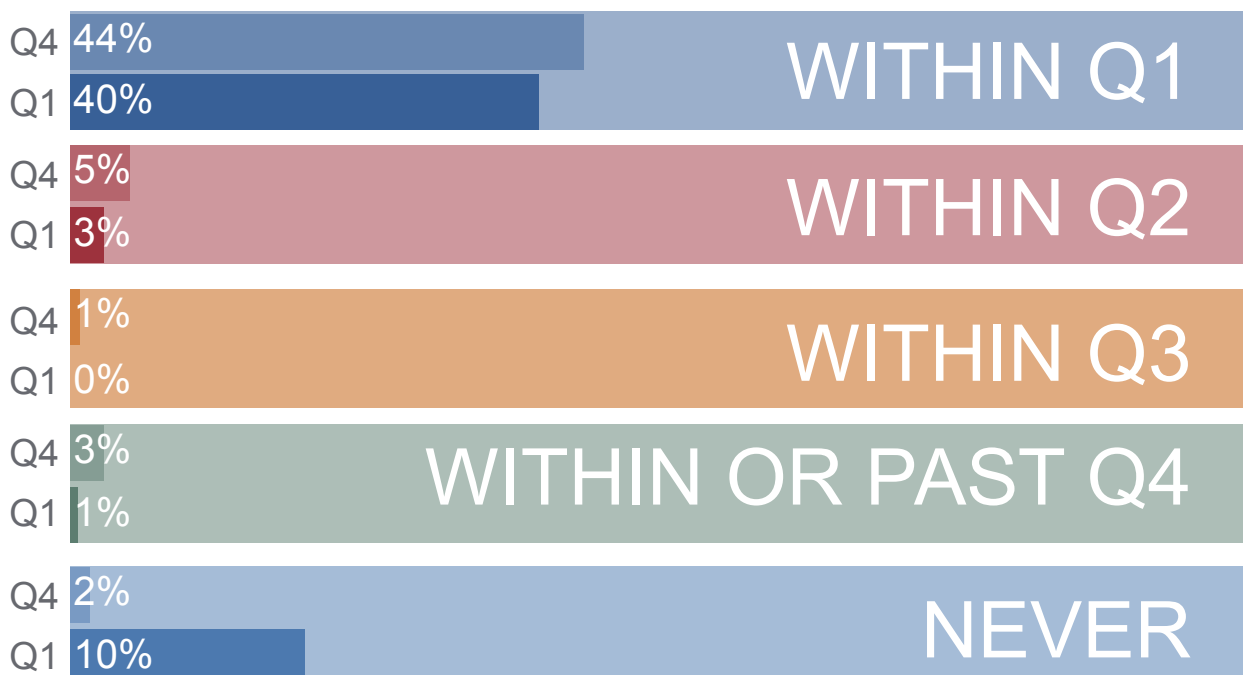
1% EXPECT TO LAY OFF WORKERS

70% PLAN TO KEEP WORKFORCE LEVELS STEADY

22% UNDECIDED

Time to Return

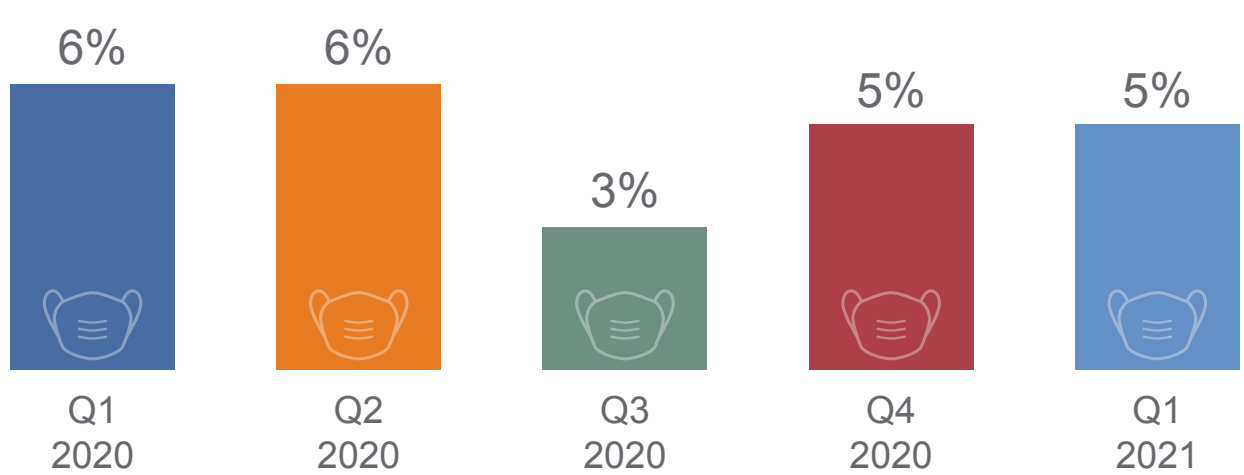
44% of employers expect to return to pre-COVID-19 hiring levels within Q1 2021



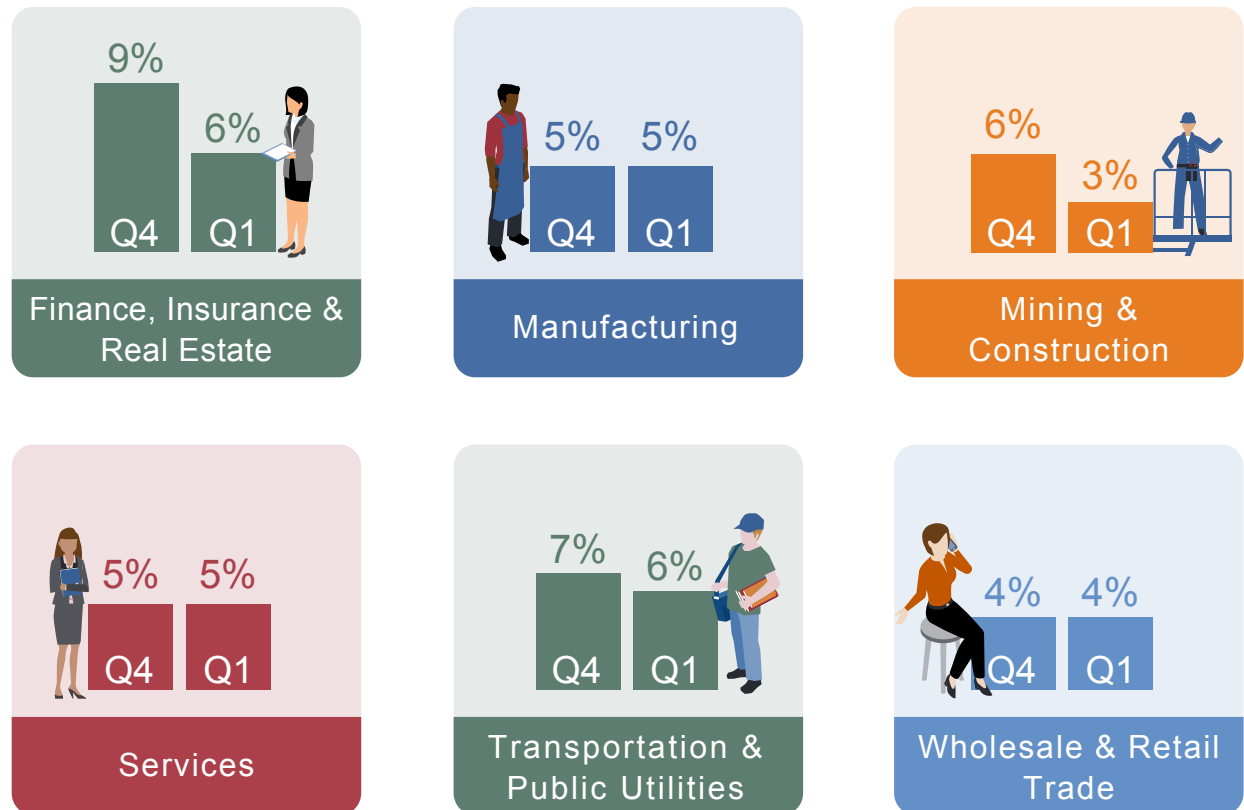
PS: Comparison of data between 2020 MEOS Q4 and 2021 MEOS Q1

THE IMPACT OF COVID-19 ON HIRING PLANS

Net Employment Outlooks (NEOs) since January 2020



INDUSTRIES WITH THE MOST OPTIMISTIC HIRING OUTLOOK



PS: Comparison of data between 2020 MEOS Q4 and 2021 MEOS Q1

Complete results for the ManpowerGroup Employment Outlook Survey are available for download at: [ManpowerGroup.com/MEOS](https://www.manpowergroup.com/MEOS)

*The Net Employment Outlook is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting a decreased in hiring activity.