Report

EXPECTATIONS SURVEY FOR NORGES BANK Q1 2025

The survey questions economists, social partners, business leaders and households



28 February 2025





Preface

On commission by Norges Bank, Ipsos carries out quarterly surveys in Norway of expectations for inflation, wage growth and interest rates among economists in the financial industry and academia, the social partners, business leaders and households. Norges Bank orients monetary policy towards keeping inflation low and stable. Inflation expectations can influence actual inflation. A survey conducted at regular intervals can provide greater insight into these questions.

The survey questions four target groups. Online surveys are used for economists in the financial industry and academia, as well as for representatives of main employer and employee organisations and business leaders. Telephone interviews are used for a random selection of individuals in Norwegian households.

The expectations survey is conducted every quarter and was conducted for the first time in February 2002. Ipsos has conducted the survey from Q3 2020. The report is written by Lars Erik Lie. The survey was previously carried out by Epinion, Opinion and TNS Gallup.

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Brief, overall summary

Note: Changes in mean values are addressed in this summary. In some cases, the change in median value and mean value may differ. As of the Q1 2025, the method for excluding extreme observations was changed. For some questions, this may contribute to the movement of mean values from Q1 2024 to Q1 2025. In addition, the wording of the questions on inflation expectations for households was changed, which may impact the results.

Short-term price inflation

The economists expect goods and services inflation 12 months ahead to be 2.6 per cent, down 0.3 percentage point from the previous quarter. The social partners expect goods and services inflation to be 2.7 per cent 12 months ahead, down 0.6 percentage point from the previous quarter. Business leaders expect goods and services inflation to be 3.9 per cent 12 months ahead, down 0.2 percentage point from the previous quarter. Households expect goods and services inflation to be 3.3 per cent 12 months ahead, up 0.4 percentage point compared to the previous quarter.

Expected average rise in real wages

The economists expect the average rise in real wages will be 1.5 per cent in 2025, up 0.2 percentage point from expected real wage growth in 2025 in the previous quarter. The social partners expect the average rise in real wages to be 1.2 per cent this year, up 0.2 percentage point from expected real wage growth in 2025 in the previous quarter.

Expected annual wage growth

The economists expect annual wage growth of 4.3 per cent in 2025, up 0.3 percentage point from expected wage growth in 2025 in the previous quarter. Expected annual wage growth among the social partners is 4.1 per cent, up 0.1 percentage point from expected wage growth in 2025 in the previous quarter. Business leaders expect annual wage growth in their own company of 4.3 per cent this year, up 0.1 percentage point from expected wage growth in 2025 in the previous quarter. Households expect annual wage and pension income growth of 3.0 per cent the next 12 months, down 0.3 percentage point from the previous quarter.

Expected profitability

29.5 per cent of business leaders expect profitability of their own company to improve over the next 12 months, up 3.4 percentage points from the previous quarter. 38.6 per cent of business leaders expect profitability to remain unchanged over the next 12 months, a decrease of 1.5 percentage points from the previous quarter. 29.2 per cent expect profitability to weaken, down 0.1 percentage point from the previous quarter.

Brief summary of individual results for economists

Inflation

Economists expect goods and services inflation to be 2.6 per cent in 12 months, down 0.3 percentage point from the previous quarter. Expected annual inflation in 2 years is 2.4 per cent, down 0.2 percentage point from the previous quarter. Economists' expectation of annual inflation 5 years ahead is 2.3 per cent, down 0.1 percentage point from the previous quarter.



Average rise in real wages

The economists expect the average rise in real wages will be 1.5 per cent in 2025, up 0.2 percentage point from expected real wage growth in 2025 in the previous quarter. Next year the economists expect the average rise in real wages to be 1.2 per cent. In five years, they expect the average rise in real wages to be 0.8 per cent, down 0.2 percentage point from the previous quarter.

Expected annual wage growth

Economists expect annual wage growth to be 4.3 per cent in 2025, up 0.3 percentage point from expected wage growth in 2025 in the previous quarter. Annual wage growth is expected to be 3.7 per cent for next year. The economists expect annual wage growth in 5 years to be 3.1 per cent, down 0.1 percentage point from the previous quarter.

Brief summary of individual results for social partners

Inflation

The social partners expect goods and services inflation to be 2.7 per cent in 12 months, down 0.6 percentage point from the previous quarter. Employer organisations expect inflation in 12 months to be 2.5 per cent, down 0.8 percentage point from the previous quarter. Employee organisations expect inflation to be 2.8 per cent in 12 months, down 0.6 percentage point from the previous quarter.

Expected annual inflation in 2 years among the social partners is 2.5 per cent, down 0.5 percentage point from the previous quarter. Employer organisations expect annual inflation to be 2.4 per cent in 2 years, down 0.6 percentage point from the previous quarter. Employee organisations expect annual inflation in 2 years to be 2.6 per cent, down 0.4 percentage point from the previous quarter.

The social partners expect annual inflation of 2.4 per cent in 5 years, down 0.4 percentage point from the previous quarter. Employer organisations expect annual inflation to be 2.2 per cent in 5 years, down 0.6 percentage point from the previous quarter. Employee organisations expect annual inflation in 5 years to be 2.5 per cent, down 0.2 percentage point from the previous quarter.

Average rise in real wages

The social partners expect the average rise in real wages to be 1.2 per cent in 2025, up 0.2 percentage point from expected real wage growth in 2025 in the previous quarter. Employer organisations expect the average rise in real wages to be 1.1 per cent this year, up 0.3 percentage point from expected real wage growth in 2025 in the previous quarter. The employee organisations expect the average rise in real wages this year to be 1.2 per cent, up 0.1 percentage point from expected real wage growth in 2025 in the previous quarter.

Next year the social partners expect the average rise in real wages to be 1.0 per cent. Employer organisations expect the rise in real wages to be 1.0 per cent next year. The employee organisations expect the average rise in real wages next year to be 1.1 per cent.

In five years, the social partners expect the average rise in real wages to be 0.8 per cent, unchanged from the previous quarter. Employer organisations expect the rise in real wages to be 0.8 per cent, up 0.3 percentage point from the previous quarter. The employee organisations expect the average rise in real wages to be 0.8 per cent in five years, down 0.3 percentage point from the previous quarter.

Expected annual wage growth

The social partners expect an annual wage growth for 2025 to be 4.1 per cent, up 0.1 percentage point from expected wage growth in 2025 in the previous quarter. Employer organisations expect annual wage growth to be 3.9 per cent for 2025, up 0.2 percentage point from expected wage growth



in 2025 in the previous quarter. Employee organisations expect an annual wage growth of 4.2 per cent, down 0.1 percentage point from expected wage growth in 2025 in the previous quarter.

The social partners expect an annual wage growth of 3.7 per cent next year. Employer organisations expect annual wage growth of 3.6 per cent next year. Employee organisations expect an annual wage growth of 3.7 per cent next year.

The social partners expect an annual wage growth of 3.0 per cent in 5 years, down 0.1 percentage point from the previous quarter. Employer organisations expect an annual wage growth of 2.9 per cent in 5 years, up 0.3 percentage point from the previous quarter. The employee organisations expect an annual wage growth of 3.1 per cent in 5 years, down 0.4 percentage point from the previous quarter.

Brief summary of individual results for business leaders

Inflation

Business leaders expect goods and services inflation to be 3.9 per cent in 12 months, down 0.2 percentage point from the previous quarter. Expected annual inflation in 2 years is 4.0 per cent, down 0.3 percentage point from the previous quarter. Expected annual inflation in 5 years is 4.7 per cent, up 0.7 percentage point from the previous quarter.

Purchase and selling prices

28.2 per cent of business leaders expect the company's purchase prices to increase more over the next 12 months compared to the previous 12 months, up 4.2 percentage points from the previous quarter. 49.9 per cent expect purchase prices in 12 months to increase about the same, down 1.5 percentage points from the previous quarter. The share of business leaders that expect the purchase prices to increase less in the next 12 months is 20.5 per cent, down 2.8 percentage points from the previous quarter.

27.0 per cent of business leaders expect the company's selling prices to increase more in the next 12 months compared to the previous 12 months, up 5.9 percentage points from the previous quarter. 51.7 per cent expect the company's selling prices to increase about the same over the next 12 months as the previous 12 months, down 5.0 percentage points. 20.2 per cent of business leaders expect the company's selling prices to increase less the next 12 months, up 0.6 percentage point from the previous quarter.

Expected annual wage growth

Business leaders expect annual wage growth in their own company of 4.3 per cent this year, up 0.1 percentage point from expected wage growth in 2025 in the previous quarter. Their expectation of their company's annual wage growth next year is 3.9 per cent.

Expected profitability

27.4 per cent of business leaders report that profitability in their own company has improved during the past 12 months, up 2.1 percentage points compared to the previous quarter. 29.2 per cent report that profitability in their own company has remained unchanged the past 12 months, down 0.7 percentage point from the previous quarter. 41.0 per cent of business leaders report that profitability has weakened during the past 12 months, down 0.3 percentage point from the previous quarter.

29.5 per cent of business leaders expect improved profitability of their own company in the next 12 months, up 3.4 percentage points from the previous quarter. 38.6 per cent expect profitability to remain unchanged in the next 12 months, a decrease of 1.5 percentage points from the previous



quarter. 29.2 per cent of business leaders expect profitability to weaken, down 0.1 percentage point from the previous quarter.

Employment

29.4 per cent of business leaders report that their company has more employees compared to 12 months ago, up 2.4 percentage points from the previous quarter. 41.0 per cent have the same number of employees today as 12 months ago, down 2.4 percentage points from the previous quarter. 28.5 per cent have fewer employees compared to 12 months ago, up 0.2 percentage point from the previous quarter.

28.3 per cent of business leaders expect to have more employees in 12 months than they do today, up 4.0 percentage points from the previous quarter. 46.7 per cent expect to have the same number of employees as today, up 0.6 percentage point. 22.9 per cent of business leaders expect to have fewer employees in 12 months, down 5.8 percentage points from the previous quarter.

Brief summary of individual results for households

Inflation

71.7 per cent of households expect prices of goods and services to be higher in the next 12 months, down 5.1 percentage points from the previous quarter. 16.3 per cent expect prices to remain unchanged over the next 12 months, up 1.2 percentage points from the previous quarter. 10.7 per cent of households expect prices of goods and services in 12 months to be lower than at present, up 4.9 percentage points from the previous quarter.

On average households expect prices to be 3.3 per cent higher in the next 12 months, up 0.4 percentage point from previous quarter. The households expect prices to rise 5.6 per cent over the next 2-3 years, up 1.7 percentage points from the previous quarter. In five years, households expect annual inflation to be 6.6 per cent, up 2.7 percentage points from the previous quarter.

Expected growth in annual wages and pension income

The households surveyed estimate a growth in wages and pension income of 3.7 per cent the past 12 months, up 0.1 percentage point from the previous quarter. Expected change in wages and pension income the next 12 months is 3.0 per cent, down 0.3 percentage point from the previous quarter.

Interest rate developments

18.0 per cent of households expect the level of deposit and lending rates to rise over the next 12 months, down 4.7 percentage points from the previous quarter. 28.5 per cent expect the level of deposit and lending rates to remain unchanged, down 9.7 percentage points from the previous quarter. 50.7 per cent of households expect the level of deposit and lending rates to fall over the next 12 months, up 15.2 percentage points from the previous quarter.



The survey

On commission by Norges Bank, Ipsos carries out quarterly surveys in Norway of expectations for inflation, wage growth and interest rates among economists in the financial industry and academia, the social partners, business leaders and households. Norges Bank orients monetary policy towards keeping inflation low and stable. Inflation expectations can influence actual inflation. A survey conducted at regular intervals can provide greater insight into these questions. This report and the main results of the expectations survey are published in full on the webpages of Ipsos (https://www.ipsos.com/nb-no). The survey of business leaders was broadened in 2009 to include enterprises with 20 or more employees (compared with 50 or more earlier). In addition, appx. 500 business leaders are now interviewed compared with appx. 300 earlier.

The survey for Q1 2025 was conducted in the period 17 January to 9 February 2025.



Questionnaire

To economists and social partners:

- What do you think the general rise in prices for goods and services will be in 12 months, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think the general rise in prices for goods and services will be in two years, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think the general rise in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think average rise in real wages will be this year?
- What do you think average rise in real wages will be next year?
- What do you think average rise in real wages will be in 5 years?
- What do you think average wage growth will be this year?
- What do you think average wage growth will be next year?
- What do you think average wage growth will be in five years?

To business leaders:

- What do you think the general rise in prices for goods and services will be in 12 months, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think the general rise in prices for goods and services will be in two years, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think the general rise in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)?
- Do you expect that over the next 12 months your business's purchase prices will increase more than, increase at approximately the same pace as or increase less than in the past 12-month period?
- Do you expect that over the next 12 months your business's selling prices will increase more than, increase at approximately the same pace as or increase less than in the past 12-month period?
- What do you think the average annual wage growth in your business will be this year?
- What do you think the average annual wage growth in your business will be next year?
- Over the past 12 months, has the profitability of your business, as measured by the operating margin (EBITDA), improved, remained unchanged or weakened?
- Do you think that over the next 12 months, the profitability of your business, as measured by the operating margin (EBITDA), will improve, remain unchanged or weaken?
- Compared with 12 months earlier, does your business currently have more employees, the same number of employees or fewer employees?
- Do you think that in 12 months, your business will have more employees than currently, the same number of employees or fewer employees?
- Do you know what the inflation target of the Norwegian Central Bank is?



To households:

- Do you think that over the next 12 months, prices for goods and services, as measured by the consumer price index (CPI), will be higher, unchanged or lower than they are currently?
- About how much higher/lower, measured in per cent?
- What do you think the general price in prices for goods and services will be in two to three years, as measured by the 12-month change in the consumer price index (CPI)?
- What do you think the general price in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)?
- Compared with 12 months ago, by how much do you think your wages or pension has changed in per cent?
- By approximately how much do you think your wages or pension will change in per cent over the next 12 months?
- Do you think that over the next 12 months, the level of deposit and lending rates will rise, remain unchanged or fall?
- Do you know what the inflation target of the Norwegian Central Bank is?



Tables and graphs

Economists

- 1. Expected inflation in 12 months
- 2. Expected inflation in 2 years
- 3. Expected inflation in 5 years
- 4. Expected average rise in real wages for current year
- 5. Expected average rise in real wages next year
- 6. Expected average rise in real wages in 5 years
- 7. Expected annual wage growth for current year
- 8. Expected annual wage growth next year
- 9. Expected annual wage growth in 5 years

Social partners

- 10. Expected inflation in 12 months
- 11. Expected inflation in 2 years
- 12. Expected inflation in 5 years
- 13. Expected average rise in real wages for current year
- 14. Expected average rise in real wages for next year
- 15. Expected average rise in real wages in 5 years
- 16. Expected annual wage growth for current year
- 17. Expected annual wage growth next year
- 18. Expected annual wage growth in 5 years

Business leaders

- 19. Expected general inflation in 12 months
- 20. Expected general inflation in 2 years
- 21. Expected general inflation in 5 years
- 22. Expected increase in purchase prices for own business the next 12 months
- 23. Expected increase in selling prices for own business next 12 months
- 24. Expected annual wage growth in own business this year
- 25. Expected annual wage growth in own business next year
- 26. Profitability in own business last 12 months
- 27. Profitability in own business next 12 months
- 28. Number of employees today compared to 12 months ago
- 29. Number of employees in 12 months
- 30. Inflation target of the Norwegian Central Bank

Households

- 31. Perception of price change past 12 months
- 32. Perception of price change past 12 months in per cent
- 33. Expected inflation in 2-3 years
- 34. Expected inflation in 5 years
- 35. Wage and pension development last 12 months
- 36. Expected wage and pension income over the next 12 months in per cent
- 37. Expected interest rate next 12 months
- 38. Inflation target of the Norwegian Central Bank



RESULTS

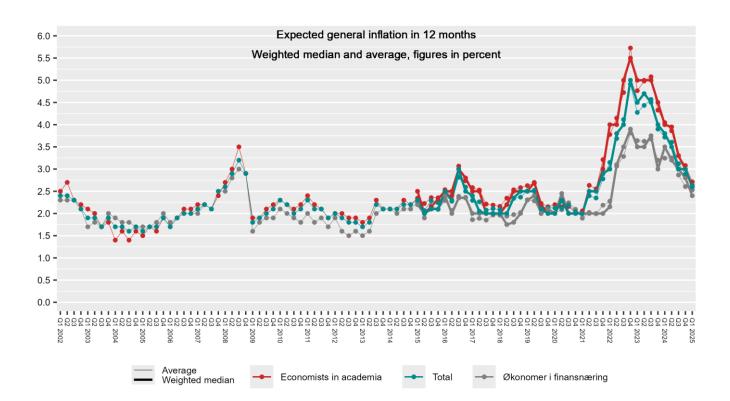
ECONOMISTS

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Question 1: ECONOMISTS

What do you think the general rise in prices for goods and services will be in 12 months, as measured by the 12-month change in the consumer price index (CPI)?



4. Q. 2024 1. Q. 2025 CHANGE

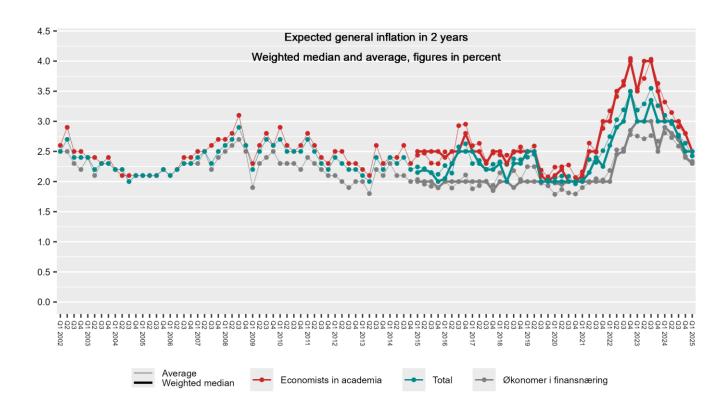
	Average	2,6	2,5	-0,1
Economista in the	Weighted median	2,8	2,4	-0,4
Economists in the	Lowest value	1,0	2,0	
financial industry	Highest value	3,5	3,2	
	Sample	17	15*	
	Average	3,1	2,7	-0,4
Economists	Weighted median	3,0	2,6	-0,4
	Lowest value	2,5	2,0	
in academia	Highest value	3,8	3,5	
	Sample	24	23**	
	Average	2,9	2,6	-0,3
Economists	Weighted median	3,0	2,6	-0,4
in total	Lowest value	1,0	2,0	
	Highest value	3,8	3,5	
	Sample	41	38***	

*n=17. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 **n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 ***n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=3



Question 2: ECONOMISTS

What do you think the general rise in prices for goods and services will be in 2 years, as measured by the 12-month change in the consumer price index (CPI)?



4. Q. 2024 I. Q. 2025 CHANG	4. Q. 2024	1. Q. 2025	CHANGE
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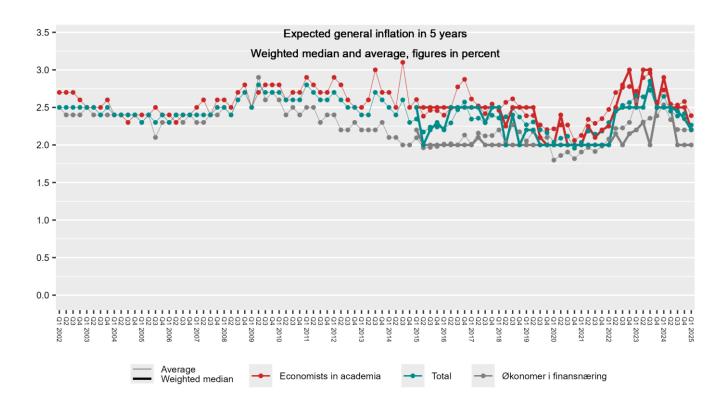
		T , Q , EUET	1. Q. 2020	UNANCE
	Average	2,4	2,3	-0,1
Economists in the	Weighted median	2,4	2,3	-0,1
	Lowest value	1,9	2,0	
financial industry	Highest value	3,3	3,0	
	Sample	17	17	
	Average	2,8	2,5	-0,3
Economists	Weighted median	2,8	2,5	-0,3
	Lowest value	2,0	2,0	
in academia	Highest value	4,0	3,0	
	Sample	23	21*	
	Average	2,6	2,4	-0,2
Economists in total	Weighted median	2,5	2,5	0,0
	Lowest value	1,9	2,0	
	Highest value	4,0	3,0	
	Sample	40	38**	

*n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=2 **n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=2



Question 3: ECONOMISTS

What do you think the general rise in prices for goods and services will be in 5 years, as measured by the 12-month change in the consumer price index (CPI)?



4. Q. 2024 1. Q. 2025 CHANGE

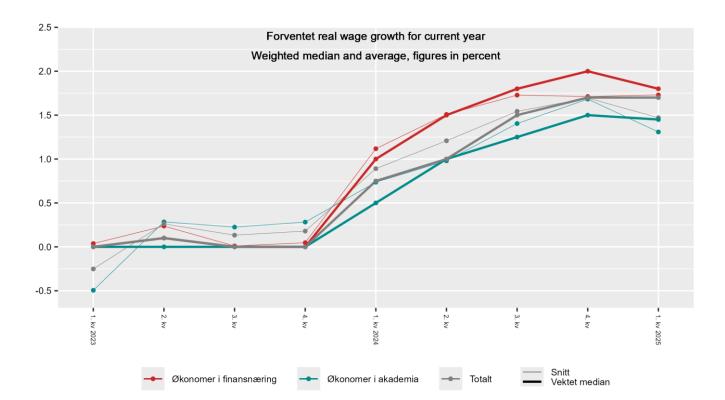
		7. Q. 2027	1. Q. 2020	UNANCE
	Average	2,2	2,2	0,0
Economists in the	Weighted median	2,0	2,0	0,0
	Lowest value	2,0	2,0	
financial industry	Highest value	3,0	3,0	
	Sample	17	17	
	Average	2,6	2,4	-0,2
Foonamioto	Weighted median	2,5	2,2	-0,3
Economists in academia	Lowest value	2,0	2,0	
in academia	Highest value	4,5	3,9	
	Sample	23	21*	
	Average	2,4	2,3	-0,1
Economists in total	Weighted median	2,3	2,2	-0,1
	Lowest value	2,0	2,0	
	Highest value	4,5	3,0	
	Sample	40	37**	

*n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=0 **n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=1



Question 4: ECONOMISTS

What do you think the average rise in real wages will be this year? (The question is new in Q1 2023)



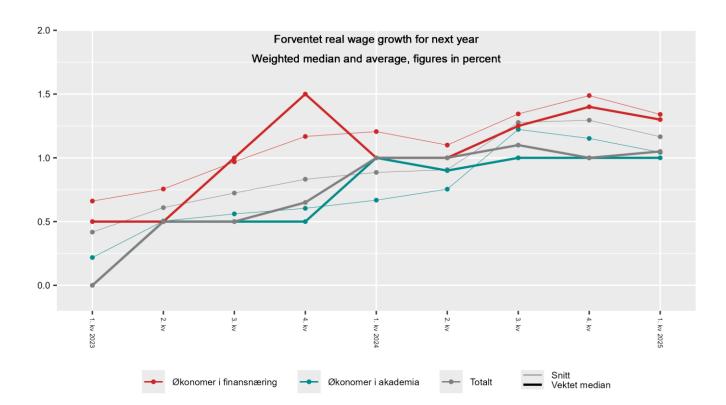
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	1,7	1,7	0,0
Economists in the	Weighted median	2,0	1,8	-0,2
	Lowest value	0,5	1,0	
financial industry	Highest value	2,3	2,2	
	Sample	17	15*	
	Average	1,7	1,3	-0,4
Economists	Weighted median	1,5	1,4	-0,1
in academia	Lowest value	0,1	0,0	
in academia	Highest value	4,5	2,3	
	Sample	23	24	
	Average	1,7	1,5	-0,2
Economists	Weighted median	1,7	1,7	0,0
	Lowest value	0,1	0,0	
in total	Highest value	4,5	2,3	
	Sample	40	39**	

*n=17. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 **n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2



Question 5: ECONOMISTS

What do you think the average rise in real wages will be next year? (The question is new in Q1 2023)



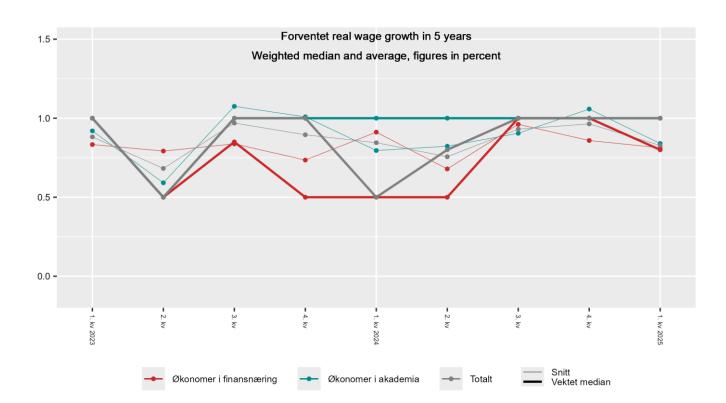
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	1,5	1,3	-0,2
Economists in the	Weighted median	1,4	1,3	-0,1
	Lowest value	1,0	0,5	
financial industry	Highest value	3,0	2,0	
	Sample	17	16*	
	Average	1,2	1,0	-0,2
Economists	Weighted median	1,0	1,0	0,0
	Lowest value	0,0	0,0	
in academia	Highest value	3,5	2,0	
	Sample	23	23**	
	Average	1,3	1,2	-0,1
Foonemiete	Weighted median	1,0	1,0	0,0
Economists in total	Lowest value	0,0	0,0	
	Highest value	3,5	2,0	
	Sample	40	39***	

*n=17. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 **n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=0 ***n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=1



Question 6: ECONOMISTS

What do you think the average rise in real wages will be in 5 years? (The question is new in Q1 2023)



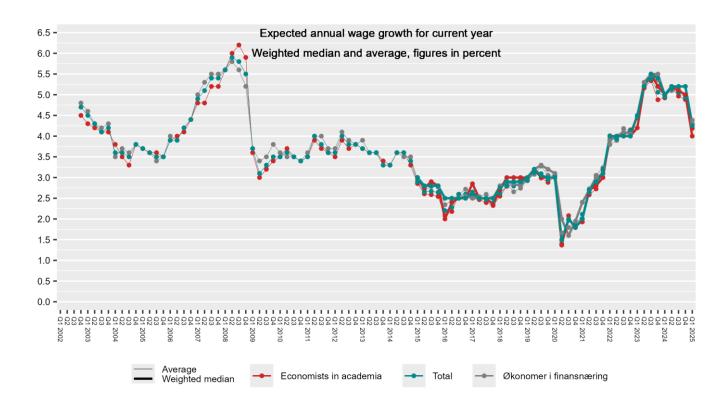
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	0,9	0,8	-0,1
Economista in the	Weighted median	1,0	0,8	-0,2
Economists in the	Lowest value	0,0	0,0	
financial industry	Highest value	1,5	1,5	
	Sample	17	16*	
	Average	1,1	0,8	-0,3
Economists	Weighted median	1,0	1,0	0,0
in academia	Lowest value	0,0	0,0	
in academia	Highest value	3,0	2,0	
	Sample	19	20**	
	Average	1,0	0,8	-0,2
Foonamioto	Weighted median	1,0	1,0	0,0
Economists	Lowest value	0,0	0,0	
in total	Highest value	3,0	2,0	
	Sample	36	36***	

*n=17. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 **n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=4, extreme values n=0 ***n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=4, extreme values n=1



Question 7: ECONOMISTS

What do you think average wage growth will be this year?



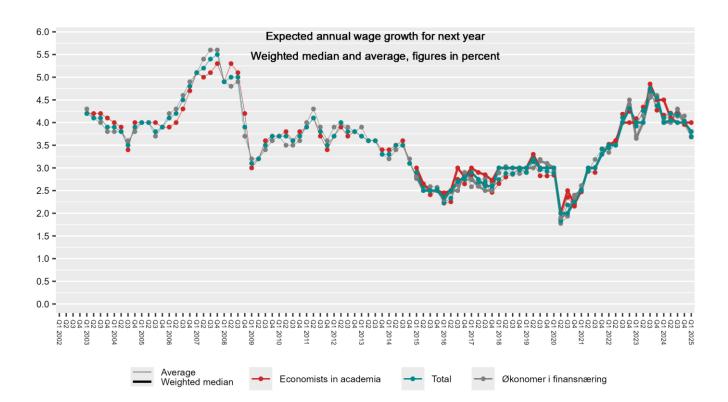
4. Q. 2024 1. Q. 2025 CHANGE

Average	5,0	4,4	-0,6
Weighted median	5,2	4,3	-0,9
Lowest value	3,0	3,0	
Highest value	5,5	5,2	
Sample	17	17	
Average	4,9	4,2	-0,7
Weighted median	5,0	4,0	-1,0
Lowest value	3,5	2,5	
Highest value	6,0	5,2	
Sample	24	24	
Average	4,9	4,3	-0,6
Weighted median	5,2	4,2	-1,0
Lowest value	3,0	2,5	
Highest value	6,0	5,2	
Sample	41	41	
	Weighted median Lowest value Highest value Sample Average Weighted median Lowest value Highest value Sample Average Weighted median Lowest value Highest value	Weighted median5,2Lowest value3,0Highest value5,5Sample17Average4,9Weighted median5,0Lowest value3,5Highest value6,0Sample24Average4,9Ueighted median5,2Lowest value3,0Highest value6,0Sample24Average4,9Ueighted median5,2Lowest value3,0Highest value6,0	Weighted median 5,2 4,3 Lowest value 3,0 3,0 Highest value 5,5 5,2 Sample 17 17 Average 4,9 4,2 Weighted median 5,0 4,0 Lowest value 3,5 2,5 Highest value 6,0 5,2 Sample 24 24 Average 4,9 4,3 Weighted median 5,2 2,5 Highest value 6,0 5,2 Sample 24 24 Average 4,9 4,3 Weighted median 5,2 4,2 Lowest value 3,0 2,5 Highest value 6,0 5,2 Highest value 6,0 5,2



Question 8: ECONOMISTS

What do you think average wage growth will be next year?



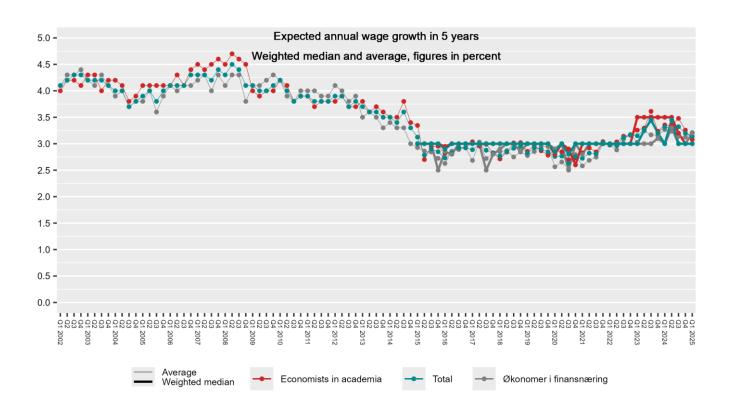
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,1	3,7	-0,4
Economists in the	Weighted median	4,0	3,8	-0,2
	Lowest value	3,0	2,5	
financial industry	Highest value	5,0	4,5	
	Sample	17	16*	
	Average	4,0	3,7	-0,3
Economists	Weighted median	4,0	4,0	0,0
in academia	Lowest value	3,0	2,5	
	Highest value	5,0	4,5	
	Sample	24	22**	
	Average	4,0	3,7	-0,3
Economists in total	Weighted median	4,0	3,8	-0,2
	Lowest value	3,0	2,5	
	Highest value	5,0	4,5	
	Sample	41	38***	

*n=17. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 **n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=1 ***n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=2



Question 9: ECONOMISTS

What do you think average wage growth will be in five years?



		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,1	3,2	+0,1
Economists in the	Weighted median	3,0	3,2	+0,2
	Lowest value	2,0	2,5	
financial industry	Highest value	4,5	4,5	
	Sample	17	17	
	Average	3,3	3,1	-0,2
Economists	Weighted median	3,0	3,0	0,0
in academia	Lowest value	2,0	2,0	
	Highest value	4,6	4,5	
	Sample	21	20*	
	Average	3,2	3,1	-0,1
Economists in total	Weighted median	3,0	3,0	0,0
	Lowest value	2,0	2,0	
	Highest value	4,6	4,5	
	Sample	38	37**	

*n=24. The presented average excludes respondents who answered: Don't know/Do not want to answer n=4, extreme values n=0 **n=41. The presented average excludes respondents who answered: Don't know/Do not want to answer n=4, extreme values n=0



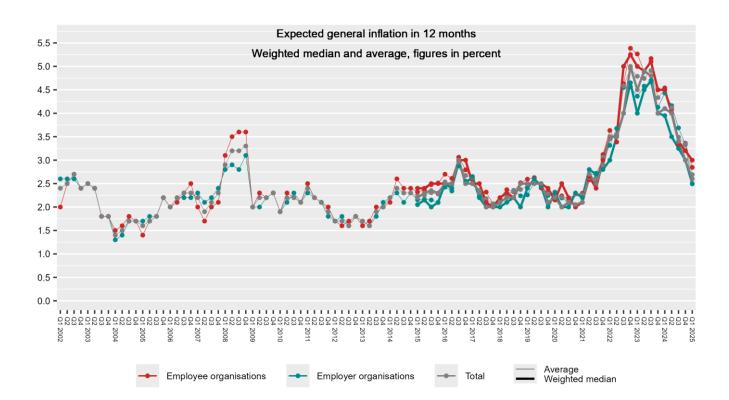
RESULTS

SOCIAL PARTNERS



Question 10: SOCIAL PARTNERS

What do you think the general rise in prices for goods and services will be in 12 months, as measured by the 12-month change in the consumer price index (CPI)?



4. Q. 2024	1. Q. 2025	CHANGE

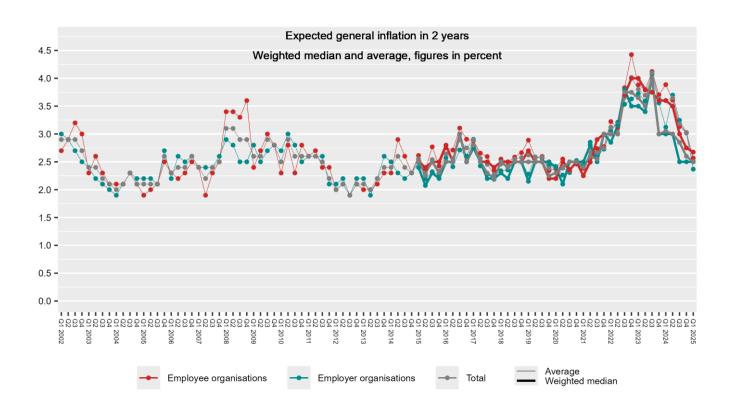
	Average	3,3	2,5	-0,8
Employer	Weighted median	3,0	2,5	-0,5
Employer	Lowest value	2,3	2,0	
organisations	Highest value	10,0	3,0	
	Sample	18	17*	
	Average	3,4	2,8	-0,6
Employee	Weighted median	3,2	3,0	-0,2
Employee	Lowest value	2,5	2,2	
organisations	Highest value	5,5	3,5	
	Sample	21	22**	
	Average	3,3	2,7	-0,6
Social	Weighted median	3,0	2,6	-0,4
partners	Lowest value	2,3	2,0	
in total	Highest value	10,0	3,5	
	Sample	39	39***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=2 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=3



Question 11: SOCIAL PARTNERS

What do you think the general rise in prices for goods and services will be in two years, as measured by the 12-month change in the consumer price index (CPI)?



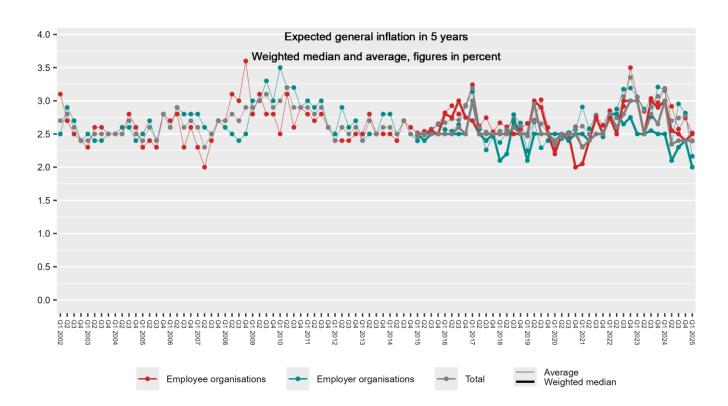
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,0	2,4	-0,6
Employer	Weighted median	2,5	2,5	0,0
Employer	Lowest value	2,0	2,0	
organisations	Highest value	10,0	3,0	
	Sample	18	16*	
	Average	3,0	2,6	-0,4
Employee	Weighted median	2,8	2,7	-0,1
Employee	Lowest value	2,0	2,0	
organisations	Highest value	5,0	3,1	
	Sample	21	22**	
	Average	3,0	2,5	-0,5
Social	Weighted median	2,6	2,5	-0,1
partners	Lowest value	2,0	2,0	
in total	Highest value	10,0	3,5	
	Sample	39	39***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=2 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=3



Question 12: SOCIAL PARTNERS

What do you think the general rise in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)?



4. Q. 2024	1	. Q. 2025	CHANGE

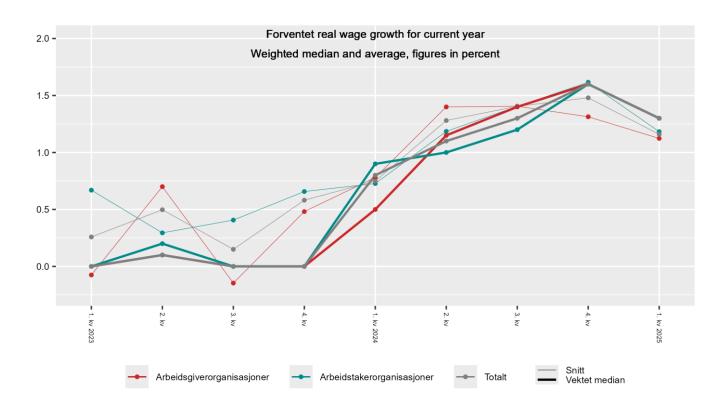
	Average	2,8	2,2	-0,6
	Weighted median	2,4	2,0	-0,4
Employer	Lowest value	1,2	2,0	
organisations	Highest value	10,0	2,5	
	Sample	14	11*	
	Average	2,7	2,5	-0,2
Employee	Weighted median	2,4	2,5	+0,1
Employee	Lowest value	2,0	2,0	
organisations	Highest value	5,2	3,5	
	Sample	20	21**	
	Average	2,8	2,4	-0,4
Social	Weighted median	2,4	2,4	0,0
partners	Lowest value	1,2	2,0	
in total	Highest value	10,0	3,5	
	Sample	34	32***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=5, extreme values n=2 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=3, extreme values n=3 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=8, extreme values n=5



Question 13: SOCIAL PARTNERS

What do you think the average rise in real wages will be this year? (The question is new in Q1 2023)



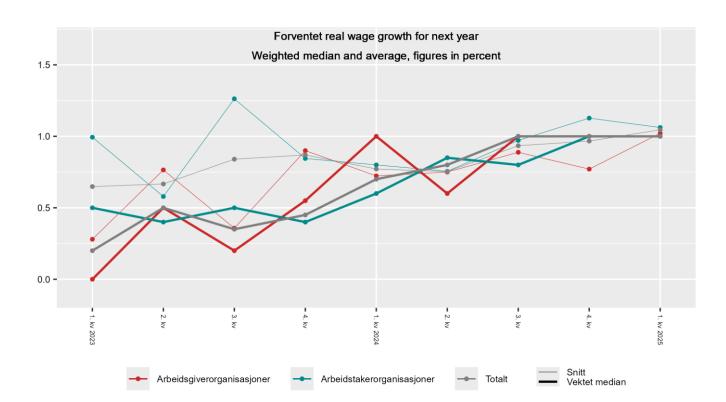
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	1,3	1,1	-0,2
Employer	Weighted median	1,6	1,3	-0,3
Employer	Lowest value	0,0	0,0	
organisations	Highest value	2,5	1,9	
	Sample	18	17*	
	Average	1,6	1,2	-0,4
Employee	Weighted median	1,6	1,3	-0,3
Employee	Lowest value	-0,5	0,0	
organisations	Highest value	5,0	2,2	
	Sample	22	26**	
	Average	1,5	1,2	-0,3
Social	Weighted median	1,6	1,3	-0,3
partners	Lowest value	-0,5	0,0	
in total	Highest value	5,0	2,2	
	Sample	40	43***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=1 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2



Question 14: SOCIAL PARTNERS

What do you think the average rise in real wages will be next year? (The question is new in Q1 2023)



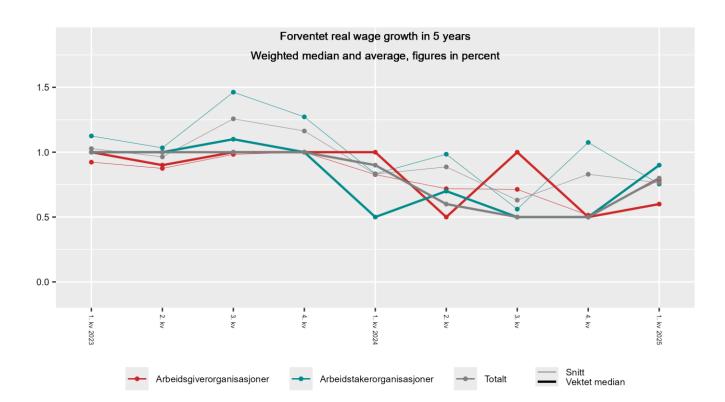
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	0,8	1,0	+0,2
Employer	Weighted median	1,0	1,0	0,0
Employer	Lowest value	0,0	0,0	
organisations	Highest value	1,6	2,0	
	Sample	18	17*	
	Average	1,1	1,1	0,0
Employee	Weighted median	1,0	1,0	0,0
Employee	Lowest value	0,0	0,0	
organisations	Highest value	4,3	2,0	
	Sample	22	25**	
	Average	1,0	1,0	0,0
Social	Weighted median	1,0	1,0	0,0
partners	Lowest value	0,0	0,0	
in total	Highest value	4,3	2,0	
	Sample	40	42***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=0 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=2



Question 15: SOCIAL PARTNERS

What do you think the average rise in real wages will be in 5 years? (The question is new in Q1 2023)



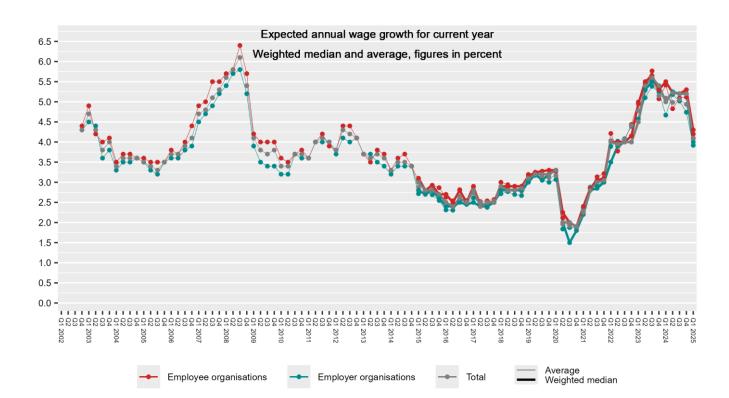
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	0,5	0,8	+0,3
Employer	Weighted median	0,5	0,6	+0,1
Employer	Lowest value	0,0	0,0	
organisations	Highest value	1,5	1,5	
	Sample	14	12*	
	Average	1,1	0,8	-0,3
Employee	Weighted median	0,5	0,9	+0,4
Employee	Lowest value	0,0	0,0	
organisations	Highest value	4,0	2,0	
	Sample	18	23**	
	Average	0,8	0,8	0,0
Social	Weighted median	0,5	0,8	+0,3
partners	Lowest value	0,0	0,0	
in total	Highest value	4,0	2,0	
	Sample	32	35***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=5, extreme values n=1 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=3 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=6, extreme values n=4



Question 16: SOCIAL PARTNERS

What do you think average wage growth will be this year?



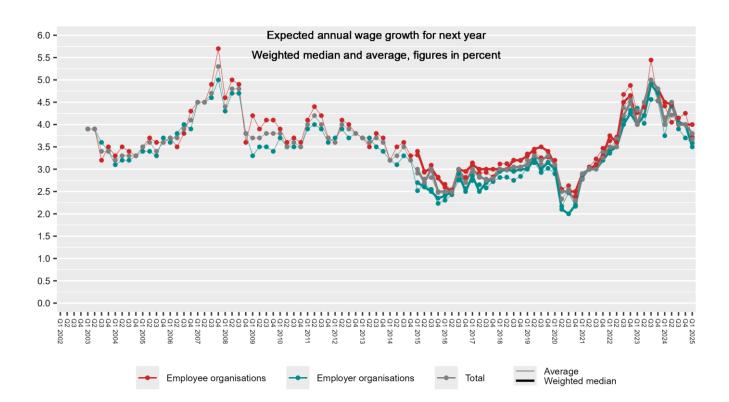
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,7	3,9	-0,8
Employer	Weighted median	5,2	4,0	-1,2
Employer	Lowest value	0,0	2,5	
organisations	Highest value	5,5	5,2	
	Sample	18	16*	
	Average	5,1	4,2	-0,9
Employee	Weighted median	5,3	4,3	-1,0
Employee	Lowest value	3,0	3,5	
organisations	Highest value	6,0	4,8	
	Sample	20	24**	
	Average	4,9	4,1	-0,8
Social	Weighted median	5,2	4,1	-1,1
partners	Lowest value	0,0	2,5	
in total	Highest value	6,0	5,2	
	Sample	38	40***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=3 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=5



Question 17: SOCIAL PARTNERS

What do you think average wage growth will be next year?



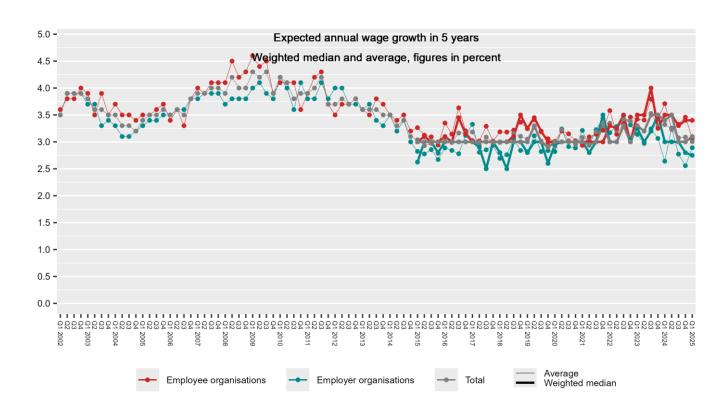
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,7	3,6	-0,1
Employer	Weighted median	4,0	3,5	-0,5
Employer	Lowest value	0,0	2,4	
organisations	Highest value	4,7	4,3	
	Sample	18	16*	
	Average	4,3	3,7	-0,6
Employee	Weighted median	4,0	4,0	0,0
Employee	Lowest value	3,0	2,7	
organisations	Highest value	5,9	4,5	
	Sample	21	25**	
	Average	4,0	3,7	-0,3
Social	Weighted median	4,0	3,8	-0,2
partners	Lowest value	0,0	2,4	
in total	Highest value	5,9	4,5	
	Sample	39	41***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=2 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=0, extreme values n=4



Question 18: SOCIAL PARTNERS

What do you think average wage growth will be in five years?



		4. Q. 2024	1. Q. 2025	CHANGE
	Average	2,6	2,9	+0,3
F reedows	Weighted median	2,8	2,8	0,0
Employer	Lowest value	0,0	2,0	
organisations	Highest value	3,7	4,0	
	Sample	14	12*	
	Average	3,5	3,1	-0,4
Employee	Weighted median	3,4	3,4	0,0
Employee	Lowest value	2,0	2,0	
organisations	Highest value	6,0	4,5	
	Sample	20	22**	
	Average	3,1	3,0	-0,1
Social	Weighted median	3,0	3,1	+0,1
partners	Lowest value	0,0	2,0	
in total	Highest value	6,0	4,5	
	Sample	34	34***	

*n=18. The presented average excludes respondents who answered: Don't know/Do not want to answer n=4, extreme values n=2 **n=27. The presented average excludes respondents who answered: Don't know/Do not want to answer n=1, extreme values n=4 ***n=45. The presented average excludes respondents who answered: Don't know/Do not want to answer n=5, extreme values n=6



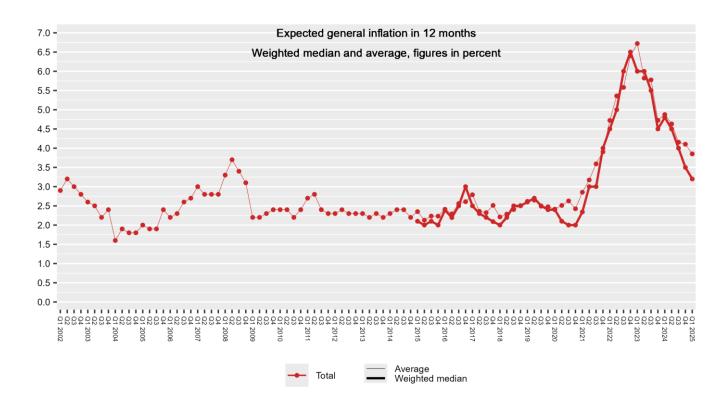
RESULTS

BUSINESS LEADERS



Question 19: BUSINESS LEADERS

What do you think the general rise in prices for goods and services will be in 12 months, as measured by the 12-month change in the consumer price index (CPI)?



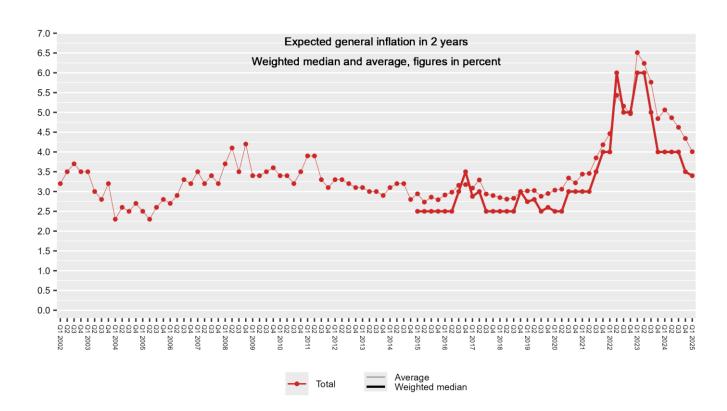
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,1	3,6	-0,5
Businesses	Weighted median	3,5	3,4	-0,1
with fewer	Unweighted median	3,5	3,4	
than 50	Lowest value	1,0	2,3	
employees	Highest value	12,0	7,0	
	Sample	247	185*	
	Average	4,1	4,0	-0,1
Businesses	Weighted median	3,5	3,0	-0,5
with more	Unweighted median	3,5	3,3	
than 50	Lowest value	0,0	2,2	
employees	Highest value	12,0	10,0	
	Sample	247	189**	
	Average	4,1	3,9	-0,2
	Weighted median	3,5	3,2	-0,3
Tatal	Unweighted median	3,5	3,3	
Total	Lowest value	0,0	2,3	
	Highest value	12,0	10,0	
	Sample	494	372***	

*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=16, extreme values n=38 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=15, extreme values n=35 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=31, extreme values n=74



Question 20: BUSINESS LEADERS

What do you think the general rise in prices for goods and services will be in two years, as measured by the 12-month change in the consumer price index (CPI)? (*The question was marginally changed from Q1 2015 – see technical comment*)³



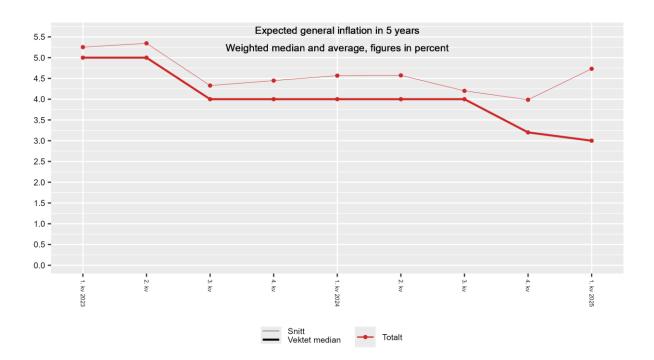
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,3	4,0	-0,3
Businesses	Weighted median	3,5	3,5	0,0
with fewer	Unweighted median	3,5	3,5	
than 50	Lowest value	1,5	2,0	
employees	Highest value	13,0	10,0	
	Sample	235	185*	
	Average	4,4	4,1	-0,3
Businesses	Weighted median	3,5	3,0	-0,5
with more	Unweighted median	3,5	3,0	
than 50	Lowest value	1,0	2,0	
employees	Highest value	12,0	12,0	
	Sample	245	196**	
	Average	4,3	4,0	-0,3
	Weighted median	3,5	3,4	-0,1
Tatal	Unweighted median	3,5	3,2	
Total	Lowest value	1,0	2,0	
	Highest value	13,0	11,0	
	Sample	480	378***	

*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=34, extreme values n=20 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=19, extreme values n=24 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=53, extreme values n=46



Question 21: BUSINESS LEADERS

What do you think the general rise in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)? (*The question is new in Q1 2023*)



		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,9	4,5	+0,6
Businesses with fewer than 50 employees	Weighted median	4,0	3,0	-1,0
	Lowest value	1,0	2,0	
	Highest value	13,0	15,0	
	Sample	198	162*	
Businesses with more than 50 employees	Average	4,0	5,1	+1,1
	Weighted median	3,0	3,0	0,0
	Lowest value	1,0	2,0	
	Highest value	13,0	20,0	
	Sample	213	186**	
Total	Average	4,0	4,7	+0,7
	Weighted median	3,2	3,0	-0,2
	Lowest value	1,0	2,0	
	Highest value	13,0	18,0	
	Sample	411	346***	

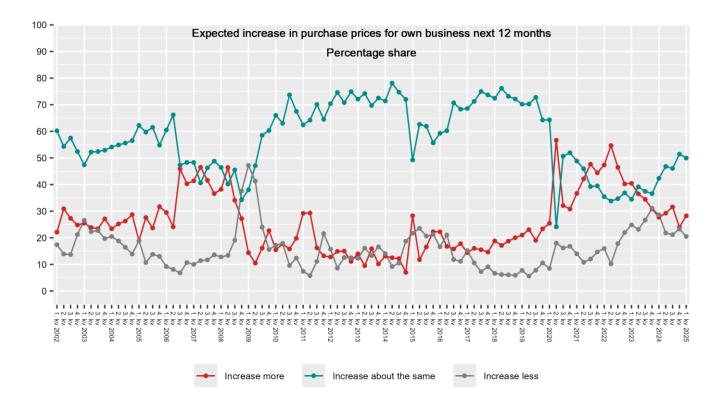
*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=54, extreme values n=23 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=29, extreme values n=23 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=82, extreme values n=48

Note: From Q1 2025 onwards, a change in definition of extreme observations has been implemented. Part of the movement on *Question 21* from Q4'2024 to Q1'2025 may be attributed to this change. For more information, please see technical comment on page 55.



Question 22: BUSINESS LEADERS

Do you expect that over the next 12 months your business's purchase prices will increase more than, increase at approximately the same pace as or increase less than in the past 12-month period?



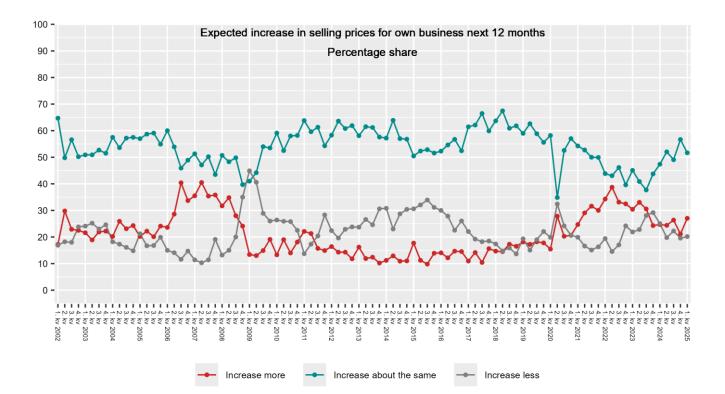
4. Q. 2024 1. Q. 2025 CHANGE

Businesses	Increase more	25,8	28,6	+2,8
with fewer	Increase about the same	51,8	51,6	-0,2
than 50	Increase less	20,3	18,7	-1,6
employees	Sample	278	239	
Businesses	Increase more	22,2	27,8	+5,6
with more	Increase about the same	51,0	48,3	-2,7
than 50	Increase less	26,3	22,3	-4,0
employees	Sample	278	238	
Total	Increase more	24,0	28,2	+4,2
	Increase about the same	51,4	49,9	-1,5
	Increase less	23,3	20,5	-2,8
	Sample	556	477	



Question 23: BUSINESS LEADERS

Do you expect that over the next 12 months your business's selling prices will increase more than, increase at approximately the same pace as or increase less than in the past 12-month period?



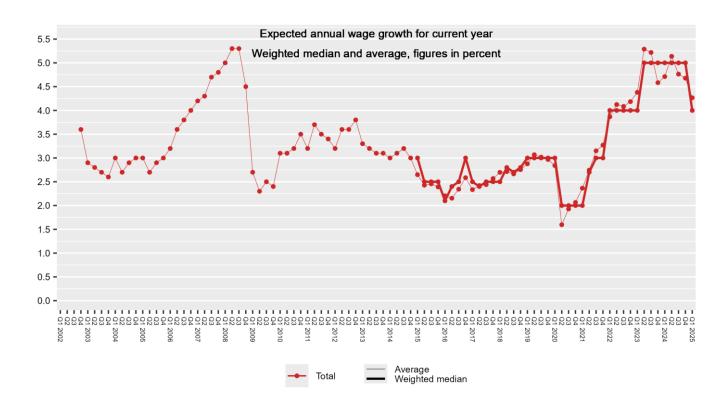
4. Q. 2024 1. Q. 2025 CHANGE

Businesses	Increase more	19,6	28,1	+8,5
with fewer	Increase about the same	57,6	52,5	-5,1
than 50	Increase less	19,7	18,1	-1,6
employees	Sample 278		239	
Businesses	Increase more	22,7	26,0	+3,3
with more	Increase about the same	55,8	50,9	-4,9
than 50	Increase less	19,4	22,3	+2,9
employees	Sample	278	238	
	Increase more	21,1	27,0	+5,9
Total	Increase about the same	56,7	51,7	-5,0
TOLAI	Increase less	19,6	20,2	+0,6
	Sample	556	477	



Question 24: BUSINESS LEADERS

What do you think the average annual wage growth in your business will be this year?



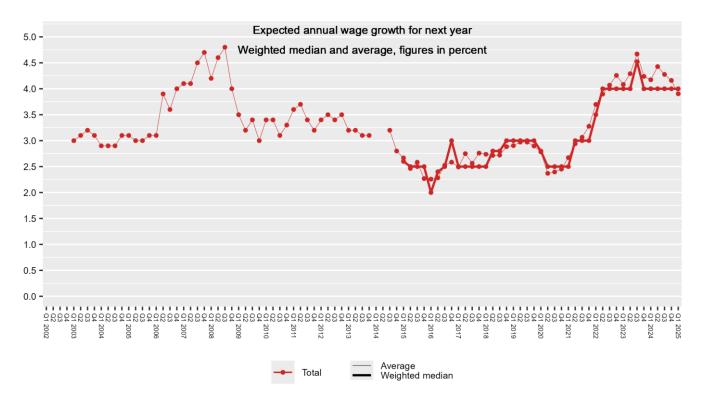
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,5	4,3	-0,2
Businesses	Weighted median	5,0	4,0	-1,0
with fewer	Unweighted median	5,0	4,0	
than 50	Lowest value	0,0	2,3	
employees	Highest value	12,1	6,0	
	Sample	249	186*	
	Average	4,8	4,3	-0,5
Businesses	Weighted median	5,0	4,1	-0,9
with more	Unweighted median	5,0	4,2	
than 50	Lowest value	0,0	3,0	
employees	Highest value	15,0	6,0	
	Sample	251	188**	
	Average	4,7	4,3	-0,4
	Weighted median	5,0	4,0	-1,0
Tatal	Unweighted median	5,0	4,0	
Total	Lowest value	0,0	3,0	
	Highest value	15,0	6,0	
	Sample	500	371***	

*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=19, extreme values n=34 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=14, extreme values n=37 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=33, extreme values n=73



Question 25: BUSINESS LEADERS

What do you think the average annual wage growth in your business will be next year?



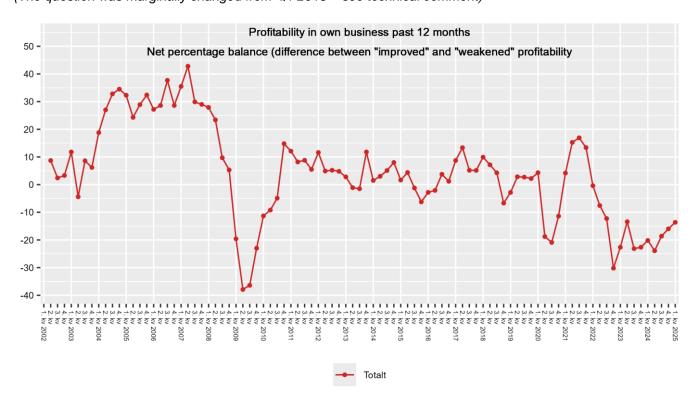
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	4,1	4,0	-0,1
Businesses	Weighted median	4,0	4,0	0,0
with fewer	Unweighted median	4,0	4,0	
than 50	Lowest value	0,0	2,3	
employees	Highest value	12,0	6,0	
	Sample	248	175*	
	Average	4,2	3,9	-0,3
Businesses	Weighted median	4,0	4,0	0,0
with more	Unweighted median	4,0	4,0	
than 50	Lowest value	0,0	3,0	
employees	Highest value	10,0	6,0	
	Sample	248	180**	
	Average	4,2	3,9	-0,3
	Weighted median	4,0	4,0	0,0
Total	Unweighted median	4,0	4,0	
Total	Lowest value	0,0	2,5	
	Highest value	12,0	6,0	
	Sample	496	362***	

*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=31, extreme values n=32 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=16, extreme values n=43 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=48, extreme values n=68



Question 26: BUSINESS LEADERS

Over the past 12 months, has the profitability of your business, as measured by the operating margin (EBITDA), improved, remained unchanged or weakened? (*The question was marginally changed from Q1 2015 – see technical comment*)⁴

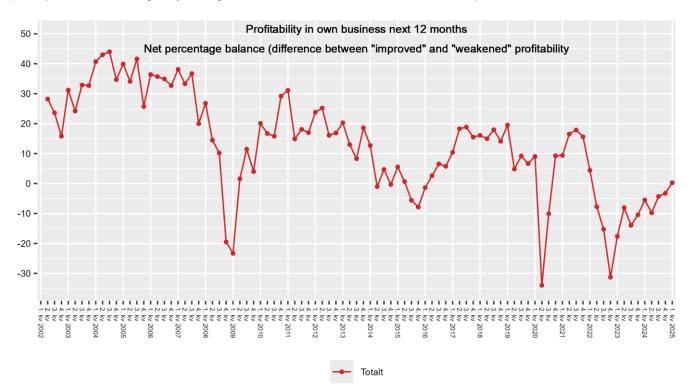


	4. Q.	2024	1. Q. 2025	CHANGE
Businesses	Improved profability	19,5	23,9	+4,4
with fewer	Unchanged profitability	33,0	26,9	-6,1
than 50	Weakened profitability	43,5	46,7	+3,2
	Net percentage balance (profitability index)	-24,0	-22,8	+1,2
employees	Sample	278	239	
Businesses	Improved profability	31,1	30,9	-0,2
	Unchanged profitability	26,8	31,4	+4,6
with more	Weakened profitability	39,1	35,4	-3,7
than 50	Net percentage balance (profitability index)	-8,0	-4,5	+3,6
employees	Sample	278	238	
	Improved profability	25,3	27,4	+2,1
	Unchanged profitability	29,9	29,2	-0,7
Total	Weakened profitability	41,3	41,0	-0,3
	Net percentage balance (profitability index)	-16,0	-13,6	+2,4
	Sample	556	477	



Question 27: BUSINESS LEADERS

Do you think that over the next 12 months, the profitability of your business, as measured by the operating margin (EBITDA), will improve, remain unchanged or weaken? (*The question was marginally changed from Q1 2015 – see technical comment*)⁵

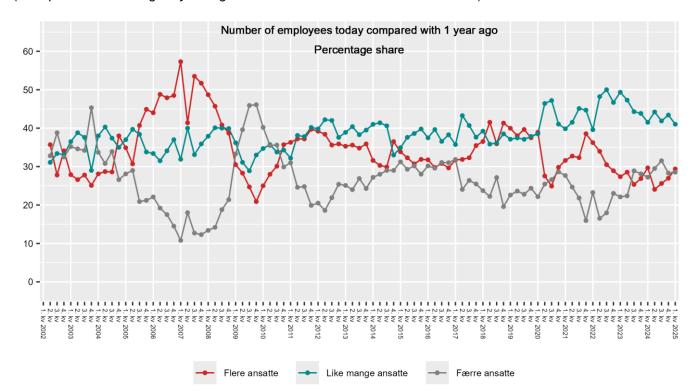


	4. Q.	2024	1. Q. 2025	CHANGE
Businesses	Improved profability	22,9	27,8	+4,9
	Unchanged profitability	40,7	34,6	-6,1
with fewer	Weakened profitability	30,6	34,6	+4,0
than 50	Net percentage balance (profitability index)	-7,6	-6,8	+0,8
employees	Sample	278	239	
Businesses	Improved profability	29,2	31,1	+1,9
Businesses	Unchanged profitability	39,4	42,7	+3,3
with more	Weakened profitability	28,0	23,7	-4,3
than 50	Net percentage balance (profitability index)	1,2	+7,4	+6,2
employees	Sample	278	238	
	Improved profability	26,1	29,5	+3,4
	Unchanged profitability	40,1	38,6	-1,5
Total	Weakened profitability	29,3	29,2	-0,1
	Net percentage balance (profitability index)	-3,2	+0,3	+3,5
	Sample	556	477	



Question 28: BUSINESS LEADERS

Compared with 12 months earlier, does your business currently have more employees, the same number of employees or fewer employees? (*The question was marginally changed from Q1 2015 – see technical comment*)⁶

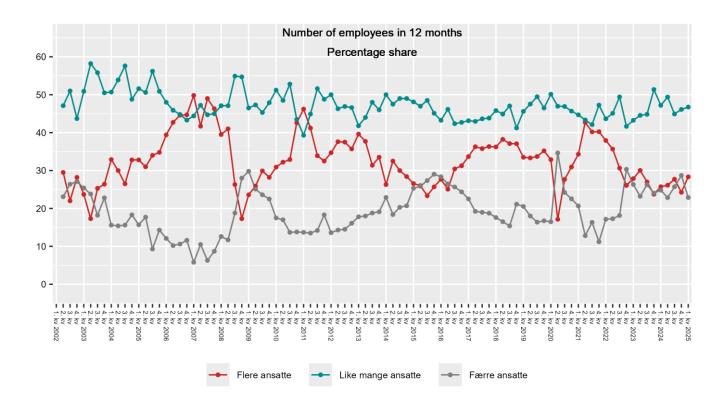


	4. Q. 1	2024	1. Q. 2025	CHANGE
Businesses	More employees	25,2	27,6	+2,4
with fewer	Same number of employees	45,7	39,0	-6,7
	Fewer employees	27,9	32,2	+4,3
than 50	Net (More employees - Fewer employees)	-2,7	-4,6	-1,9
employees	Sample	278	239	
Businesses	More employees	28,7	31,2	+2,5
Businesses	Same number of employees	41,2	43,0	+1,8
with more	Fewer employees	28,7	24,9	-3,8
than 50	Net (More employees - Fewer employees)	0,0	+6,3	+6,3
employees	Sample	278	238	
	More employees	27,0	29,4	+2,4
	Same number of employees	43,4	41,0	-2,4
Total	Fewer employees	28,3	28,5	+0,2
	Net (More employees - Fewer employees)	-1,3	+0,9	+2,1
	Sample	556	477	



Question 29: BUSINESS LEADERS

Do you think that in 12 months, your business will have more employees than currently, the same number of employees or fewer employees?



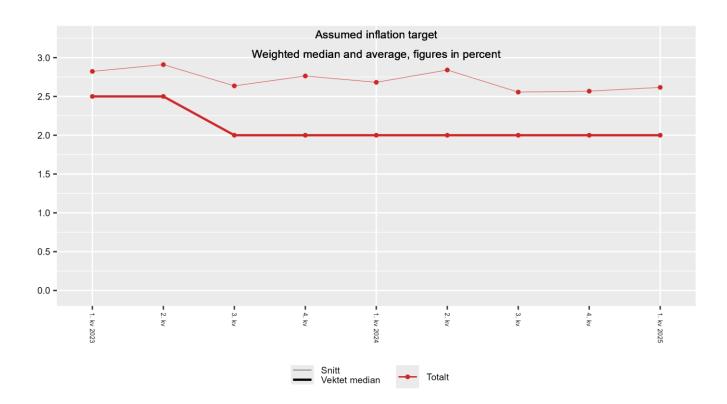
4. Q. 2024 1. Q. 2025 CHANGE

			37739	
Pusinaaaaa	More employees	21,9	26,2	+4,3
Businesses	Same number of employees	49,5	50,7	+1,2
with fewer	Fewer employees	27,0	21,2	-5,8
than 50	Net (More employees - Fewer employees)	-5,0	+5,0	+10,0
employees	Sample	278	239	
Ducincocco	More employees	26,6	30,5	+3,9
Businesses	Same number of employees	42,7	42,7	0,0
with more	Fewer employees	30,4	24,5	-5,9
than 50	Net (More employees - Fewer employees)	-3,8	+6,0	+9,7
employees	Sample	278	238	
	More employees	24,3	28,3	+4,0
	Same number of employees	46,1	46,7	+0,6
Total	Fewer employees	28,7	22,9	-5,8
	Net (More employees - Fewer employees)	-4,4	+5,4	+9,9
	Sample	556	477	



Question 30: BUSINESS LEADERS

Do you know what the inflation target of the Norwegian Central Bank is? (The question is new in Q1 2023)



		4. Q. 2024	1. Q. 2025	CHANGE
	Average	2,5	2,6	+0,1
Businesses	Weighted median	2,0	2,0	0,0
with fewer	Lowest value	2,0	0,0	
than 50	Highest value	5,0	12,0	
employees	Sample	184	156*	
Businesses	Average	2,6	2,7	+0,1
	Weighted median	2,0	2,0	0,0
with more	Lowest value	2,0	1,0	
than 50	Highest value	10,0	12,0	
employees	Sample	205	184**	
	Average	2,6	2,6	0,0
Total	Weighted median	2,0	2,0	0,0
	Lowest value	2,0	0,0	
	Highest value	10,0	12,0	
	Sample	389	340***	

*n=239. The presented average excludes respondents who answered: Don't know/Do not want to answer n=80, extreme values n=3 **n=238. The presented average excludes respondents who answered: Don't know/Do not want to answer n=51, extreme values n=4 ***n=477. The presented average excludes respondents who answered: Don't know/Do not want to answer n=131, extreme values n=7



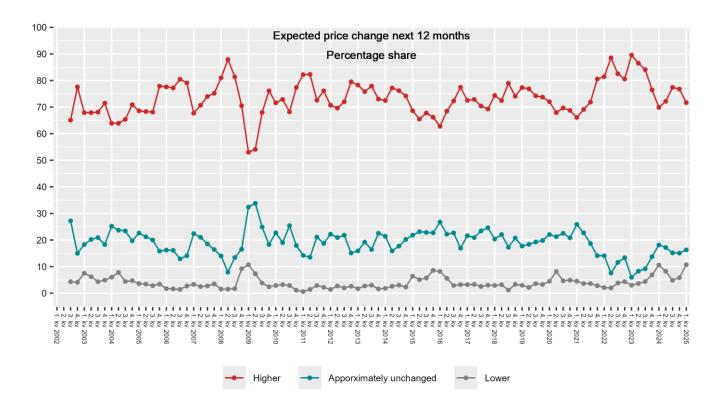
RESULTS

HOUSEHOLDS



Question 31: HOUSEHOLDS

Do you think that over the next 12 months, prices for goods and services, as measured by the consumer price index (CPI), will be higher, unchanged or lower than they are currently? *(The question was marginally changed from Q1 2025 – see technical comment)*



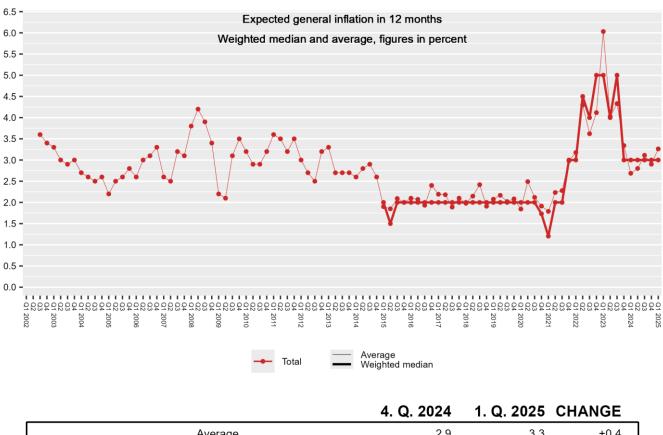
4. Q. 2024 1. Q. 2025 CHANGE

	Higher	76,8	71,7	-5,1
	Apporximately unchanged	15,1	16,3	+1,2
Households	Lower	5,8	10,7	+4,9
	Sample	1013	1003	



Question 32: HOUSEHOLDS

About how much higher/lower, measured in percent? (The question was marginally changed from Q1 2015 – see technical comment)¹¹



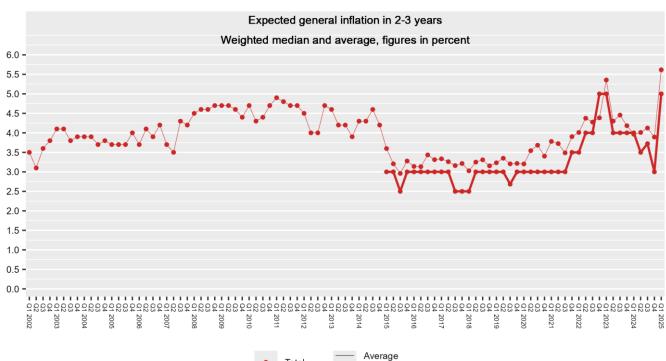
	Average	2,9	3,3	+0,4
	Weighted median	3,0	3,0	0,0
Households	Unweighted median	3,0	3,0	
Households	Lowest value	-7,0	-0,5	
	Highest value	12,0	10,0	
	Sample	833	748*	

*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=95, extreme values n=160



Question 33: HOUSEHOLDS

What do you think the general price in prices for goods and services will be in two to three years, as measured by the 12-month change in the consumer price index (CPI)? (*The question was marginally changed from Q1 2025 – see technical comment*)¹⁹



-	Total	

-	Weighted	median	

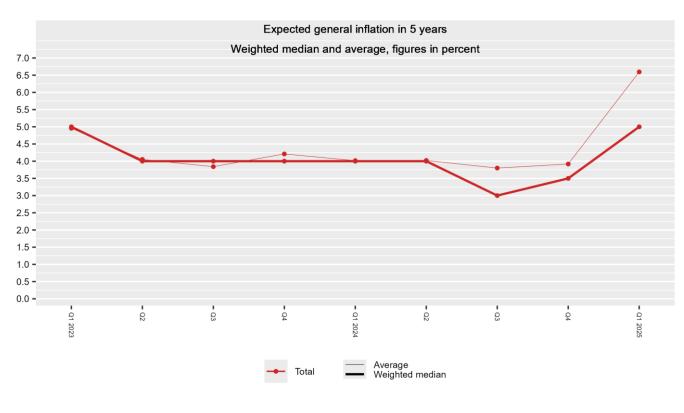
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,9	5,6	+1,7
	Weighted median	3,0	5,0	+2,0
Hauaahalda	Unweighted median	3,0	5,0	
Households	Lowest value	-5,0	2,0	
	Highest value	13,0	15,0	
	Sample	763	710*	

*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=184, extreme values n=110



Question 34: HOUSEHOLDS

What do you think the general price in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)? (*The question was marginally changed from Q1 2025 – see technical comment*)²⁰



		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,9	6,6	+2,7
	Weighted median	3,5	5,0	+1,5
	Unweighted median	3,0	5,0	
Households	Lowest value	-5,0	2,0	
	Highest value	13,0	20,0	
	Sample	682	676*	

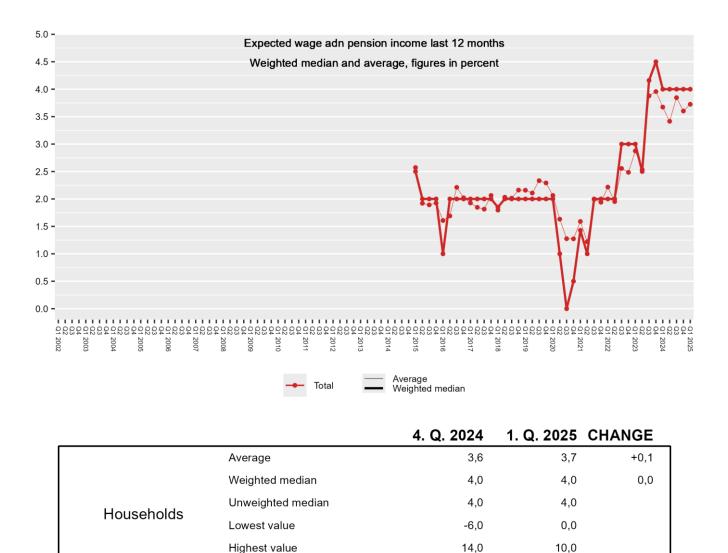
*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=231, extreme values n=96

Note: From Q1 2025 onwards, a change in definition of extreme observations has been implemented. Part of the movement on *Question 34* from Q4'2024 to Q1'2025 may be attributed to this change. For more information, please see technical comment on page 56.



Question 35: HOUSEHOLDS

Compared with 12 months ago, by how much do you think your wages or pension has changed in percent?



*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=148, extreme values n=73

Sample

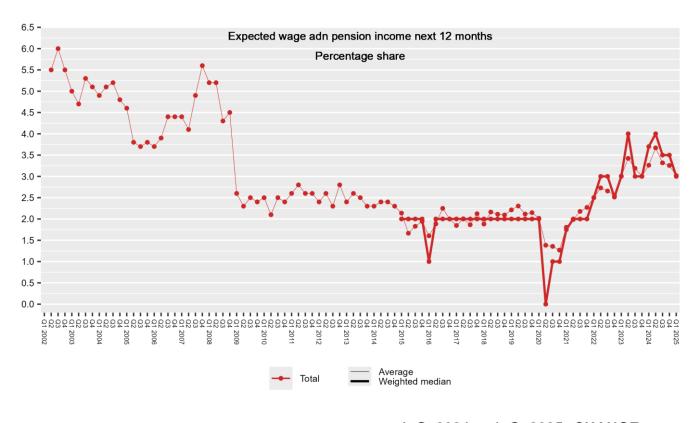
782*

768



Question 36: HOUSEHOLDS

By approximately how much do you think your wages or pension will change in percent over the next 12 months?



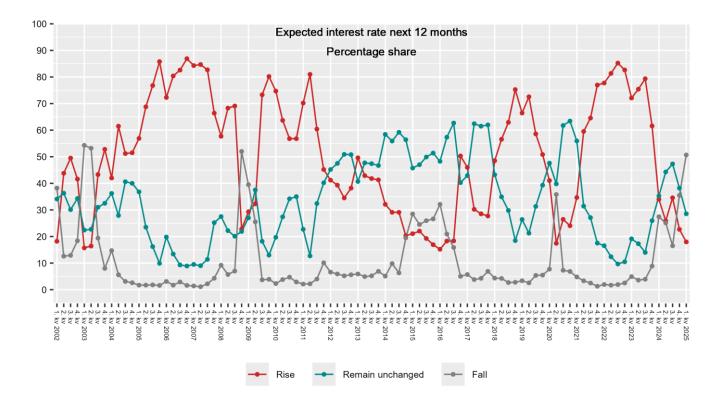
		4. Q. 2024	1. Q. 2025	CHANGE
	Average	3,3	3,0	-0,3
	Weighted median	3,5	3,0	-0,5
Householde	Unweighted median	3,5	3,5	
Households	Lowest value	-5,0	0,0	
	Highest value	12,0	7,0	
	Sample	837	800*	

*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=122, extreme values n=80



Question 37: HOUSEHOLDS

Do you think that over the next 12 months, the level of deposit and lending rates will rise, remain unchanged or fall?



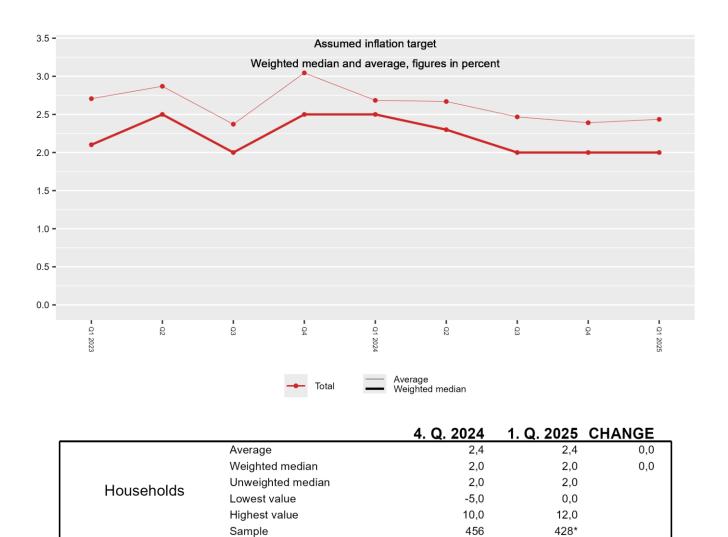
4. Q. 2024 1. Q. 2025 CHANG

	Rise	22,7	18,0	-4,7
Households	Remain unchanged Fall	38,2 35,5	28,5 50,7	-9,7 +15,2
	Sample	1013	1003	



Question 38: HOUSEHOLDS

Do you know what the inflation target of the Norwegian Central Bank is? (*The question is new in Q1 2023*)



*n=1003. The presented average excludes respondents who answered: Don't know/Do not want to answer n=572, extreme values n=2



Technical comments – Economists and social partners

SAMPLE AND SAMPLING METHOD	The sample consists of experts in the financial industry, academia and social partners, enrolled by Ipsos through email and from respondent lists from the previously conducted surveys. The lists are corrected for respondents who are no longer relevant or no longer wish to participate.
NUMBER OF INTERVIEWS	In this survey, a total of 86 interviews are conducted among economists within academia and the financial industry, as well as representatives of the social partners. The survey includes 41 interviews with economists and 45 interviews with representatives of the social partners.
WEIGHT	The results in this survey are not weighted.
METHOD OF DATA COLLECTION	The fieldwork is done online. Respondents are invited to participate by email.
PERIOD OF DATA COLLECTION	The fieldwork was conducted in the period 17 January – 7 February 2025.
AVERAGE AND MEDIAN	Respondents who answered "I don't know" are not included in the calculation of average and/or median.
EXTREME OBSERVATIONS	From the 1st quarter of 2025, a trimmed average will be used where 5% from the top and bottom of the distribution are removed as extreme observations for the average figures for price and wage developments. Previously, values that deviated more than 10 percentage points from the median were treated as extreme observations. Economists and social partners are treated as one group when removing extreme observations.
MARGIN OF ERROR	The results must be interpreted within a margin of error of +/- 6.5–14.9 percentage points for the main frequencies. The margin of error for sub-groups and possible contingency tables are greater.

Changes in the questionnaire (2015-2025)

^{1.} Until Q1 2020, questions 1-3 and 9-11 have had the following follow up question: "How likely do you think it is that the general rise in prices for goods and services in (12 months / 2 years / 5 years), as measured by the 12-month change in the consumer price index (CPI), will be within the following 6 intervals (your answers should sum to 100%): Higher than 4%, From 3% to 4%, From 2,5% to 3%, From 2% to 2,5%, From 1% to 2%, Lower than 1%." The results from the follow up question have not been published in the report. The follow up question have been removed as of Q1 2020.

² New questions were added in Q4 2022, and are presented as extra questions no.1, 2,3,4,5 and 6. These are later removed.

³ New questions were added in Q1 2023, and are presented as new questions no. 4, 5, 6, 13, 14 and 15



Technical comments – Business leaders

SAMPLE AND SAMPLING METHOD	The sample consists of a representative sample of CEOs, CFOs and purchasing managers in Norwegian businesses with 20 employees or more. The sample comes from a pre- recruited panel. All interviews are done online.
NUMBER OF INTERVIEWS	A total of 477 (weighted) interviews have been conducted among business leaders, of which 238 (weighted) are for businesses with 50 employees or more, and 239 (weighted) are for businesses with less than 50 employees.
WEIGHT	The results in this survey are weighted based on the following variables: geography (region), sector (industry), and number of employees in the business. Weighted base is presented in the report.
METHOD OF DATA COLLECTION	The fieldwork is done online. Respondents are invited to participate by email/SMS.
PERIOD OF DATA COLLECTION	The fieldwork was conducted in the period 17 January – 9 February 2024.
AVERAGE AND MEDIAN	Respondents who answered "I don't know" are not included in the calculation of average and/or median.
EXTREME OBSERVATIONS	From the 1st quarter of 2025, a trimmed average will be used where 10% from the top and bottom of the distribution are removed as extreme observations for the average figures for price and wage developments. Previously, values that deviated more than 10 percentage points from the median were treated as extreme observations. For the question regarding Norges Bank's inflation target, values that deviate by more than 10 percentage points from the median are removed as extreme observations
MARGIN OF ERROR	The results must be interpreted within a margin of error of +/- 2.0–4.5 percentage points for the main frequencies. The margin of error for subgroups and possible contingency tables are greater.

Changes in the questionnaire (2015–2025)

^{2.} Question 15 was introduced Q3 2020. All question numbers are adjusted between the quarters.

³ Question 17 changed from «What do you think the general rise in prices will be in two years?» to «What do you think the general rise in prices for goods and services will be in two years, as measured by the consumer price index?» (1. Q. 2015)

^{4.} Question 22 changed from «Over the past 12 months, has the profitability of your business improved, remained unchanged or weakened?» to «Over the past 12 months, has the profitability of your business, as measured by the operating margin (EBITDA), improved, remained unchanged or weakened?» (1. Q. 2015)

^{5.} Question 23 changed from «Do you think that over the next 12 months, the profitability of your business will improve, remain unchanged or weaken?» to «Do you think that over the next 12 months, the profitability of your business, as measured by the operating margin (EBITDA), will improve, remain unchanged or weaken?» (1. Q. 2015)

^{6.} Question 24 changed from «Compared with 1 year earlier, does your business currently have more employees, the same number of employees or fewer employees?» to «Compared with 12 months earlier, does your business currently have more employees, the same number of employees or fewer employees?» (1. Q. 2015)

^{7.} Until Q1 2020, question 16 and 17 have had the following follow up question: "How likely do you think it is that the general rise in prices for goods and services in (12 months / 2 years), as measured by the 12-month change in the consumer price index (CPI), will be within the following 6 intervals (your answers should sum to 100%): Higher than 4%, From 3% to 4%, From 2,5% to 3%, From 2% to 2,5%, From 1% to 2%, Lower than 1%". The



results from the follow up question have not been published in the report. The follow up question has been removed as of Q1 2020.

^{8.} Questions 36 and 37 were introduced in Q4 2020. With regard to data processing, these have been given numbers 36 and 37 and therefore do not follow the remaining question numbering.

^{9.} New questions added in Q1 2022, and are presented as questions 36, 37, 38 and 39. These are later removed. ^{10.} New questions were added in Q4 2022, and are presented as extra questions no.7, 8 and 9. These are later removed.

^{11.} New questions were added in Q1 2023, and are presented as new questions no.30

Technical comments – Households

SAMPLE AND SAMPLING METHOD	The survey is conducted with a representative sample of private individuals over 15 years, drawn randomly from Norway's population. Interviews conducted on landline account for 1 per cent, and interviews conducted on mobile phone account for 99 per cent.
NUMBER OF INTERVIEWS	A total of 1003 interviews (weighted) among Norwegian households.
WEIGHT	The results in this survey are weighted based on the following variables: geography (region), age and gender. Weighted base is presented in the report.
METHOD OF DATA COLLECTION	The fieldwork is conducted by phone at lpsos' CATI-center.
PERIOD OF DATA COLLECTION	The fieldwork was conducted in the period 27 January – 4 February 2024.
AVERAGE AND MEDIAN	Respondents who answered "I don't know" are not included in the calculation of average and/or median.
EXTREME OBSERVATIONS	 From the 1st quarter of 2025, a trimmed average will be used where 10% from the top and bottom of the distribution are removed as extreme observations for the average figures for price and wage developments. Previously, values that deviated more than 10 percentage points from the median were treated as extreme observations. For the question regarding Norges Bank's inflation target, values that deviate by more than 10 percentage points from the median the median are removed as extreme observations.
MARGIN OF ERROR	The results must be interpreted within a margin of error of +/- 1.3–3.1 percentage points for the main frequencies. The margin of error for sub-groups and possible contingency tables are greater.

Changes in the questionnaire (2015–2025)

^{10.} Question 26 changed from «Compared with 12 months ago, do you think that prices for goods and services are now much higher, somewhat higher, slightly higher, approximately unchanged and lower» to «Compared with 12 months ago, do you think that prices for goods and services, as measured by the consumer price index, are now higher, approximately unchanged or lower?» (1. Q. 2015)

^{11.} Question 27 changed from «By about how much do you think prices have changed measured in per cent?» to «About how much higher/lower, measured in per cent?». Question 27 is put to those who answered to question 26 that they think prices for goods and services, as measured by the consumer price index, are now higher, approximately unchanged or lower. (1. Q. 2015)

^{12.} Question 28 changed from «Do you think that over the next 12 months, prices for goods and services will be higher, unchanged or lower than they are currently?» to «Do you think that over the next 12 months, prices for goods and



services, as measured by the consumer price index, will be higher, unchanged or lower than they are currently?» (1. Q. 2015)

^{13.} Question 29 changed from «By about how much do you think prices will change in the next 12 months, measured in per cent?» to «About how much higher/lower, measured in per cent?». Question 29 is put to those who answered to question 28 that, over the next 12 months, they expect the prices for goods and services, as measured by the consumer price index, to be higher, unchanged or lower than they are currently. (1. Q. 2015)

^{14.} Question 30 changed from «If higher: Will prices rise faster, at the same pace as currently, or more slowly ?» to «Will prices rise faster, at the same pace as currently, or more slowly (If answered higher to question 28)?» (1. Q. 2015)

^{15.} Question 32 changed from «How much do you think prices for goods and services will rise annually in two to three years, in per cent?» to «How much do you think prices for goods and services, as measured by the consumer price index, will rise annually in two to three years, in per cent?» (1. Q. 2015)

^{16.} Until Q1 2020, question 26, 28 and 32 have had the following follow up question: "You answered that the prices (have increased by X% / have fallen approximately X% / are approximately unchanged) ... (text from question 26, 28 and 32). On a scale from 1 to 4, where 1 is very unsure and 4 is very sure, how sure do you feel that you will be right?" The results from the follow up question have not been published in the report. The follow up question has been removed as of Q1 2020.

^{17.} New questions added in Q2 2021, and presented as question 38, 39 and 40. These are later removed.

^{19.} Question 33 changed from «How much do you think prices for goods and services, as measured by the consumer price index (CPI), will rise annually in two years, in percent?» to « What do you think the general price in prices for goods and services will be in two to three years, as measured by the 12-month change in the consumer price index (CPI)?» (1. Q. 2025)

^{20.} Question 34 changed from « How much do you think prices for goods and services, as measured by the consumer price index (CPI), will rise annually in five years, in percent?» to «What do you think the general price in prices for goods and services will be in five years, as measured by the 12-month change in the consumer price index (CPI)?» (1. Q. 2025)



Technical comments – Households

Question 32: By about how much do you think prices have changed measured in per cent? *(Comparison of differences in published average for question 32 in the period of 2015 - 2017)*

The method for calculating the mean for historical figures in the period of 2015-2017 has been changed; the figures presented in the graph below as "Revised series" are comparable with the results published for the period before 2015.

Results published in the period of 2015-2017 as "Revised series" include those who answer "approximately unchanged" to question 25 as "0" in the mean calculations for question 26.

Results published in the period of 2015-2017 as "the previous published series" do not include those who answer "approximately unchanged" to question 26 as "0" in the mean calculation for question 27.

