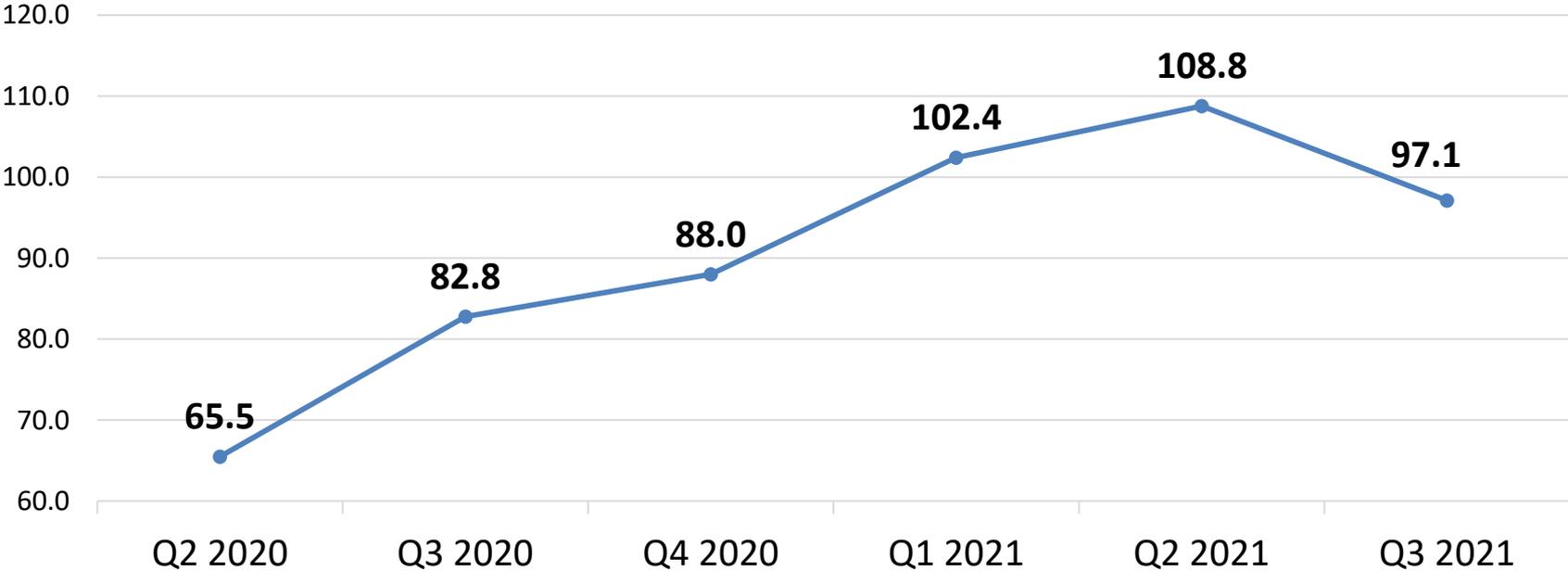


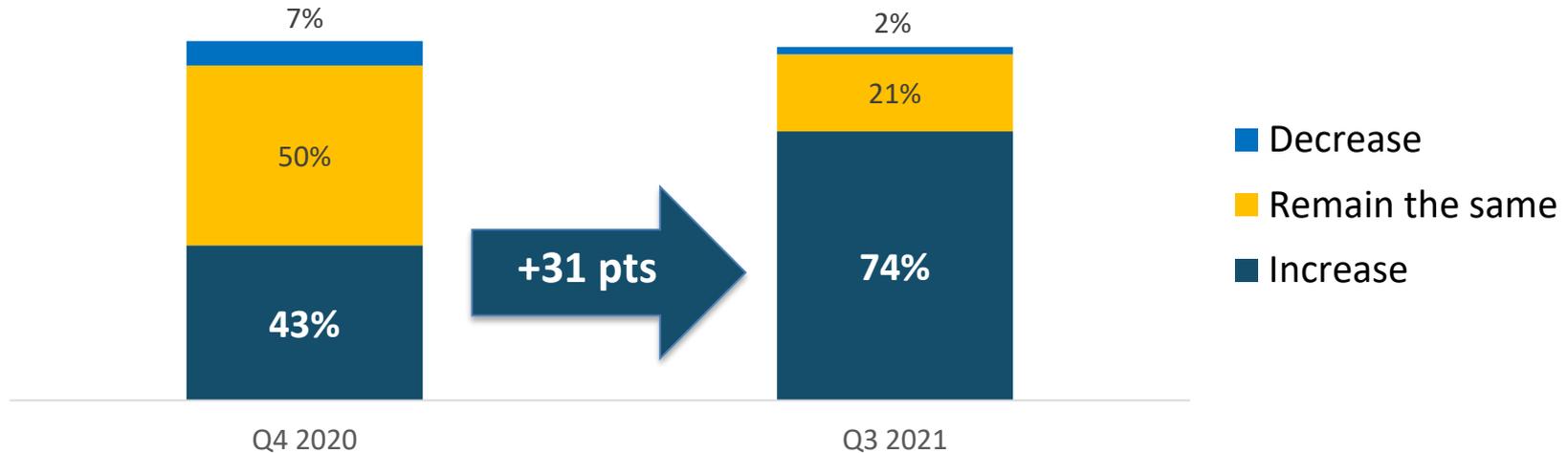
After Q2 peak driven by the release of pent-up demand, the Vistage CEO Confidence Index fell in Q3 2021



Source: Q3 2021 Vistage CEO Confidence Index n=1,620

Nearly three-quarters of CEOs report plans to raise prices in the year ahead

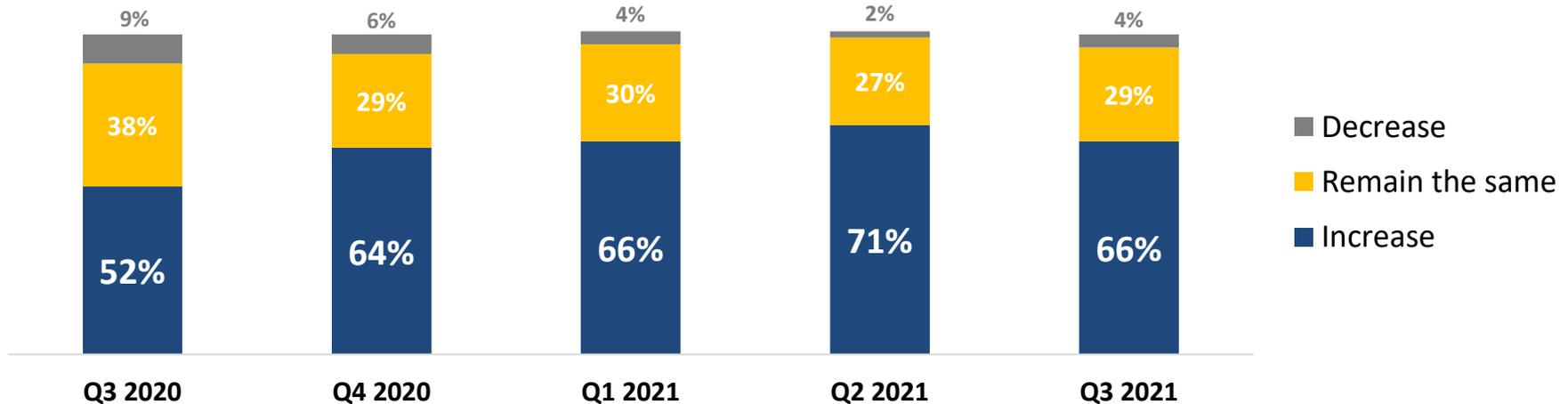
How do you expect prices for your product or service to change during the next 12 months?



Source: Q4 2020 Vistage CEO Confidence Index, n=1,519
Source: Q3 2021 Vistage CEO Confidence Index n=1,620

Workforce expansion plans for small and midsize businesses moderate to levels recorded earlier this year after Q2 boost

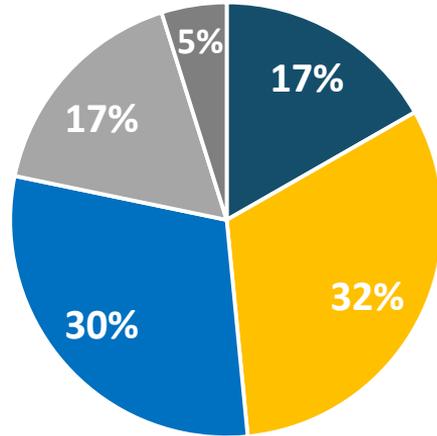
How do you expect your firm's total number of employees will change during the next 12 months?



Source: Q3 2021 Vistage CEO Confidence Index n=1,620

Nearly half of small and midsize businesses have recently increased wages by more than four percent

Which best describes how you have adjusted wages?

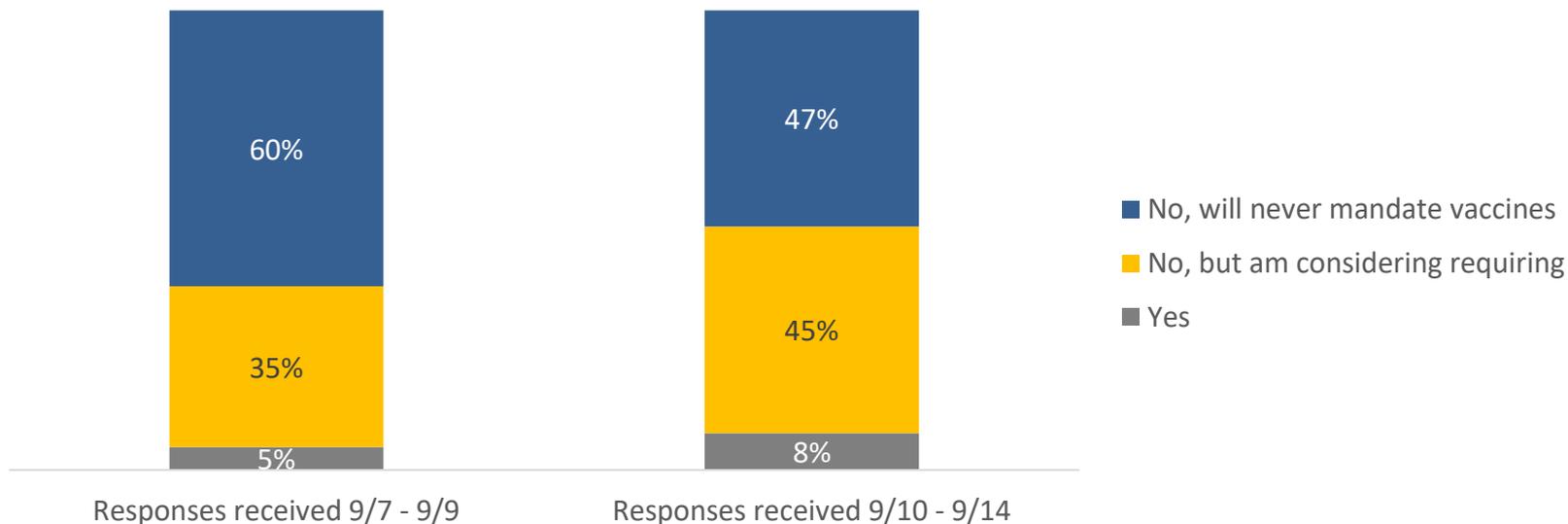


- Increased wages more than 6%
- Increased wages 4%-6%
- Increased wages 1%-3%
- Have not increased wages
- Other

Source: Q3 2021 Vantage CEO Confidence Index n=1,620

Proportion of SMBs with 100+ employees that are considering vaccine mandates jumps 10 points after mandate

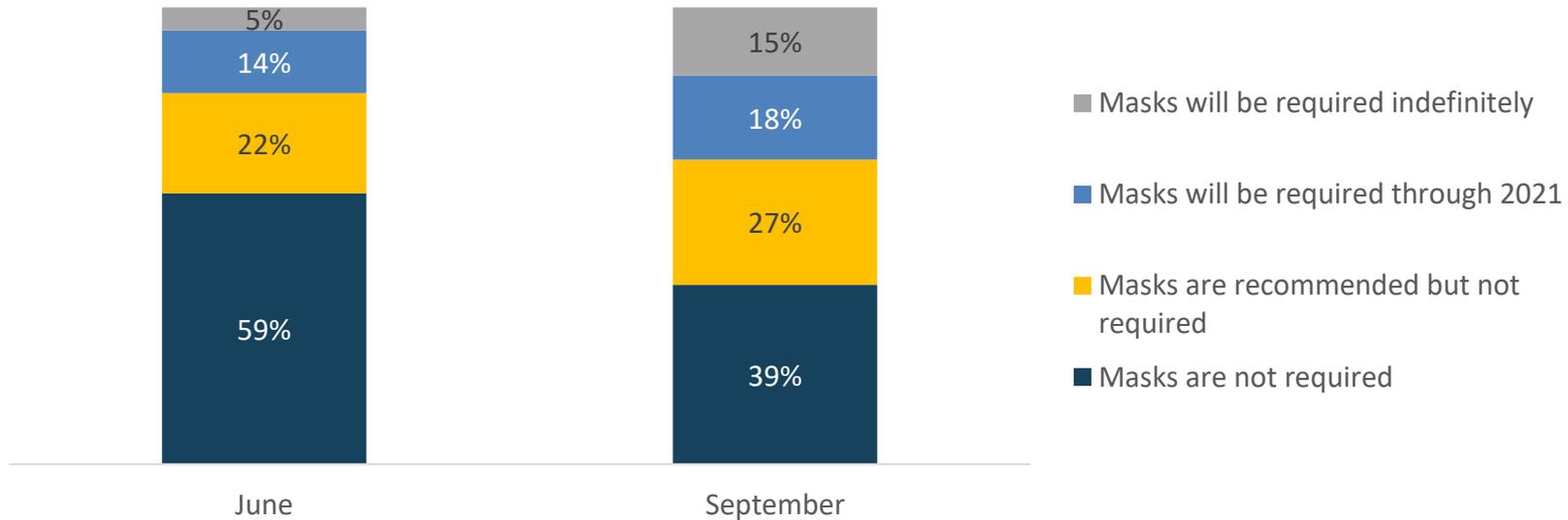
Do you currently require employees to be vaccinated?



Source: Q2 2021 Vistage CEO Confidence Index, n=1,589
Source: Q3 2021 Vistage CEO Confidence Index n=1,620

One-third of small and midsize businesses are currently requiring masks, a 14-point increase from Q2

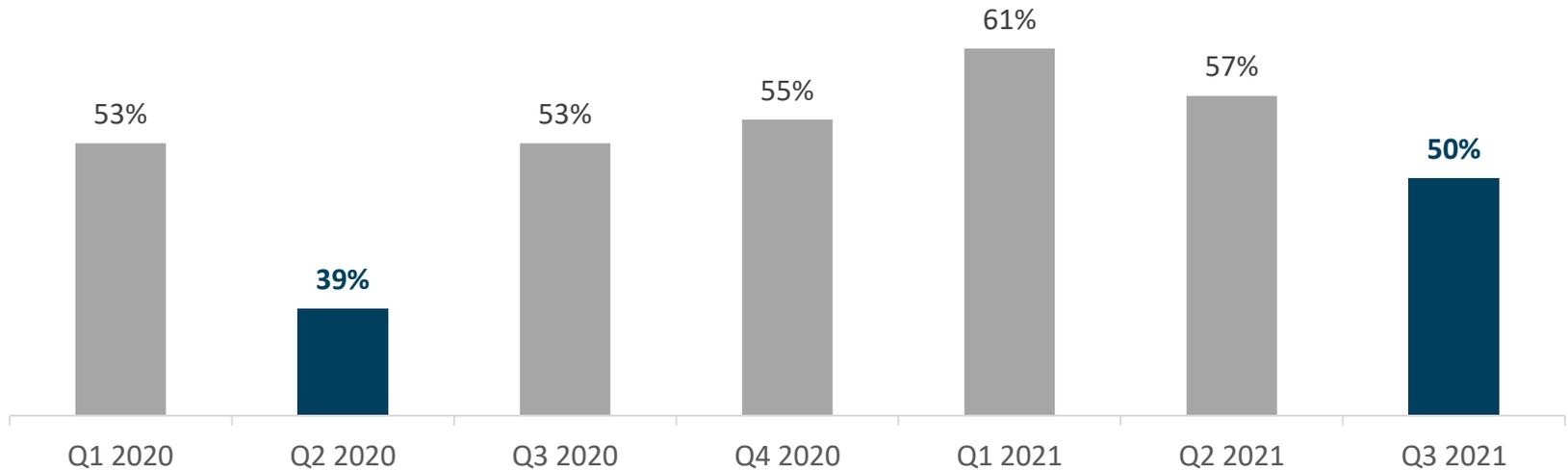
What is your current mask policy for your workplace?



Source: Q3 2021 Vistage CEO Confidence Index n=1,620

With the exception of the pandemic, profitability expectations for small and midsize businesses hit a 9-year low

Expect increased profitability in the year ahead



Source: Q3 2021 Vistage CEO Confidence Index n=1,620