The Q4 Vistage CEO Confidence Index remained stable in the face of economic uncertainty and record hiring plans.

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
Workforce expansion plans of small and midsize businesses reach a record high in Q4 2021

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

- Decrease
- Remain the same
- Increase

Q4 2020:
- 29% Decrease
- 64% Increase

Q3 2021:
- 29% Decrease
- 66% Increase

Q4 2021:
- 21% Decrease
- 76% Increase

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
Employee retention rates have gradually decreased over the course of the year, significantly changing from pandemic levels.

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Increase</th>
<th>Remain the Same</th>
<th>Decrease</th>
<th>Don't know/No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q4 2021</td>
<td>14%</td>
<td>55%</td>
<td>29%</td>
<td>1%</td>
</tr>
<tr>
<td>Q3 2021</td>
<td>12%</td>
<td>60%</td>
<td>27%</td>
<td>1%</td>
</tr>
<tr>
<td>Q2 2021</td>
<td>10%</td>
<td>65%</td>
<td>24%</td>
<td>2%</td>
</tr>
<tr>
<td>Q1 2021</td>
<td>28%</td>
<td>52%</td>
<td>18%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Source: Q4 2021 Vistage CEO Confidence Index n=1,540

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Developing the existing workforce is among the top tactics for small and midsize businesses faced with hiring challenges

What are you doing in response to hiring challenges?

- Boosting wages: 78%
- Developing existing workforce: 71%
- Refining recruitment strategies: 58%
- Allowing employees to work remotely: 48%
- Investing in automation and labor-saving devices: 44%
- Reorganizing the existing workforce: 43%
- Adding employee benefits: 40%
- Offering hiring bonuses: 29%
- Creating apprenticeship or internship programs: 29%
- Increasing overtime for existing employees: 28%
- Slowing or delaying growth: 25%

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
More than three-quarters of CEOs plan to raise prices in the year ahead, a 34-point increase from last year.

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: Q4 2021 Vistage CEO Confidence Index n=1,540
Of CEOs planning price increases in the year ahead, more than 8-in-10 indicate increases greater than 5%.

How much are you planning to increase prices in the next 12 months?

- 23%: Less than 5%
- 16%: Between 5 to 10%
- 61%: More than 10%

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
More than half of companies with 100+ employees have made changes in response to the pandemic; one-third plan no changes.

Has your business made changes in response to the ongoing pandemic, the Omicron variant or government actions?

- Less than 100 employees:
  - Uncertain/Don’t know: 6%
  - No, we have not made changes and are not planning changes: 49%
  - No, we have not made changes, but plan to: 6%
  - Yes, we have already made changes: 36%

- 100+ employees:
  - Uncertain/Don’t know: 5%
  - No, we have not made changes and are not planning changes: 33%
  - No, we have not made changes, but plan to: 7%
  - Yes, we have already made changes: 51%

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
Workplace safety protocols is the top change that small and midsize businesses are making in response to the pandemic

Which changes have you made or are planning to make response to the ongoing pandemic, the Omicron variant or government actions?

<table>
<thead>
<tr>
<th>Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety protocols in the workplace</td>
<td>75%</td>
</tr>
<tr>
<td>Masking policies</td>
<td>63%</td>
</tr>
<tr>
<td>Return-to-work plans</td>
<td>50%</td>
</tr>
<tr>
<td>Vaccination policies</td>
<td>41%</td>
</tr>
<tr>
<td>Testing policies</td>
<td>38%</td>
</tr>
<tr>
<td>Business travel</td>
<td>30%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

Source: Q4 2021 Vistage CEO Confidence Index n=1,540

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After spike in Q1 2021, profitability expectations of CEOs remain low in the face of rising prices and inflationary pressures.

Expect increased profitability in the year ahead.

Source: Q4 2021 Vistage CEO Confidence Index n=1,540
Over one-third of CEOs report their supply chain is slowly getting better, a 10-point increase since Q3.

Which best describes your supply chain?

- Slowly getting better
- Getting worse
- No problem
- Other

Source: Q4 2021 Vistage CEO Confidence Index n=1,540