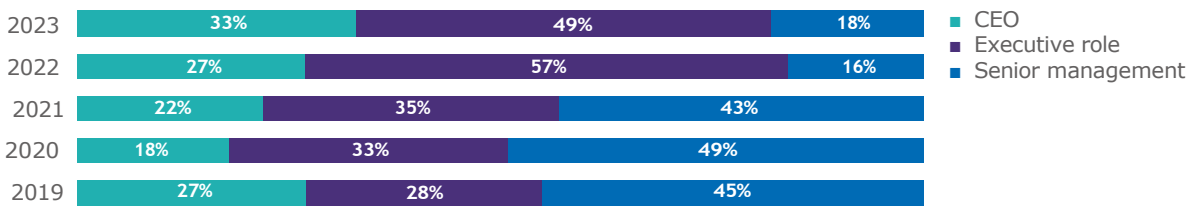




ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE MAJOR TRENDS IN CEO HIRING IN CZECHIA AND SLOVAKIA

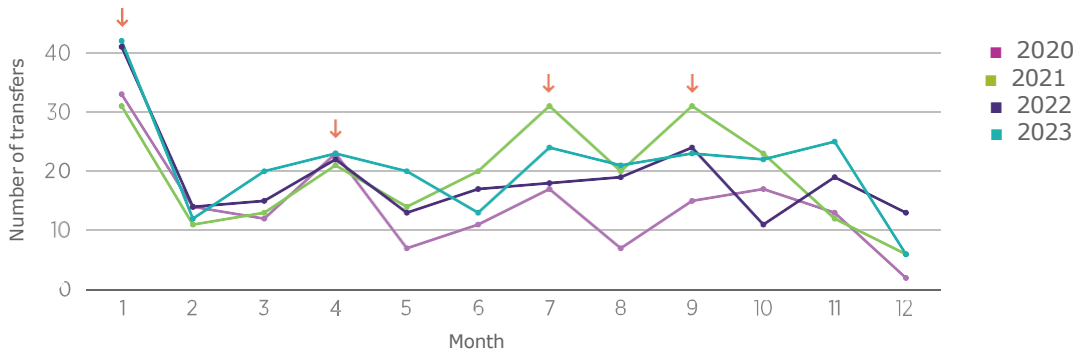
▶ IN TERMS OF OVERALL NUMBERS, THE WORLD OF CEOs REMAINED STABLE. THE NUMBER OF NEW CEOs IN 2023 INCREASED BY 5%.

DISTRIBUTION OF RECRUITMENT BY SENIORITY ACROSS THE YEARS



▶ As in the previous year, the recruitment of CEOs was evenly distributed over the individual quarters.

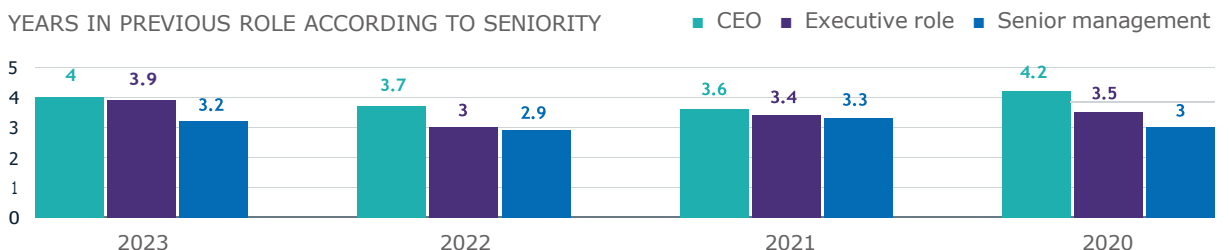
▶ New CEOs assume their roles every quarter, specifically in January, April, July, and September.



▶ The duration in a previous role remained without major jumps. It has slightly increased from 2021, by approximately a quarter of a year.

- In 2023, 64% of corporate companies promoted their CEOs internally, which is also related to the increasing length of their previous role.
- Compared to other members of TOP and senior management, it is generally above the average, which is 3.8 years.

YEARS IN PREVIOUS ROLE ACCORDING TO SENIORITY





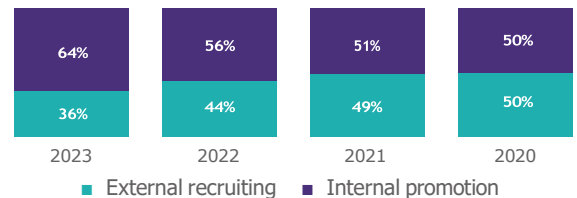
▶ The **representation of women** in CEO roles was stable between 20-25% from the years 2020 to 2023.

▶ The **proportion of expatriates** within the market typically falls within the range of 10-11%. However, in 2020, most likely due to the pandemic, the proportion of expatriates decreased to 6%. However, as the data suggests, this percentage quickly returned to its original values.

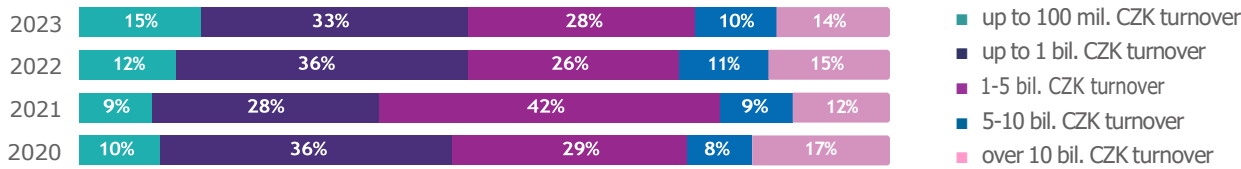
▶ Since the pandemic, there has been an **increased number of expatriates in CEO roles in locally owned companies**. There were 15% in 2023 (compared to 10% in 2022 and 8% in 2021). However, in corporations, the number of expatriate CEOs has been decreasing over the years. In 2023, it was 18%, compared to 22% in 2022 and 24% in 2021.

▶ **External recruitment** in corporations is slowly losing its breath from 2020. We see this very clearly in the number of CEOs coming internally - 64%. In contrast, externally selected CEOs remain more prevalent in locally-owned companies, with 61% of external selection.

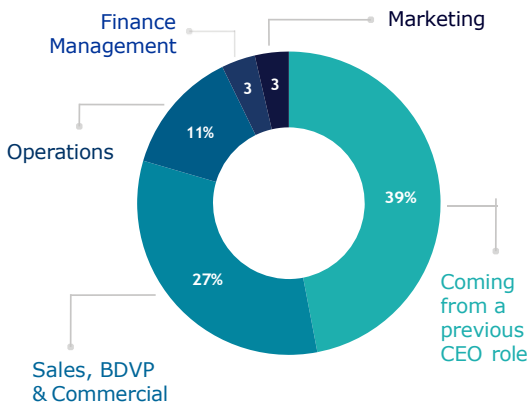
DEVELOPMENT OF EXTERNAL REVIVAL OF CEOs IN CORPORATIONS



▶ The size of the companies that new CEOs join has not changed fundamentally since 2022, and the distribution remains stable. The exception was 2021 when, compared to other years, companies with a turnover of 1-5 billion CZK changed their CEOs more.



Which roles lead to a CEO position in 2023?



In which segments did CEOs change most often?





We are Executive Search.

Business Intelligence is fully integrated into our operations and practices. We consistently monitor and analyze trends within our leadership community.

We are in the process of developing a tool based on Artificial Intelligence, designed to forecast the success of a leader in a particular role and business, aligning with the company's culture and values.

A crucial component of our operations involves comprehensive psychological testing, aimed at evaluating and enhancing leaders while facilitating their successful integration. Collaborating with colleagues from INSEAD, Anderson Willinger has identified vital areas, including personality traits, essential for navigating organizations amidst today's turbulent times, whether through external recruitment or internal promotion.

Leveraging this insight, the AW team has curated top-tier global tools to discern the current status of both the company and its leaders, pinpointing critical areas for development.

We not only provide our clients with assistance in setting a strategy and selecting key executives; we also serve as partners in educating and inspiring top management about current global trends.

In addition to our market research on Executive Education, here is a list of our premium workshops.

- AI, People Analytics, Data Analysis and use of ChatGPT for HR Directorship
- AI, People Analytics for CEOs
- Positive Intelligence Workshop
- Leader 's Shadows Workshop

