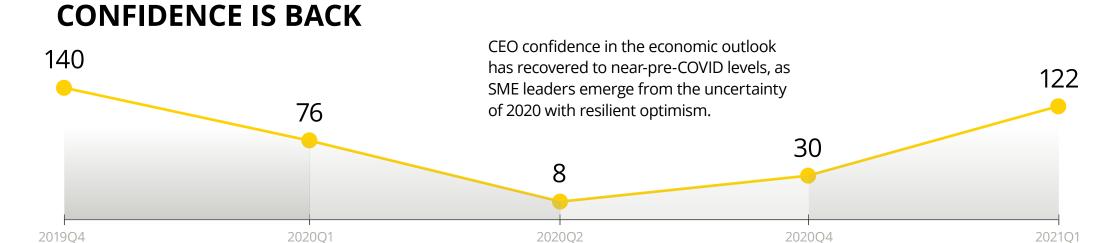
TEC CEO Confidence Index

The Executive Connection CEO Confidence Index March Quarter 2021 reveals CEOs are hungry to release their ambition on a new year. One year on from COVID-19 hitting the shores of Australia and New Zealand, business leaders have learned

to live with, rather than react to, the virus. Armed with fresh perspective, CEOs are looking to the year ahead with realistic optimism – a strong belief in their capacity to grow and focused business investment to realise success.

Responses from 152 SME CEOs across a diverse range of industries were received in the 19 days to Friday 12 March 2021.



RESILIENT, REALISTIC AND RAMPING

Business leaders have started the year with a sense of positive realism. After learned to adapt to challenges that are thrown their way.

We anticipate a bounce back in visits to our market, as well as tourism to our Cellar Door. Shifting the focus of the business to more premium products and services is the best strategy moving forward." **Chris Tyrrell** COO, Tyrrell's, NSW

a challenging 12 months, they are no longer living in fear of COVID-19 but have

The success of our home and garden business arm saw us exceed budgets in 2020. We attracted a lot of new gardeners, so now the challenge will be to hold onto them as we continue to grow in 2021. We are also conscious that while some industries like ours have boomed, the impact on the sectors that lost out during the pandemic has yet to

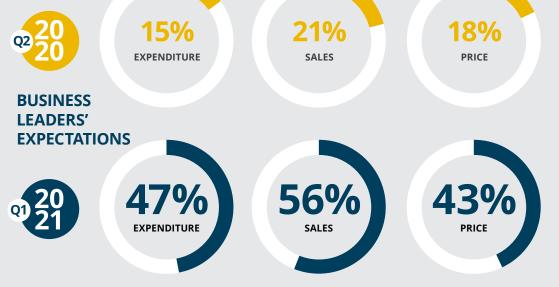
fully play-out in the economy. We anticipate that the polarities in the

economic wellbeing of our citizens will once again widen."

Lisa Bovd

Managing Director, Seasol International Pty Ltd, VIC

CEOS RELEASE AMBITION



CEOs are hungry for new opportunities and anticipate growth over the next 12 months. Leaders are signalling a strong focus on the elements of their business they can control, with an uptick in investment, anticipated sales, and planned price rises.

PATHWAY TO PROFITABILITY

In 2020 almost half of business leaders predicted their profit would grow

Now in 2021, two out of three CEOs expect their profit to grow

There is a fresh perspective towards achieving success, with CEOs and business owners confident in their path to increased profitability.

DIVERSE EXPERIENCES AND DIVERSIFIED OFFERINGS

Business leaders are conscious that the pandemic has been felt differently in different sectors and parts of the country. SMEs have a renewed focus on diversification in product and service offerings, carving out new pathways to success.



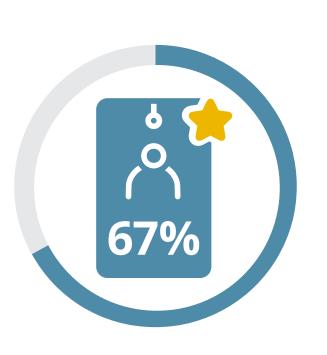
As a result of implementing improved technologies, we expect to diversify into other industries by

Brad Noble

Chief Executive Officer, Noble Engineering, NSW

passing on cost reductions."

PEOPLE-POWERED GROWTH



More than two thirds of business leaders plan to increase their number of employees in the next 12 months

EXPANDING WORKFORCE



Brooke Hayes Home Loan Experts, NSW

"We are in a significant growth period in our sales and support teams, and expect this to flow through to increased revenue and profitability across multiple income streams in the next year. As a result of this growth, we will continue to hire another 150% of existing workforce."

TEC

For more information visit www.tec.com.au ☐ /company/the-executive-connection-tec