## **Fortune/Deloitte CEO Survey**

### October 2020 Highlights

More than 125 CEOs participated in a recent Fortune/Deloitte CEO Survey, the second in a series of three

#### CEOs predict revenue to return faster than employees



47%

of CEOs expect revenues to be fully recovered by January 2021

#### When do you predict that the following will return to pre-crisis levels?



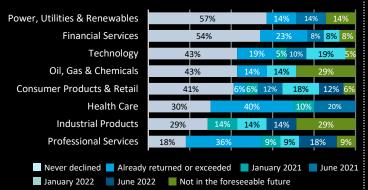
%: June 2020 survey results

#### Health Care CEOs anticipate full recovery by June 2021

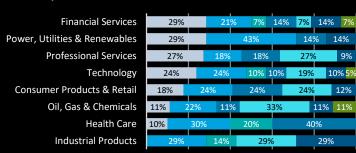


CEOs expect faster recovery of revenues to pre-crisis levels than employee levels, with Health Care as the only industry to expect to fully recover employee levels in the foreseeable future

#### Return to pre-crisis levels - Employees



#### Return to pre-crisis levels – Revenues



# 7

Pandemic shifts accelerate digital transformation, focus on sustainability, and new partnerships

CEOs indicated their level of agreement with the following statements:

Our digital transformation has significantly accelerated during the crisis

Our company will sustain focus on sustainability and carbon reductions

74% Crisis created significant new opportunities for our company

70% Pandemic is fostering formation of new partnerships and alliances

Crisis has improved our outlook for greater profitability in medium-to-long term

Our company will likely expand workforce in next six months

Our supply chain needs to be redesigned as result of pandemic

Our company will likely reduce workforce in next six months

# Path to financial recovery: Vaccine and advancements in therapeutics capture top two rankings

What do CEOs think is necessary to financially recover from the economic crisis caused by the pandemic? They ranked eight factors in this order:

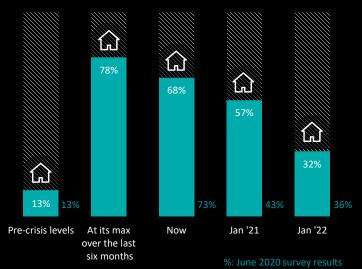


#### Shift to remote workforce continues to be the new norm



CEOs expect almost one-third of employees to be working remotely in January 2022

#### Avg. percentage of employees expected to work remotely



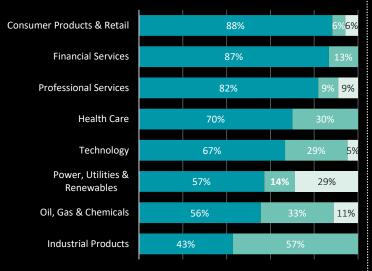
#### **Future office space needs**



of CEOs say their companies will need less office space in the future

A notable industry outlier: 29% of Power, Utilities & Renewables CEOs expect needing more office space in the future

#### Office space needs as compared to before the pandemic



- Less office space required than before the pandemic
- No change
- More office space than we had before the pandemic

#### Diversity, Equity, and Inclusion (DEI) initiatives are on the rise



of CEOs agree DEI is a strategic priority/goal for them

What DEI areas are CEOs prioritizing or investing in over the next 12 months?

Talent recruitment, development, advancement, and retention

DEI data and metrics transparency

Internal policies and processes

68% Community engagement/philanthropy

Executive leadership composition

43% Supplier relationships

42% Partnerships/alliances

Public policy and advocacy

Product/service portfolio

Branding/marketing

#### Where CEOs say their companies have struggled the most during the crisis

Productivity Commodity Policy/Regulatory Lack of travel Fundraising realignment

Declining revenues Engagement Demand decline Logistic constraints Commodity volatility

# Employee wellbeing

Collaboration COVID Regulations Problem solving

Logistic constraints
Supply chain challenges Cash constraints Agility Weak demand Macro economic volatility Lock down

of CEOs say employees are more innovative in the virtual workforce environment; 37% say less innovative

of CEOs say they have taken action to support the mental health and well-being of employees over the past six months

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