

HEIDRICK & STRUGGLES

Route to the Top 2021 Snapshot: Belgium

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Key demographics

■ Belgium ■ Europe overall ■ Global

Average age now

57

56 Europe overall

56 Global

Average age at appointment

46

49 Europe overall

49 Global

Appointed before age 45

48%

25% Europe overall

25% Global

New CEO <1 year

5%

13% Europe overall

14% Global

Average tenure (years)

11.1

6.7 Europe overall

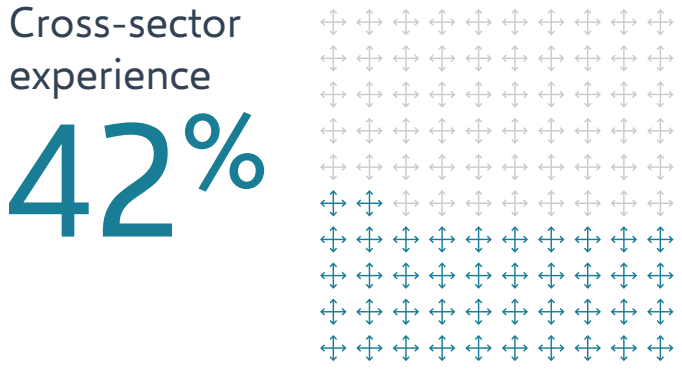
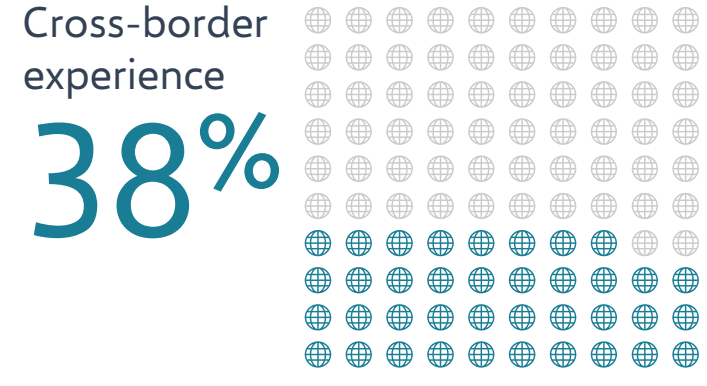
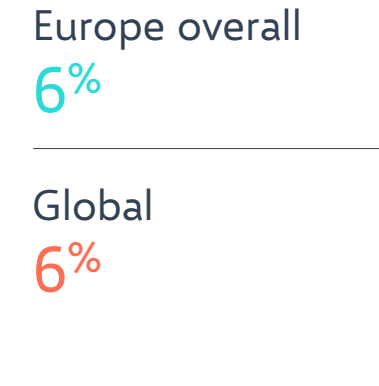
6.6 Global

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Diversity

■ Belgium ■ Europe overall ■ Global

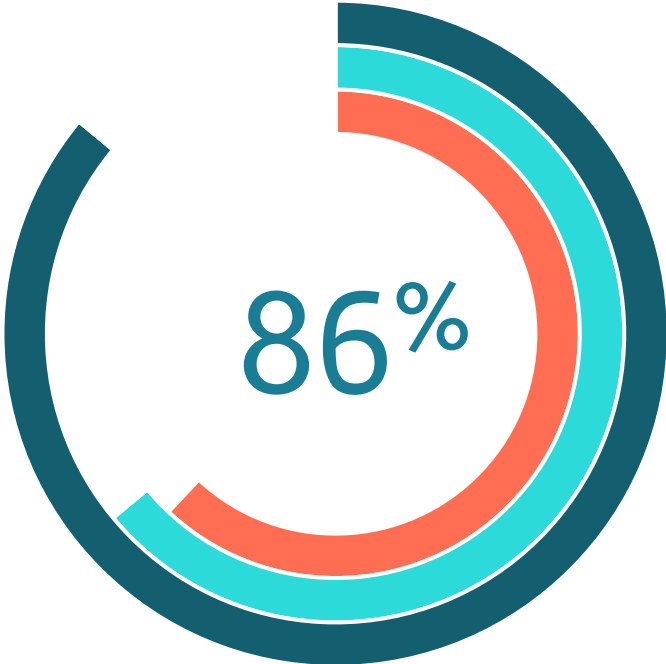


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Education

■ Belgium ■ Europe overall ■ Global

Advanced



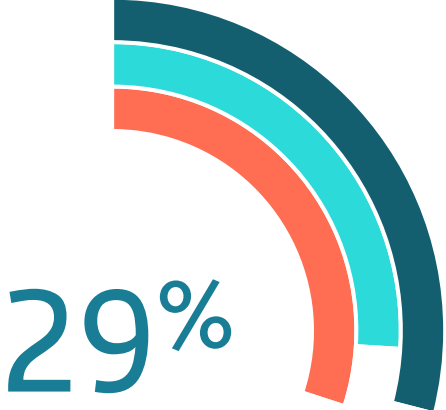
Europe overall

64%

Global

62%

MBA



Europe overall

27%

Global

30%

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Appointment background

■ Belgium ■ Europe overall ■ Global



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C-suite experience

■ Belgium ■ Europe overall ■ Global

C-suite experience overall: Yes

71%

78% Europe overall

78% Global

CEO

33%

47% Europe overall

47% Global

CFO

29%

20% Europe overall

18% Global

COO

10%

18% Europe overall

21% Global

Other C-suite

19%

15% Europe overall

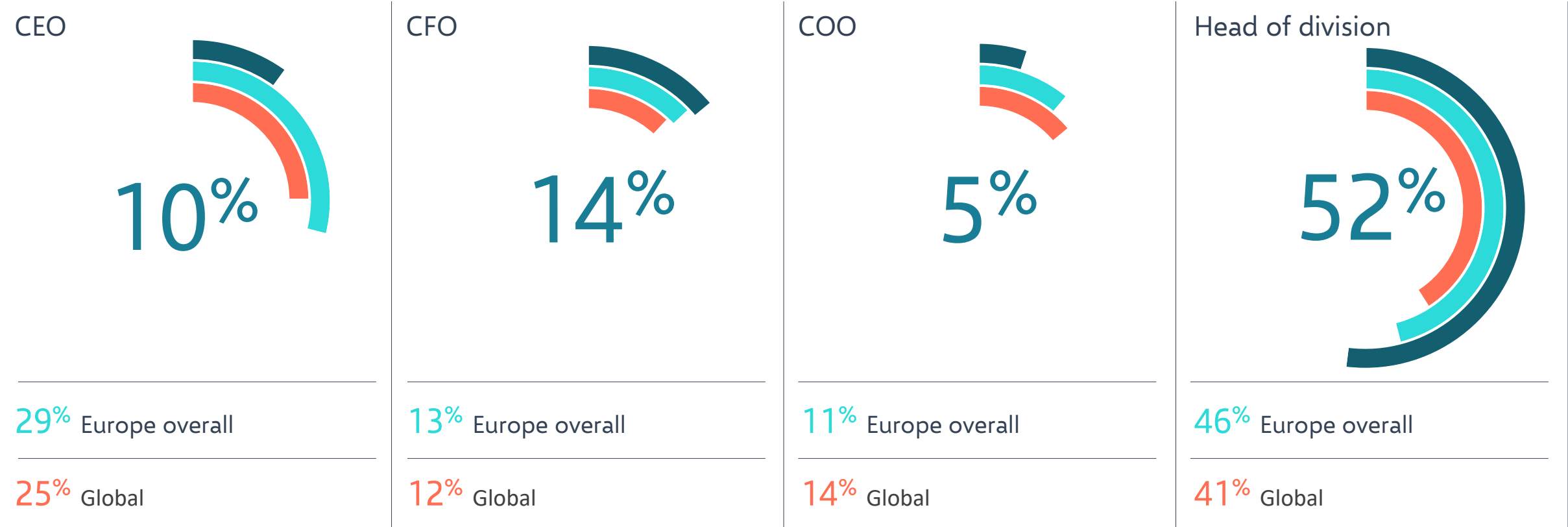
17% Global

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Experience in previous 2 roles

■ Belgium ■ Europe overall ■ Global



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