



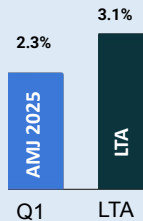
CEO Movement Index – Apr to Jun 2025 Quarter ('AMJ' Quarter)

This edition of the CEO Movement Index maps the CEO transitions in the ET 500 firms and our own, curated list of 100 unlisted firms across 20 sectors, in the April to June 2025 quarter. Brought to you by the CEO Practice of Resource Bridge, a specialist CEO and CFO search firm.

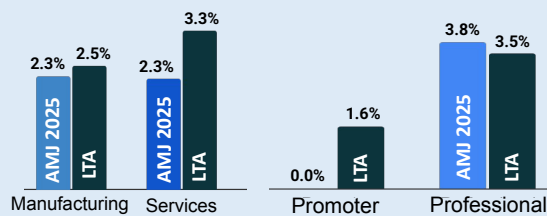
*LTA - Long Term Average of 13+ Qtrs

CEO Movement in Firms in AMJ 25 Quarter

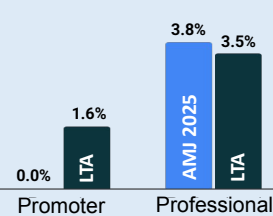
1. Quarterly vs Long term movement



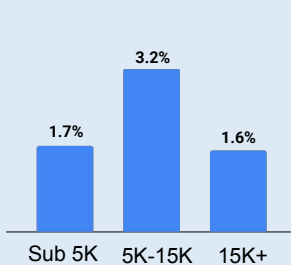
2. Manufacturing vs Services Firms



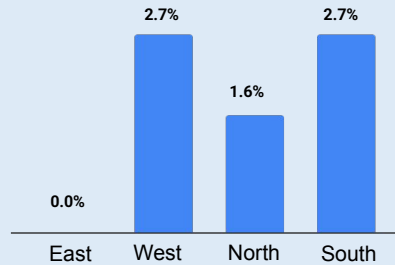
3. Promoter vs Professional



4. Revenue



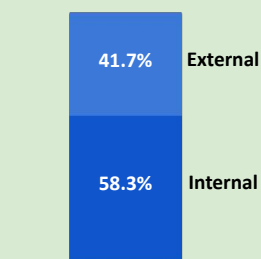
5. City/Region-wise CEO Movements



- In the AMJ 2025 quarter, 2.3% of the 500+ companies studied, had a CEO change - vs 3.1% long-term average (fig 1).
- The CEO movement was broadly in line with the long-term CEO movement trends:
 - Manufacturing firm had a 2.3% churn, while services had a small reduction to 2.3%, compared to LTA (fig 2)
 - Promoter firms had a much lower CEO change than professional firms (fig 3). All the CEO movements in the AMJ 2025 quarter were within professional firms.
 - Firms in the '5000 - 15000c' turnover bucket had the highest churn (fig 4) - firms approaching 5000c turnover need to be mindful of the higher probability of losing the CEO
 - West and South regions continue to lead with higher CEO churn (fig 5)
- Unlike CFO movement which has stayed at elevated levels in the last few quarters, CEO movements are muted.

Where the CEOs come from

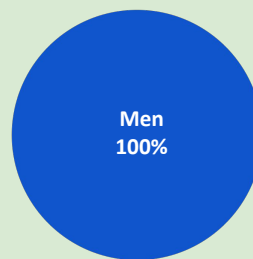
1. External - Internal



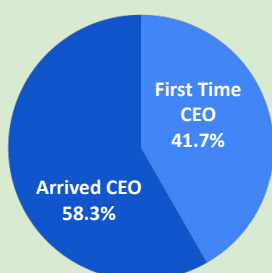
2. Work Function



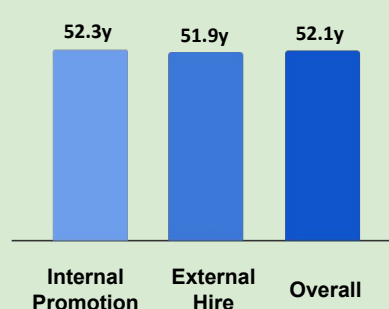
3. By Gender



4. First Time CEO vs Arrived CEO



5. Age at Appointment



- Even in terms of where the CEOs come from, this quarter is broadly 'on trend' with the long-term averages:
 - 58.3% of the CEOs come through internal elevations (vs 61% for the long term) (fig 1)
 - Typically, over the long term, 58% of the CEOs come from Sales/Marketing background - this time, it is lower at 33.3% (fig 2)
 - Compared to CFO (92% men), CEOs tend to be more of men (98%) - in this quarter, there were no women CEO elevations at all (fig 3)
 - 42% of the CEOs were first-timers to a CEO role, with the rest 58% being those who were already a CEO elsewhere (fig 4)
 - In the quarter, the CEOs who joined/elevated as CEO are slightly older than normal - 52y on average in this quarter vs 47-48y as long term average (fig 5).

Enquiries or clarifications? Reach us at mona@resource-bridge.com. Resource Bridge is a specialist executive search firm specializing in helping clients hire CEOs and CFOs only. More at www.resource-bridge.com.

ABOUT US

We are a *specialized executive search* firm, helping our clients hire CEOs and CFOs. Within these two roles, we have executed more than ~50 successful CFO searches and 15+ CEO searches in just the last few years.

Some of the recent mandates, as examples, include the following:

CEO Practice

- MD & CEO for listed building materials major
- MD for a \$700M, overseas chemicals business of an Indian Conglomerate
- Dy MD, for a 4000c commodity chemicals business
- Chief Marketing Officer (CMO) for a €300M Ex-US Business of a Pharma Major
- DMD & CEO for a Rs 800c Castings Major
- MD & CEO for a listed FMS (Facility Management Services) major
- COO for a bed and bath major

CFO Practice

- Group CFO for a 40,000c listed metal major
- Group CFO for an unlisted, Rs 11,000c+ auto OEM
- Group CFO for a Rs 6,000c+ listed chemicals firm
- CFO for an IPO bound, 1500c, PE-investee, construction equipment major
- CFO for a listed IT firm
- Global CFO for a recent \$1.1B global acquisition by an Indian conglomerate
- CFO for a large player in insurance space; also for a SFB

You can find more about us, including more mandates as well as about our recent publications, at www.resource-bridge.com.

For enquiries, please feel free to reach us at mona@resource-bridge.com or call us at +91 98339 28616.