

## CEO COMPENSATION 2015 - 2025

900+ Companies, One Question — what do CEOs of India Inc. earn?

### Average CEO Compensation

7.91c

On average CEO actually took home ₹7.91c in salaries, commissions, perks and retirals.

### CEO Compensation Growth Trend

2.0%

FY25 over FY24 VS

9.0%

10 Year CAGR

### Regional Contrast

North **7.92c** Highest

East **5.26c** Lowest

### CEO Compensation (FY25 over FY24) Sector-wise Growth

**Low**

<0%

Decline in CEO compensation

- Plastics
- Building Materials
- Professional Services
- Consumer goods

**Moderate**

0-4%

Growth in CEO compensation

- Chemicals
- Machinery
- Pharma
- Metals
- Const. & Real Estate
- Retail

**Above Average**

4-8%

Growth in CEO compensation

- BFSI
- Entertainment

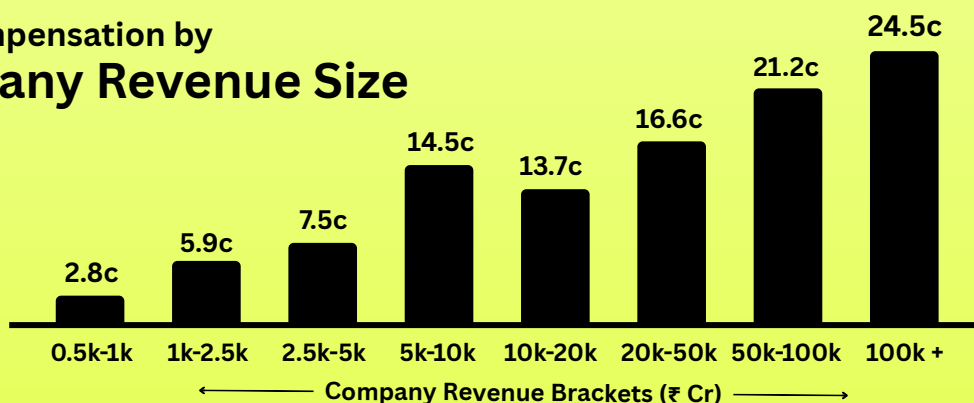
**High**

8%+

Growth in CEO compensation

- IT
- Electrical Equipment
- Logistics
- FMCG
- Energies
- Apparels
- Food and Bev
- Healthcare

### CEO Compensation by Company Revenue Size



# Key Points to remember about the Study

- Based on 936 companies' data, from their annual reports and annual returns.
- CEO includes anyone who is a KMP and who is titled CMD, MD, MD & CEO or CEO.
- The compensation reflects the total amount received by the CEOs during the financial year. This could include 'salary', value of 'perquisites', 'commission' actually received and others. Some elements that reflect in a letter (e.g., ESOPs) but have not accrued in that year will not be included in above. Also, non-cash benefits may not be included.
- Data normalized wherever required, to make comparisons meaningful and easier - for instance, when comparing CEO's compensation in Services vs Manufacturing Companies, given that Services Companies *proportionately* have more large (e.g., TCS, Infy, Wipro, Airtel) or 'Less than 10K turnover' (e.g., Zensar, Birlasoft) with few in the middle, we have adjusted for this size-skew.

## About Us

We are a *specialized* and *unique* executive search firm - we specialize and focus only on two roles (*CEO* and *CFO*), with all our systems and capabilities fine-tuned to these two practices. We have tweaked our business model and evolved interventions that truly make us unique. If you are ever in the market to hire a CEO or CFO, you would benefit from talking to us - the specialists!

Contact: Mona | [mona@resource-bridge.com](mailto:mona@resource-bridge.com) | +91 98339 28616

