

# Global CEO Turnover Index Q2 2025



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INDEX Count of incoming CEOs															
		Global	SP500	FTSE100	ASX200	CAC40	DAX40	EuroNext100	FTSE250	HANGSENG	Nikkei225	NSEnifty50	SPTSXCom- posite	STI	SMI
	<b>Total companies</b>	1853	500	100	201	40	40	100	250	85	225	50	212	30	20
<b>Year</b>	<b>Quarter</b>														
<b>2019</b>	Q1	53	22	3	7	1	1	3	5	0	2	1	5	1	2
	Q2	81	18	4	6	2	3	3	9	3	26	0	7	0	0
	Q3	41	11	3	8	1	0	4	6	4	1	1	2	0	0
	Q4	38	16	4	3	0	2	3	4	1	2	0	3	0	0
<b>2020</b>	Q1	59	20	4	7	0	3	1	3	3	2	2	13	0	1
	Q2	63	21	4	2	1	0	2	4	2	16	4	7	0	0
	Q3	46	9	6	6	1	1	2	8	3	0	1	8	1	0
	Q4	37	11	2	3	1	1	2	6	2	1	1	5	0	2
<b>2021</b>	Q1	69	22	3	7	6	1	6	7	2	5	1	7	2	0
	Q2	59	12	2	7	1	4	1	2	1	18	1	8	1	1
	Q3	33	6	2	8	2	0	4	0	5	2	0	3	1	0
	Q4	26	6	3	3	0	1	0	5	1	0	1	5	1	0
<b>2022</b>	Q1	59	22	4	7	0	0	2	5	2	5	0	11	1	0
	Q2	63	13	4	3	2	1	2	8	2	14	1	10	2	1
	Q3	39	14	3	11	1	1	1	3	1	0	1	2	0	1
	Q4	33	11	2	5	0	1	2	7	0	1	0	4	0	0
<b>2023</b>	Q1	56	15	6	12	0	2	1	3	3	1	2	8	2	1
	Q2	74	16	5	5	2	2	5	3	2	18	4	12	0	0
	Q3	27	10	3	4	0	0	0	7	1	1	0	1	0	0
	Q4	24	3	2	3	0	0	1	1	4	1	2	6	0	1
<b>2024</b>	Q1	73	22	8	9	2	1	3	7	3	4	2	12	0	0
	Q2	67	16	0	6	0	1	5	7	3	21	1	3	1	3
	Q3	48	15	5	6	0	2	1	4	3	1	0	5	2	4
	Q4	31	7	1	6	1	2	2	5	3	1	0	2	1	0
<b>2025</b>	Q1	50	20	2	7	0	0	2	7	0	4	0	7	1	0
	Q2	64	17	1	4	3	1	6	3	2	21	0	5	1	0

INDEX Percentage of incoming CEOs															
		Global	SP500	FTSE100	ASX200	CAC40	DAX40	EuroNext100	FTSE250	HANGSENG	Nikkei225	NSENifty50	SPTSXCom- posite	STI	SMI
	<b>Total companies</b>	1853	500	100	201	40	40	100	250	85	225	50	212	30	20
<b>Year</b>	<b>Quarter</b>														
<b>2019</b>	Q1	2.9%	4.4%	3%	3.5%	2.5%	2.5%	3%	2%	0%	0.9%	2%	2.2%	3.4%	10%
	Q2	4.4%	3.6%	4%	3%	5%	7.5%	3%	3.6%	4%	11.6%	0%	3.1%	0%	0%
	Q3	2.2%	2.2%	3%	4%	2.5%	0%	4%	2.4%	5.3%	0.4%	2%	0.9%	0%	0%
	Q4	2%	3.2%	4%	1.5%	0%	5%	3%	1.6%	1.3%	0.9%	0%	1.3%	0%	0%
<b>2020</b>	Q1	3.2%	4%	4%	3.5%	0%	7.5%	1%	1.2%	4%	0.9%	4%	5.8%	0%	5%
	Q2	3.4%	4.2%	4%	1%	2.5%	0%	2%	1.6%	2.7%	7.1%	8%	3.1%	0%	0%
	Q3	2.5%	1.8%	6%	3%	2.5%	2.5%	2%	3.2%	4%	0%	2%	3.5%	3.4%	0%
	Q4	2%	2.2%	2%	1.5%	2.5%	2.5%	2%	2.4%	2.7%	0.4%	2%	2.2%	0%	10%
<b>2021</b>	Q1	3.7%	4.4%	3%	3.5%	15%	2.5%	6%	2.8%	2.7%	2.2%	2%	3.1%	6.9%	0%
	Q2	3.2%	2.4%	2%	3.5%	2.5%	10%	1%	0.8%	1.3%	8%	2%	3.5%	3.4%	5%
	Q3	1.8%	1.2%	2%	4%	5%	0%	4%	0%	6.7%	0.9%	0%	1.3%	3.4%	0%
	Q4	1.4%	1.2%	3%	1.5%	0%	2.5%	0%	2%	1.3%	0%	2%	2.2%	3.4%	0%
<b>2022</b>	Q1	3.2%	4.4%	4%	3.5%	0%	0%	2%	2%	2.7%	2.2%	0%	4.9%	3.4%	0%
	Q2	3.4%	2.6%	4%	1.5%	5%	2.5%	2%	3.2%	2.7%	6.2%	2%	4.4%	6.9%	5%
	Q3	2.1%	2.8%	3%	5.5%	2.5%	2.5%	1%	1.2%	1.3%	0%	2%	0.9%	0%	5%
	Q4	1.8%	2.2%	2%	2.5%	0%	2.5%	2%	2.8%	0%	0.4%	0%	1.8%	0%	0%
<b>2023</b>	Q1	3%	3%	6%	6%	0%	5%	1%	1.2%	4%	0.4%	4%	3.5%	6.9%	5%
	Q2	4%	3.2%	5%	2.5%	5%	5%	6%	1.2%	2.6%	8%	8%	5.3%	0%	0%
	Q3	1.5%	2%	3%	2%	0%	0%	0%	2.8%	1.3%	0.4%	0%	0.4%	0%	0%
	Q4	1.3%	0.6%	2%	1.5%	0%	0%	1%	0.4%	4.9%	0.4%	4%	2.7%	0%	5%
<b>2024</b>	Q1	3.9%	4.4%	8%	4.5%	5%	2.6%	3%	2.8%	3.7%	1.8%	4%	5.4%	0%	0%
	Q2	3.6%	3.2%	0%	3%	0%	2.5%	5%	2.8%	3.7%	9.3%	2%	1.3%	3.3%	15%
	Q3	2.6%	3%	4.9%	3%	0%	5%	1%	1.6%	3.7%	0.4%	0%	2.2%	6.7%	20%
	Q4	1.7%	1.4%	1%	3%	2.5%	4.9%	2%	2%	3.6%	0.4%	0%	0.9%	3.3%	0%
<b>2025</b>	Q1	2.7%	4%	2%	3.5%	0%	0%	2%	2.8%	0%	1.8%	0%	3.2%	3.3%	0%
	Q2	3.5%	3.4%	1%	2%	7.5%	2.5%	6%	1.2%	2.4%	9.3%	0%	2.4%	3.3%	0%

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INDEX Count of incoming CEOs by Gender																													
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	49	4	19	3	3	0	7	0	1	0	1	0	2	1	5	0	0	0	2	0	1	0	5	0	1	0	2	0
	Q2	74	7	16	2	4	0	6	0	2	0	3	0	2	1	6	3	2	1	26	0	0	0	7	0	0	0	0	0
	Q3	37	4	10	1	3	0	6	2	1	0	0	0	3	1	6	0	4	0	1	0	1	0	2	0	0	0	0	0
	Q4	35	3	16	0	2	2	3	0	0	0	1	1	3	0	4	0	1	0	2	0	0	0	3	0	0	0	0	0
2020	Q1	55	4	17	3	4	0	7	0	0	0	3	0	0	1	3	0	3	0	2	0	2	0	13	0	0	0	1	0
	Q2	58	5	17	4	4	0	2	0	1	0	0	0	2	0	4	0	2	0	16	0	4	0	6	1	0	0	0	0
	Q3	43	3	8	1	5	1	6	0	1	0	1	0	2	0	7	1	3	0	0	0	1	0	8	0	1	0	0	0
	Q4	34	3	10	1	2	0	3	0	1	0	1	0	2	0	5	1	2	0	1	0	1	0	4	1	0	0	2	0
2021	Q1	59	10	18	4	1	2	7	0	5	1	1	0	5	1	6	1	2	0	5	0	1	0	7	0	1	1	0	0
	Q2	55	4	12	0	2	0	7	0	1	0	3	1	0	1	1	1	1	0	18	0	1	0	8	0	0	1	1	0
	Q3	30	3	6	0	2	0	6	2	2	0	0	0	4	0	0	0	4	1	2	0	0	0	3	0	1	0	0	0
	Q4	26	0	6	0	3	0	3	0	0	0	1	0	0	0	5	0	1	0	0	0	1	0	5	0	1	0	0	0
2022	Q1	51	8	19	3	3	1	6	1	0	0	0	0	1	1	5	0	1	1	5	0	0	0	10	1	1	0	0	0
	Q2	53	10	12	1	3	1	2	1	1	1	1	0	1	1	5	3	2	0	14	0	1	0	8	2	2	0	1	0
	Q3	34	5	13	1	3	0	9	2	0	1	1	0	0	1	3	0	1	0	0	0	1	0	2	0	0	0	1	0
	Q4	31	2	9	2	2	0	5	0	0	0	1	0	2	0	7	0	0	0	1	0	0	0	4	0	0	0	0	0
2023	Q1	48	8	12	3	5	1	9	3	0	0	2	0	1	0	3	0	2	1	1	0	2	0	8	0	2	0	1	0
	Q2	66	8	15	1	3	2	4	1	2	0	2	0	4	1	3	0	1	1	18	0	4	0	10	2	0	0	0	0
	Q3	23	4	8	2	3	0	3	1	0	0	0	0	0	0	6	1	1	0	1	0	0	0	1	0	0	0	0	0
	Q4	22	2	3	0	2	0	2	1	0	0	0	0	1	0	1	0	4	0	1	0	2	0	6	0	0	0	0	1
2024	Q1	68	5	20	2	7	1	9	0	2	0	1	0	3	0	7	0	2	1	4	0	2	0	11	1	0	0	0	0
	Q2	60	7	12	4	0	0	6	0	0	0	1	0	5	0	6	1	3	0	20	1	1	0	2	1	1	0	3	0
	Q3	41	7	13	2	4	1	5	1	0	0	1	1	1	0	4	0	3	0	1	0	0	0	5	0	0	2	4	0
	Q4	26	5	6	1	1	0	5	1	1	0	1	1	1	1	5	0	2	1	1	0	0	0	2	0	1	0	0	0
2025	Q1	44	6	18	2	2	0	6	1	0	0	0	0	2	0	7	0	0	0	4	0	0	0	5	2	0	1	0	0
	Q2	60	4	15	2	0	1	4	0	3	0	1	0	5	1	3	0	2	0	21	0	0	0	5	0	1	0	0	0

INDEX Percentage of incoming CEOs by Gender																																
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI			
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20			
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women			
2019	Q1	92.5%	7.5%	86.4%	13.6%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%		
	Q2	91.4%	8.6%	88.9%	11.1%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	66.7%	33.3%	66.7%	33.3%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
	Q3	90.2%	9.8%	90.9%	9.1%	100%	0%	75%	25%	100%	0%	0%	0%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
	Q4	92.1%	7.9%	100%	0%	50%	50%	100%	0%	0%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
2020	Q1	93.2%	6.8%	85%	15%	100%	0%	100%	0%	0%	0%	100%	0%	0%	100%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	100%	0%		
	Q2	92.1%	7.9%	81%	19%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	85.7%	14.3%	0%	0%	0%	0%	0%		
	Q3	93.5%	6.5%	88.9%	11.1%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	100%	0%	87.5%	12.5%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	
	Q4	91.9%	8.1%	90.9%	9.1%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	80%	20%	0%	0%	100%	0%	0%		
2021	Q1	85.5%	14.5%	81.8%	18.2%	33.3%	66.7%	100%	0%	83.3%	16.7%	100%	0%	83.3%	16.7%	85.7%	14.3%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	0%	50%	0%	0%	
	Q2	93.2%	6.8%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	0%	100%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	0%	100%	100%	0%	100%	0%	
	Q3	90.9%	9.1%	100%	0%	100%	0%	75%	25%	100%	0%	0%	0%	100%	0%	0%	0%	80%	20%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	
	Q4	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	
2022	Q1	86.4%	13.6%	86.4%	13.6%	75%	25%	85.7%	14.3%	0%	0%	0%	0%	50%	50%	100%	0%	50%	50%	100%	0%	0%	0%	90.9%	9.1%	100%	0%	0%	0%	0%	0%	
	Q2	84.1%	15.9%	92.3%	7.7%	75%	25%	66.7%	33.3%	50%	50%	100%	0%	50%	50%	62.5%	37.5%	100%	0%	100%	0%	100%	0%	80%	20%	100%	0%	100%	0%	100%	0%	
	Q3	87.2%	12.8%	92.9%	7.1%	100%	0%	81.8%	18.2%	0%	100%	100%	0%	0%	100%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	
	Q4	93.9%	6.1%	81.8%	18.2%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
2023	Q1	85.7%	14.3%	80%	20%	83.3%	16.7%	75%	25%	0%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	
	Q2	89.2%	10.8%	93.8%	6.2%	60%	40%	80%	20%	100%	0%	100%	0%	80%	20%	100%	0%	50%	50%	100%	0%	100%	0%	83.3%	16.7%	0%	0%	0%	0%	0%	0%	
	Q3	85.2%	14.8%	80%	20%	100%	0%	75%	25%	0%	0%	0%	0%	0%	0%	85.7%	14.3%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
	Q4	91.7%	8.3%	100%	0%	100%	0%	66.7%	33.3%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	
2024	Q1	93.2%	6.8%	90.9%	9.1%	87.5%	12.5%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	91.7%	8.3%	0%	0%	0%	0%	0%	0%	
	Q2	89.6%	10.4%	75%	25%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%	85.7%	14.3%	100%	0%	95.2%	4.8%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	
	Q3	85.4%	14.6%	86.7%	13.3%	80%	20%	83.3%	16.7%	0%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	100%	100%	0%	0%
	Q4	83.9%	16.1%	85.7%	14.3%	100%	0%	83.3%	16.7%	100%	0%	50%	50%	50%	50%	100%	0%	66.7%	33.3%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	
2025	Q1	88%	12%	90%	10%	100%	0%	85.7%	14.3%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	71.4%	28.6%	0%	100%	0%	0%	0%		
	Q2	93.8%	6.2%	88.2%	11.8%	0%	100%	100%	0%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	

**INDEX Count of incoming CEOs by Appointment**

		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	<b>Total companies</b>	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	40	13	18	4	2	1	5	2	1	0	1	0	2	1	2	3	0	0	2	0	0	1	4	1	1	0	2	0
	Q2	67	14	13	5	4	0	5	1	2	0	2	1	3	0	4	5	2	1	26	0	0	0	6	1	0	0	0	0
	Q3	20	21	7	4	0	3	3	5	0	1	0	0	2	2	4	2	1	3	1	0	1	0	1	1	0	0	0	0
	Q4	27	11	11	5	2	2	2	1	0	0	2	0	3	0	2	2	1	0	2	0	0	0	2	1	0	0	0	0
2020	Q1	37	22	14	6	3	1	3	4	0	0	2	1	0	1	1	2	2	1	1	1	2	0	9	4	0	0	0	1
	Q2	50	13	15	6	3	1	2	0	1	0	0	0	2	0	1	3	1	1	16	0	2	2	7	0	0	0	0	0
	Q3	22	24	7	2	2	4	2	4	0	1	0	1	1	1	4	4	2	1	0	0	0	1	3	5	1	0	0	0
	Q4	20	17	8	3	0	2	1	2	1	0	1	0	2	0	1	5	1	1	1	0	1	0	3	2	0	0	0	2
2021	Q1	47	22	16	6	2	1	4	3	4	2	1	0	5	1	1	6	2	0	4	1	1	0	5	2	2	0	0	0
	Q2	44	15	10	2	1	1	3	4	1	0	3	1	1	0	0	2	0	1	17	1	1	0	5	3	1	0	1	0
	Q3	21	12	6	0	1	1	3	5	1	1	0	0	3	1	0	0	3	2	2	0	0	0	2	1	0	1	0	0
	Q4	16	10	4	2	3	0	0	3	0	0	0	1	0	0	3	2	1	0	0	0	1	0	3	2	1	0	0	0
2022	Q1	42	17	19	3	2	2	3	4	0	0	0	0	1	1	3	2	2	0	5	0	0	0	6	5	1	0	0	0
	Q2	49	14	10	3	3	1	2	1	1	1	1	0	1	1	5	3	2	0	14	0	1	0	7	3	1	1	1	0
	Q3	27	12	11	3	1	2	6	5	1	0	0	1	1	0	3	0	1	0	0	0	0	1	2	0	0	0	1	0
	Q4	21	12	9	2	0	2	2	3	0	0	1	0	1	1	5	2	0	0	1	0	0	0	2	2	0	0	0	0
2023	Q1	39	17	11	4	2	4	9	3	0	0	1	1	1	0	3	0	3	0	1	0	1	1	5	3	1	1	1	0
	Q2	57	17	12	4	4	1	3	2	2	0	1	1	4	1	1	2	2	0	18	0	4	0	6	6	0	0	0	0
	Q3	20	7	5	5	2	1	4	0	0	0	0	0	0	0	7	0	1	0	1	0	0	0	1	0	0	0	0	0
	Q4	15	9	2	1	1	1	2	1	0	0	0	0	1	0	0	1	3	1	1	0	1	1	4	2	0	0	0	1
2024	Q1	53	20	20	2	5	3	5	4	2	0	1	0	2	1	2	5	3	0	4	0	0	2	9	3	0	0	0	0
	Q2	54	13	11	5	0	0	4	2	0	0	1	0	5	0	3	4	2	1	21	0	1	0	3	0	0	1	3	0
	Q3	33	15	11	4	3	2	2	4	0	0	2	0	0	1	2	2	3	0	1	0	0	4	1	2	0	3	1	
	Q4	20	11	6	1	1	0	2	4	1	0	1	1	1	1	2	3	3	0	1	0	0	0	1	1	1	0	0	0
2025	Q1	35	15	14	6	2	0	4	3	0	0	0	0	1	1	5	2	0	0	4	0	0	0	4	3	1	0	0	0
	Q2	52	12	13	4	1	0	2	2	3	0	1	0	3	3	2	1	1	1	20	1	0	0	5	0	1	0	0	0

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INDEX Percentage of incoming CEOs by Appointment																																
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI			
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20			
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External			
2019	Q1	75.5%	24.5%	81.8%	18.2%	66.7%	33.3%	71.4%	28.6%	100%	0%	100%	0%	66.7%	33.3%	40%	60%	0%	0%	100%	0%	0%	100%	80%	20%	100%	0%	100%	0%	0%		
	Q2	82.7%	17.3%	72.2%	27.8%	100%	0%	83.3%	16.7%	100%	0%	66.7%	33.3%	100%	0%	44.4%	55.6%	66.7%	33.3%	100%	0%	0%	0%	85.7%	14.3%	0%	0%	0%	0%	0%		
	Q3	48.8%	51.2%	63.6%	36.4%	0%	100%	37.5%	62.5%	0%	100%	0%	0%	50%	50%	66.7%	33.3%	25%	75%	100%	0%	100%	0%	50%	50%	0%	0%	0%	0%	0%	0%	
	Q4	71.1%	28.9%	68.8%	31.2%	50%	50%	66.7%	33.3%	0%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	0%	0%	66.7%	33.3%	0%	0%	0%	0%	0%	0%	
2020	Q1	62.7%	37.3%	70%	30%	75%	25%	42.9%	57.1%	0%	0%	66.7%	33.3%	0%	100%	33.3%	66.7%	66.7%	33.3%	50%	50%	100%	0%	69.2%	30.8%	0%	0%	0%	0%	100%		
	Q2	79.4%	20.6%	71.4%	28.6%	75%	25%	100%	0%	100%	0%	0%	0%	100%	0%	25%	75%	50%	50%	100%	0%	50%	50%	100%	0%	0%	0%	0%	0%	0%	0%	
	Q3	47.8%	52.2%	77.8%	22.2%	33.3%	66.7%	33.3%	66.7%	0%	100%	0%	100%	50%	50%	50%	50%	66.7%	33.3%	0%	0%	0%	100%	37.5%	62.5%	100%	0%	0%	0%	0%	0%	
	Q4	54.1%	45.9%	72.7%	27.3%	0%	100%	33.3%	66.7%	100%	0%	100%	0%	100%	0%	16.7%	83.3%	50%	50%	100%	0%	100%	0%	60%	40%	0%	0%	0%	0%	0%	100%	
2021	Q1	68.1%	31.9%	72.7%	27.3%	66.7%	33.3%	57.1%	42.9%	66.7%	33.3%	100%	0%	83.3%	16.7%	14.3%	85.7%	100%	0%	80%	20%	100%	0%	71.4%	28.6%	100%	0%	0%	0%	0%	0%	
	Q2	74.6%	25.4%	83.3%	16.7%	50%	50%	42.9%	57.1%	100%	0%	75%	25%	100%	0%	0%	100%	0%	100%	94.4%	5.6%	100%	0%	62.5%	37.5%	100%	0%	100%	0%	0%	0%	
	Q3	63.6%	36.4%	100%	0%	50%	50%	37.5%	62.5%	50%	50%	0%	0%	75%	25%	0%	0%	60%	40%	100%	0%	0%	0%	66.7%	33.3%	0%	100%	0%	0%	0%	0%	
	Q4	61.5%	38.5%	66.7%	33.3%	100%	0%	0%	100%	0%	0%	0%	100%	0%	0%	60%	40%	100%	0%	0%	0%	100%	0%	60%	40%	100%	0%	0%	0%	0%	0%	
2022	Q1	71.2%	28.8%	86.4%	13.6%	50%	50%	42.9%	57.1%	0%	0%	0%	0%	50%	50%	60%	40%	100%	0%	100%	0%	0%	0%	54.5%	45.5%	100%	0%	0%	0%	0%	0%	
	Q2	77.8%	22.2%	76.9%	23.1%	75%	25%	66.7%	33.3%	50%	50%	100%	0%	50%	50%	62.5%	37.5%	100%	0%	100%	0%	100%	0%	70%	30%	50%	50%	100%	0%	0%	0%	
	Q3	69.2%	30.8%	78.6%	21.4%	33.3%	66.7%	54.5%	45.5%	100%	0%	0%	100%	100%	0%	100%	0%	100%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	100%	0%	0%	
	Q4	63.6%	36.4%	81.8%	18.2%	0%	100%	40%	60%	0%	0%	100%	0%	50%	50%	71.4%	28.6%	0%	0%	100%	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	0%	
2023	Q1	69.6%	30.4%	73.3%	26.7%	33.3%	66.7%	75%	25%	0%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	62.5%	37.5%	50%	50%	100%	0%	0%	0%	
	Q2	77%	23%	75%	25%	80%	20%	60%	40%	100%	0%	50%	50%	80%	20%	33.3%	66.7%	100%	0%	100%	0%	100%	0%	50%	50%	0%	0%	0%	0%	0%	0%	
	Q3	74.1%	25.9%	50%	50%	66.7%	33.3%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q4	62.5%	37.5%	66.7%	33.3%	50%	50%	66.7%	33.3%	0%	0%	0%	0%	100%	0%	0%	100%	75%	25%	100%	0%	50%	50%	66.7%	33.3%	0%	0%	0%	0%	0%	100%	
2024	Q1	72.6%	27.4%	90.9%	9.1%	62.5%	37.5%	55.6%	44.4%	100%	0%	100%	0%	66.7%	33.3%	28.6%	71.4%	100%	0%	100%	0%	0%	100%	75%	25%	0%	0%	0%	0%	0%	0%	
	Q2	80.6%	19.4%	68.8%	31.2%	0%	0%	66.7%	33.3%	0%	0%	100%	0%	100%	0%	42.9%	57.1%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	0%	100%	100%	0%	0%	0%	0%
	Q3	68.8%	31.2%	73.3%	26.7%	60%	40%	33.3%	66.7%	0%	0%	100%	0%	0%	100%	50%	50%	100%	0%	100%	0%	0%	0%	80%	20%	100%	0%	75%	25%	0%	0%	
	Q4	64.5%	35.5%	85.7%	14.3%	100%	0%	33.3%	66.7%	100%	0%	50%	50%	50%	50%	40%	60%	100%	0%	100%	0%	0%	0%	50%	50%	100%	0%	0%	0%	0%	0%	
2025	Q1	70%	30%	70%	30%	100%	0%	57.1%	42.9%	0%	0%	0%	0%	50%	50%	71.4%	28.6%	0%	0%	100%	0%	0%	0%	57.1%	42.9%	100%	0%	0%	0%	0%	0%	
	Q2	81.2%	18.8%	76.5%	23.5%	100%	0%	50%	50%	100%	0%	100%	0%	50%	50%	66.7%	33.3%	50%	50%	95.2%	4.8%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	

INDEX Count of incoming CEOs by First-Timer																													
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019	Q1	45	8	19	3	2	1	6	1	1	0	1	0	2	1	4	1	0	0	2	0	0	1	5	0	1	0	2	0
	Q2	72	9	15	3	4	0	4	2	2	0	3	0	3	0	6	3	3	0	25	1	0	0	7	0	0	0	0	0
	Q3	37	4	11	0	2	1	8	0	1	0	0	0	3	1	5	1	3	1	1	0	1	0	2	0	0	0	0	0
	Q4	33	5	12	4	3	1	3	0	0	0	2	0	3	0	4	0	1	0	2	0	0	0	3	0	0	0	0	0
2020	Q1	49	10	19	1	4	0	6	1	0	0	3	0	0	1	1	2	3	0	2	0	2	0	9	4	0	0	0	1
	Q2	57	6	19	2	3	1	2	0	1	0	0	0	2	0	2	2	1	1	16	0	4	0	7	0	0	0	0	0
	Q3	33	13	8	1	4	2	4	2	1	0	1	0	2	0	5	3	3	0	0	0	1	0	4	4	0	1	0	0
	Q4	33	4	10	1	2	0	3	0	0	1	1	0	1	1	6	0	2	0	1	0	1	0	5	0	0	0	1	1
2021	Q1	58	11	18	4	3	0	7	0	5	1	1	0	6	0	4	3	2	0	4	1	1	0	5	2	2	0	0	0
	Q2	51	8	10	2	2	0	6	1	1	0	4	0	1	0	0	2	1	0	17	1	1	0	6	2	1	0	1	0
	Q3	27	6	6	0	2	0	5	3	1	1	0	0	3	1	0	0	4	1	2	0	0	0	3	0	1	0	0	0
	Q4	20	6	5	1	3	0	1	2	0	0	0	1	0	0	4	1	1	0	0	0	1	0	4	1	1	0	0	0
2022	Q1	53	6	21	1	4	0	6	1	0	0	0	0	2	0	3	2	2	0	5	0	0	0	9	2	1	0	0	0
	Q2	59	4	12	1	4	0	3	0	2	0	1	0	2	0	6	2	2	0	14	0	1	0	10	0	1	1	1	0
	Q3	35	4	14	0	3	0	7	4	1	0	1	0	1	0	3	0	1	0	0	0	1	0	2	0	0	0	1	0
	Q4	24	9	11	0	0	2	2	3	0	0	1	0	1	1	5	2	0	0	1	0	0	0	3	1	0	0	0	0
2023	Q1	48	8	12	3	4	2	11	1	0	0	2	0	1	0	3	0	3	0	1	0	2	0	6	2	2	0	1	0
	Q2	66	8	14	2	4	1	5	0	2	0	1	1	4	1	2	1	2	0	18	0	4	0	10	2	0	0	0	0
	Q3	24	3	8	2	2	1	4	0	0	0	0	0	0	0	7	0	1	0	1	0	0	0	1	0	0	0	0	0
	Q4	20	4	2	1	2	0	3	0	0	0	0	0	1	0	0	1	4	0	1	0	2	0	4	2	0	0	1	0
2024	Q1	67	6	20	2	7	1	9	0	2	0	1	0	3	0	5	2	3	0	4	0	2	0	11	1	0	0	0	0
	Q2	59	8	13	3	0	0	5	1	0	0	1	0	5	0	4	3	3	0	21	0	1	0	2	1	1	0	3	0
	Q3	34	14	10	5	4	1	3	3	0	0	2	0	0	1	2	2	2	1	1	0	0	5	0	2	0	3	1	
	Q4	26	5	7	0	1	0	5	1	1	0	2	0	1	1	3	2	3	0	0	1	0	0	2	0	1	0	0	0
2025	Q1	41	9	15	5	2	0	6	1	0	0	0	0	1	1	6	1	0	0	4	0	0	0	6	1	1	0	0	0
	Q2	60	4	14	3	1	0	4	0	3	0	1	0	6	0	3	0	2	0	20	1	0	0	5	0	1	0	0	0

INDEX Percentage of incoming CEOs by First-Timer																															
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI		
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20		
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No		
2019	Q1	84.9%	15.1%	86.4%	13.6%	66.7%	33.3%	85.7%	14.3%	100%	0%	100%	0%	66.7%	33.3%	80%	20%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%
	Q2	88.9%	11.1%	83.3%	16.7%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	96.2%	3.8%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q3	90.2%	9.8%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	0%	0%	75%	25%	83.3%	16.7%	75%	25%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q4	86.8%	13.2%	75%	25%	75%	25%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
2020	Q1	83.1%	16.9%	95%	5%	100%	0%	85.7%	14.3%	0%	0%	100%	0%	0%	100%	33.3%	66.7%	100%	0%	100%	0%	100%	0%	69.2%	30.8%	0%	0%	0%	0%	100%	
	Q2	90.5%	9.5%	90.5%	9.5%	75%	25%	100%	0%	100%	0%	0%	0%	100%	0%	50%	50%	50%	50%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q3	71.7%	28.3%	88.9%	11.1%	66.7%	33.3%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	62.5%	37.5%	100%	0%	0%	0%	100%	0%	50%	50%	0%	100%	0%	0%	0%	0%
	Q4	89.2%	10.8%	90.9%	9.1%	100%	0%	100%	0%	0%	100%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	50%	50%	0%	0%
2021	Q1	84.1%	15.9%	81.8%	18.2%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	100%	0%	57.1%	42.9%	100%	0%	80%	20%	100%	0%	71.4%	28.6%	100%	0%	0%	0%	0%	0%
	Q2	86.4%	13.6%	83.3%	16.7%	100%	0%	85.7%	14.3%	100%	0%	100%	0%	100%	0%	0%	100%	100%	0%	94.4%	5.6%	100%	0%	75%	25%	100%	0%	100%	0%	100%	0%
	Q3	81.8%	18.2%	100%	0%	100%	0%	62.5%	37.5%	50%	50%	0%	0%	75%	25%	0%	0%	80%	20%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
	Q4	76.9%	23.1%	83.3%	16.7%	100%	0%	33.3%	66.7%	0%	0%	0%	100%	0%	0%	80%	20%	100%	0%	0%	0%	100%	0%	80%	20%	100%	0%	0%	0%	0%	0%
2022	Q1	89.8%	10.2%	95.5%	4.5%	100%	0%	85.7%	14.3%	0%	0%	0%	0%	100%	0%	60%	40%	100%	0%	100%	0%	0%	0%	81.8%	18.2%	100%	0%	0%	0%	0%	0%
	Q2	93.7%	6.3%	92.3%	7.7%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	0%	0%
	Q3	89.7%	10.3%	100%	0%	100%	0%	63.6%	36.4%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%
	Q4	72.7%	27.3%	100%	0%	0%	100%	40%	60%	0%	0%	100%	0%	50%	50%	71.4%	28.6%	0%	0%	100%	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	0%
2023	Q1	85.7%	14.3%	80%	20%	66.7%	33.3%	91.7%	8.3%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	0%	0%
	Q2	89.2%	10.8%	87.5%	12.5%	80%	20%	100%	0%	100%	0%	50%	50%	80%	20%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	83.3%	16.7%	0%	0%	0%	0%	0%	0%
	Q3	88.9%	11.1%	80%	20%	66.7%	33.3%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q4	83.3%	16.7%	66.7%	33.3%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	100%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	0%	0%	100%	0%	0%	0%
2024	Q1	91.8%	8.2%	90.9%	9.1%	87.5%	12.5%	100%	0%	100%	0%	100%	0%	100%	0%	71.4%	28.6%	100%	0%	100%	0%	100%	0%	91.7%	8.3%	0%	0%	0%	0%	0%	0%
	Q2	88.1%	11.9%	81.2%	18.8%	0%	0%	83.3%	16.7%	0%	0%	100%	0%	100%	0%	57.1%	42.9%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%
	Q3	70.8%	29.2%	66.7%	33.3%	80%	20%	50%	50%	0%	0%	100%	0%	0%	100%	50%	50%	66.7%	33.3%	100%	0%	0%	0%	100%	0%	100%	0%	75%	25%	0%	0%
	Q4	83.9%	16.1%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	100%	0%	50%	50%	60%	40%	100%	0%	0%	100%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%
2025	Q1	82%	18%	75%	25%	100%	0%	85.7%	14.3%	0%	0%	0%	0%	50%	50%	85.7%	14.3%	0%	0%	100%	0%	0%	0%	85.7%	14.3%	100%	0%	0%	0%	0%	0%
	Q2	93.8%	6.2%	82.4%	17.6%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	95.2%	4.8%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%

INDEX Count of outgoing CEOs															
		Global	SP500	FTSE100	ASX200	CAC40	DAX40	EuroNext100	FTSE250	HANGSENG	Nikkei225	NSENFifty50	SPTSXCom- posite	STI	SMI
	<b>Total companies</b>	1853	500	100	201	40	40	100	250	85	225	50	212	30	20
<b>Year</b>	<b>Quarter</b>														
<b>2019</b>	Q1	41	13	1	10	1	0	2	6	1	2	0	3	1	1
	Q2	63	13	2	3	2	2	5	9	2	18	0	6	0	1
	Q3	34	12	3	4	1	1	4	2	2	1	1	3	0	0
	Q4	44	17	2	4	1	2	4	6	1	0	0	6	0	1
<b>2020</b>	Q1	66	19	7	7	1	1	2	4	3	4	4	14	0	0
	Q2	52	16	1	1	1	0	6	6	2	10	1	7	1	0
	Q3	30	7	5	4	0	0	0	6	3	0	0	5	0	0
	Q4	39	10	5	3	1	1	4	4	2	0	1	8	0	0
<b>2021</b>	Q1	53	16	1	8	5	2	8	2	0	4	1	4	2	0
	Q2	56	11	4	9	1	4	1	0	0	18	2	4	1	1
	Q3	25	6	1	2	1	0	4	1	3	2	0	4	0	1
	Q4	32	9	2	5	0	0	1	6	1	0	0	7	1	0
<b>2022</b>	Q1	46	17	3	5	0	1	1	3	3	5	1	6	1	0
	Q2	65	14	3	4	2	1	4	7	4	14	1	10	0	1
	Q3	40	13	2	10	0	3	0	5	1	1	0	4	0	1
	Q4	50	17	5	6	0	3	5	9	0	1	0	4	0	0
<b>2023</b>	Q1	41	14	4	8	0	0	0	4	1	1	1	6	1	1
	Q2	70	14	2	3	2	2	5	4	3	21	3	9	0	2
	Q3	39	10	4	4	0	0	1	6	4	1	1	4	3	1
	Q4	36	10	4	3	0	0	1	1	3	1	2	11	0	0
<b>2024</b>	Q1	58	16	6	10	1	1	1	6	4	4	1	7	1	0
	Q2	65	20	0	5	0	0	5	7	3	18	1	3	0	3
	Q3	42	9	5	6	1	1	1	4	2	1	1	6	2	3
	Q4	37	13	1	6	2	1	3	4	1	3	0	3	0	0
<b>2025</b>	Q1	52	21	2	5	0	2	2	6	0	7	2	4	1	0
	Q2	58	15	0	6	2	0	5	3	2	16	2	5	2	0

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INDEX Percentage of outgoing CEOs															
		Global	SP500	FTSE100	ASX200	CAC40	DAX40	EuroNext100	FTSE250	HANGSENG	Nikkei225	NSEnifty50	SPTSXCom- posite	STI	SMI
	<b>Total companies</b>	1853	500	100	201	40	40	100	250	85	225	50	212	30	20
<b>Year</b>	<b>Quarter</b>														
<b>2019</b>	Q1	2.2%	2.6%	1%	5%	2.5%	0%	2%	2.4%	1.3%	0.9%	0%	1.3%	3.4%	5%
	Q2	3.4%	2.6%	2%	1.5%	5%	5%	5%	3.6%	2.7%	8%	0%	2.7%	0%	5%
	Q3	1.8%	2.4%	3%	2%	2.5%	2.5%	4%	0.8%	2.7%	0.4%	2%	1.3%	0%	0%
	Q4	2.4%	3.4%	2%	2%	2.5%	5%	4%	2.4%	1.3%	0%	0%	2.7%	0%	5%
<b>2020</b>	Q1	3.6%	3.8%	7%	3.5%	2.5%	2.5%	2%	1.6%	4%	1.8%	8%	6.2%	0%	0%
	Q2	2.8%	3.2%	1%	0.5%	2.5%	0%	6%	2.4%	2.7%	4.4%	2%	3.1%	3.4%	0%
	Q3	1.6%	1.4%	5%	2%	0%	0%	0%	2.4%	4%	0%	0%	2.2%	0%	0%
	Q4	2.1%	2%	5%	1.5%	2.5%	2.5%	4%	1.6%	2.7%	0%	2%	3.5%	0%	0%
<b>2021</b>	Q1	2.9%	3.2%	1%	4%	12.5%	5%	8%	0.8%	0%	1.8%	2%	1.8%	6.9%	0%
	Q2	3%	2.2%	4%	4.5%	2.5%	10%	1%	0%	0%	8%	4%	1.8%	3.4%	5%
	Q3	1.3%	1.2%	1%	1%	2.5%	0%	4%	0.4%	4%	0.9%	0%	1.8%	0%	5%
	Q4	1.7%	1.8%	2%	2.5%	0%	0%	1%	2.4%	1.3%	0%	0%	3.1%	3.4%	0%
<b>2022</b>	Q1	2.5%	3.4%	3%	2.5%	0%	2.5%	1%	1.2%	4%	2.2%	2%	2.7%	3.4%	0%
	Q2	3.5%	2.8%	3%	2%	5%	2.5%	4%	2.8%	5.3%	6.2%	2%	4.4%	0%	5%
	Q3	2.2%	2.6%	2%	5%	0%	7.5%	0%	2%	1.3%	0.4%	0%	1.8%	0%	5%
	Q4	2.7%	3.4%	5%	3%	0%	7.5%	5%	3.6%	0%	0.4%	0%	1.8%	0%	0%
<b>2023</b>	Q1	2.2%	2.8%	4%	4%	0%	0%	0%	1.6%	1.3%	0.4%	2%	2.7%	3.4%	5%
	Q2	3.8%	2.8%	2%	1.5%	5%	5%	6%	1.6%	3.8%	9.3%	6%	4%	0%	10%
	Q3	2.1%	2%	4%	2%	0%	0%	1.2%	2.4%	5.1%	0.4%	2%	1.8%	10%	5%
	Q4	1.9%	2%	4%	1.5%	0%	0%	1%	0.4%	3.7%	0.4%	4%	4.9%	0%	0%
<b>2024</b>	Q1	3.1%	3.2%	6%	5%	2.5%	2.6%	1%	2.4%	4.9%	1.8%	2%	3.1%	3.3%	0%
	Q2	3.5%	4%	0%	2.5%	0%	0%	5%	2.8%	3.7%	8%	2%	1.3%	0%	15%
	Q3	2.2%	1.8%	4.9%	3%	2.5%	2.5%	1%	1.6%	2.4%	0.4%	2%	2.7%	6.7%	15%
	Q4	2%	2.6%	1%	3%	5%	2.4%	3%	1.6%	1.2%	1.3%	0%	1.3%	0%	0%
<b>2025</b>	Q1	2.8%	4.2%	2%	2.5%	0%	5%	2%	2.4%	0%	3.1%	4%	1.8%	3.3%	0%
	Q2	3.1%	3%	0%	3%	5%	0%	5%	1.2%	2.4%	7.1%	4%	2.4%	6.7%	0%

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INDEX Count of outgoing CEOs by Gender																													
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	39	2	12	1	1	0	9	1	1	0	0	0	2	0	6	0	1	0	2	0	0	0	3	0	1	0	1	0
	Q2	62	1	13	0	2	0	3	0	2	0	2	0	5	0	8	1	2	0	18	0	0	0	6	0	0	0	1	0
	Q3	32	2	11	1	2	1	4	0	1	0	1	0	4	0	2	0	2	0	1	0	1	0	3	0	0	0	0	0
	Q4	41	3	17	0	2	0	2	2	1	0	2	0	3	1	6	0	1	0	0	0	0	0	6	0	0	0	1	0
2020	Q1	63	3	19	0	6	1	7	0	0	1	1	0	1	1	4	0	3	0	4	0	4	0	14	0	0	0	0	0
	Q2	47	5	12	4	1	0	1	0	1	0	0	0	6	0	6	0	2	0	10	0	1	0	6	1	1	0	0	0
	Q3	30	0	7	0	5	0	4	0	0	0	0	0	0	0	6	0	3	0	0	0	0	0	5	0	0	0	0	0
	Q4	38	1	9	1	5	0	3	0	1	0	1	0	4	0	4	0	2	0	0	0	1	0	8	0	0	0	0	0
2021	Q1	51	2	16	0	1	0	8	0	5	0	2	0	8	0	2	0	0	0	4	0	1	0	3	1	1	1	0	0
	Q2	54	2	9	2	4	0	9	0	1	0	4	0	1	0	0	0	0	0	18	0	2	0	4	0	1	0	1	0
	Q3	25	0	6	0	1	0	2	0	1	0	0	0	4	0	1	0	3	0	2	0	0	0	4	0	0	0	1	0
	Q4	31	1	9	0	2	0	5	0	0	0	0	0	1	0	6	0	1	0	0	0	0	0	6	1	1	0	0	0
2022	Q1	45	1	17	0	3	0	5	0	0	0	1	0	1	0	3	0	2	1	5	0	1	0	6	0	1	0	0	0
	Q2	63	2	13	1	3	0	4	0	2	0	1	0	3	1	7	0	4	0	14	0	1	0	10	0	0	0	1	0
	Q3	39	1	13	0	2	0	9	1	0	0	3	0	0	0	5	0	1	0	1	0	0	0	4	0	0	0	1	0
	Q4	49	1	17	0	5	0	6	0	0	0	2	1	5	0	9	0	0	0	1	0	0	0	4	0	0	0	0	0
2023	Q1	37	4	14	0	3	1	7	1	0	0	0	0	0	0	2	2	1	0	1	0	1	0	6	0	1	0	1	0
	Q2	68	2	14	0	2	0	2	1	2	0	2	0	5	0	3	1	3	0	21	0	3	0	9	0	0	0	2	0
	Q3	33	6	9	1	3	1	3	1	0	0	0	0	1	0	5	1	3	1	1	0	1	0	4	0	2	1	1	0
	Q4	31	5	9	1	3	1	3	0	0	0	0	0	0	1	1	0	2	1	1	0	2	0	10	1	0	0	0	0
2024	Q1	56	2	15	1	6	0	9	1	1	0	1	0	1	0	6	0	4	0	4	0	1	0	7	0	1	0	0	0
	Q2	62	3	20	0	0	0	4	1	0	0	0	0	4	1	6	1	3	0	18	0	1	0	3	0	0	0	3	0
	Q3	37	5	9	0	3	2	5	1	1	0	1	0	1	0	4	0	1	1	1	0	1	0	6	0	1	1	3	0
	Q4	35	2	11	2	1	0	6	0	2	0	1	0	3	0	4	0	1	0	3	0	0	0	3	0	0	0	0	0
2025	Q1	51	1	20	1	2	0	5	0	0	0	2	0	2	0	6	0	0	0	7	0	2	0	4	0	1	0	0	0
	Q2	54	4	13	2	0	0	5	1	2	0	0	0	5	0	3	0	2	0	16	0	2	0	4	1	2	0	0	0

INDEX Percentage of outgoing CEOs by Gender																															
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI		
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20		
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
2019	Q1	95.1%	4.9%	92.3%	7.7%	100%	0%	90%	10%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%		
	Q2	98.4%	1.6%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	88.9%	11.1%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%		
	Q3	94.1%	5.9%	91.7%	8.3%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	
	Q4	93.2%	6.8%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%	0%		
2020	Q1	95.5%	4.5%	100%	0%	85.7%	14.3%	100%	0%	0%	100%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	
	Q2	90.4%	9.6%	75%	25%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	85.7%	14.3%	100%	0%	0%	0%	0%	
	Q3	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
	Q4	97.4%	2.6%	90%	10%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%
2021	Q1	96.2%	3.8%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	75%	25%	50%	50%	0%	0%		
	Q2	96.4%	3.6%	81.8%	18.2%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q3	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%
	Q4	96.9%	3.1%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	85.7%	14.3%	100%	0%	0%	0%	0%	0%
2022	Q1	97.8%	2.2%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	
	Q2	96.9%	3.1%	92.9%	7.1%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%
	Q3	97.5%	2.5%	100%	0%	100%	0%	90%	10%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%
	Q4	98%	2%	100%	0%	100%	0%	100%	0%	0%	0%	66.7%	33.3%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
2023	Q1	90.2%	9.8%	100%	0%	75%	25%	87.5%	12.5%	0%	0%	0%	0%	0%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q2	97.1%	2.9%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%
	Q3	84.6%	15.4%	90%	10%	75%	25%	75%	25%	0%	0%	0%	0%	100%	0%	83.3%	16.7%	75%	25%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%
	Q4	86.1%	13.9%	90%	10%	75%	25%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	90.9%	9.1%	0%	0%	0%	0%	0%	0%
2024	Q1	96.6%	3.4%	93.8%	6.2%	100%	0%	90%	10%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q2	95.4%	4.6%	100%	0%	0%	0%	80%	20%	0%	0%	0%	0%	80%	20%	85.7%	14.3%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%
	Q3	88.1%	11.9%	100%	0%	60%	40%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%
	Q4	94.6%	5.4%	84.6%	15.4%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%
2025	Q1	98.1%	1.9%	95.2%	4.8%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	
	Q2	93.1%	6.9%	86.7%	13.3%	0%	0%	83.3%	16.7%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	80%	20%	100%	0%	0%	0%	0%	0%

INDEX Count of outgoing CEOs by Appointment																													
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	32	9	11	2	1	0	7	3	0	1	0	0	1	1	5	1	1	0	2	0	0	0	3	0	1	0	0	1
	Q2	53	10	9	4	2	0	3	0	2	0	2	0	4	1	6	3	2	0	18	0	0	0	4	2	0	0	1	0
	Q3	25	9	9	3	3	0	3	1	0	1	1	0	1	3	1	1	2	0	1	0	1	0	3	0	0	0	0	0
	Q4	31	13	14	3	1	1	2	2	1	0	2	0	1	3	4	2	1	0	0	0	0	0	4	2	0	0	1	0
2020	Q1	50	16	18	1	4	3	2	5	1	0	1	0	2	0	4	0	3	0	3	1	3	1	9	5	0	0	0	0
	Q2	38	14	11	5	1	0	1	0	1	0	0	0	5	1	3	3	2	0	10	0	1	0	3	4	0	1	0	0
	Q3	17	13	4	3	2	3	3	1	0	0	0	0	0	0	3	3	3	0	0	0	0	0	2	3	0	0	0	0
	Q4	30	9	9	1	4	1	3	0	1	0	0	1	2	2	3	1	1	1	0	0	1	0	6	2	0	0	0	0
2021	Q1	42	11	13	3	1	0	2	6	5	0	2	0	8	0	1	1	0	0	4	0	1	0	3	1	2	0	0	0
	Q2	39	17	8	3	1	3	3	6	1	0	4	0	0	1	0	0	0	0	17	1	1	1	2	2	1	0	1	0
	Q3	21	4	5	1	1	0	1	1	1	0	0	0	4	0	1	0	1	2	2	0	0	0	4	0	0	0	1	0
	Q4	25	7	9	0	0	2	3	2	0	0	0	0	1	0	5	1	0	1	0	0	0	0	6	1	1	0	0	0
2022	Q1	36	10	13	4	2	1	3	2	0	0	0	1	1	0	2	1	3	0	5	0	1	0	5	1	1	0	0	0
	Q2	45	20	12	2	2	1	2	2	1	1	1	0	2	2	3	4	3	1	13	1	1	0	4	6	0	0	1	0
	Q3	26	14	10	3	0	2	6	4	0	0	3	0	0	0	4	1	0	1	1	0	0	2	2	0	0	0	0	1
	Q4	28	22	15	2	2	3	2	4	0	0	1	2	2	3	3	6	0	0	1	0	0	0	2	2	0	0	0	0
2023	Q1	31	10	11	3	2	2	5	3	0	0	0	0	0	0	4	0	1	0	1	0	1	0	4	2	1	0	1	0
	Q2	52	18	7	7	2	0	0	3	2	0	2	0	3	2	2	2	3	0	21	0	3	0	6	3	0	0	1	1
	Q3	24	15	7	3	4	0	2	2	0	0	0	0	0	1	4	2	3	1	1	0	1	0	2	2	0	3	0	1
	Q4	26	10	9	1	4	0	1	2	0	0	0	0	0	1	1	0	2	1	1	0	1	1	7	4	0	0	0	0
2024	Q1	40	18	11	5	4	2	6	4	1	0	1	0	1	0	4	2	1	3	4	0	1	0	5	2	1	0	0	0
	Q2	47	18	18	2	0	0	1	4	0	0	0	0	4	1	3	4	2	1	17	1	0	1	0	3	0	0	2	1
	Q3	30	12	6	3	4	1	4	2	1	0	1	0	1	0	2	2	2	0	1	0	1	0	4	2	2	0	1	2
	Q4	28	9	10	3	1	0	4	2	2	0	1	0	3	0	3	1	1	0	2	1	0	0	1	2	0	0	0	0
2025	Q1	29	23	14	7	0	2	0	5	0	0	0	2	1	1	4	2	0	0	7	0	1	1	2	2	0	1	0	0
	Q2	40	18	10	5	0	0	2	4	2	0	0	0	2	3	1	2	0	2	15	1	2	0	4	1	2	0	0	0

INDEX Percentage of outgoing CEOs by Appointment																														
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/FTSX Composite	S&P/FTSX Composite	STI	STI	SMI	SMI	
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20	
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	
2019	Q1	78%	22%	84.6%	15.4%	100%	0%	70%	30%	0%	100%	0%	0%	50%	50%	83.3%	16.7%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	0%	100%	
	Q2	84.1%	15.9%	69.2%	30.8%	100%	0%	100%	0%	100%	0%	100%	0%	80%	20%	66.7%	33.3%	100%	0%	100%	0%	0%	0%	66.7%	33.3%	0%	0%	100%	0%	
	Q3	73.5%	26.5%	75%	25%	100%	0%	75%	25%	0%	100%	100%	0%	25%	75%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	0%
	Q4	70.5%	29.5%	82.4%	17.6%	50%	50%	50%	50%	100%	0%	100%	0%	25%	75%	66.7%	33.3%	100%	0%	0%	0%	0%	0%	66.7%	33.3%	0%	0%	100%	0%	
2020	Q1	75.8%	24.2%	94.7%	5.3%	57.1%	42.9%	28.6%	71.4%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	75%	25%	64.3%	35.7%	0%	0%	0%	0%	
	Q2	73.1%	26.9%	68.8%	31.2%	100%	0%	100%	0%	100%	0%	0%	0%	83.3%	16.7%	50%	50%	100%	0%	100%	0%	100%	0%	42.9%	57.1%	0%	100%	0%	0%	
	Q3	56.7%	43.3%	57.1%	42.9%	40%	60%	75%	25%	0%	0%	0%	0%	0%	0%	50%	50%	100%	0%	0%	0%	0%	0%	40%	60%	0%	0%	0%	0%	
	Q4	76.9%	23.1%	90%	10%	80%	20%	100%	0%	100%	0%	0%	100%	50%	50%	75%	25%	50%	50%	0%	0%	100%	0%	75%	25%	0%	0%	0%	0%	
2021	Q1	79.2%	20.8%	81.2%	18.8%	100%	0%	25%	75%	100%	0%	100%	0%	100%	0%	50%	50%	0%	0%	100%	0%	100%	0%	75%	25%	100%	0%	0%	0%	
	Q2	69.6%	30.4%	72.7%	27.3%	25%	75%	33.3%	66.7%	100%	0%	100%	0%	0%	100%	0%	0%	0%	0%	94.4%	5.6%	50%	50%	50%	50%	100%	0%	100%	0%	
	Q3	84%	16%	83.3%	16.7%	100%	0%	50%	50%	100%	0%	0%	0%	100%	0%	100%	0%	33.3%	66.7%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%	
	Q4	78.1%	21.9%	100%	0%	0%	100%	60%	40%	0%	0%	0%	0%	100%	0%	83.3%	16.7%	0%	100%	0%	0%	0%	0%	85.7%	14.3%	100%	0%	0%	0%	
2022	Q1	78.3%	21.7%	76.5%	23.5%	66.7%	33.3%	60%	40%	0%	0%	0%	100%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	0%	0%	
	Q2	69.2%	30.8%	85.7%	14.3%	66.7%	33.3%	50%	50%	50%	50%	100%	0%	50%	50%	42.9%	57.1%	75%	25%	92.9%	7.1%	100%	0%	40%	60%	0%	0%	100%	0%	
	Q3	65%	35%	76.9%	23.1%	0%	100%	60%	40%	0%	0%	100%	0%	0%	0%	80%	20%	0%	100%	100%	0%	0%	0%	50%	50%	0%	0%	0%	100%	
	Q4	56%	44%	88.2%	11.8%	40%	60%	33.3%	66.7%	0%	0%	33.3%	66.7%	40%	60%	33.3%	66.7%	0%	0%	100%	0%	0%	0%	50%	50%	0%	0%	0%	0%	
2023	Q1	75.6%	24.4%	78.6%	21.4%	50%	50%	62.5%	37.5%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	
	Q2	74.3%	25.7%	50%	50%	100%	0%	0%	100%	100%	0%	100%	0%	60%	40%	50%	50%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	0%	0%	50%	50%	
	Q3	61.5%	38.5%	70%	30%	100%	0%	50%	50%	0%	0%	0%	0%	0%	100%	66.7%	33.3%	75%	25%	100%	0%	100%	0%	50%	50%	0%	100%	0%	100%	
	Q4	72.2%	27.8%	90%	10%	100%	0%	33.3%	66.7%	0%	0%	0%	0%	0%	100%	100%	0%	66.7%	33.3%	100%	0%	50%	50%	63.6%	36.4%	0%	0%	0%	0%	
2024	Q1	69%	31%	68.8%	31.2%	66.7%	33.3%	60%	40%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	25%	75%	100%	0%	100%	0%	71.4%	28.6%	100%	0%	0%	0%	
	Q2	72.3%	27.7%	90%	10%	0%	0%	20%	80%	0%	0%	0%	0%	80%	20%	42.9%	57.1%	66.7%	33.3%	94.4%	5.6%	0%	100%	0%	100%	0%	66.7%	33.3%		
	Q3	71.4%	28.6%	66.7%	33.3%	80%	20%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	33.3%	66.7%	
	Q4	75.7%	24.3%	76.9%	23.1%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	66.7%	33.3%	0%	0%	33.3%	66.7%	0%	0%	0%	0%	
2025	Q1	55.8%	44.2%	66.7%	33.3%	0%	100%	0%	100%	0%	0%	0%	100%	50%	50%	66.7%	33.3%	0%	0%	100%	0%	50%	50%	50%	50%	0%	100%	0%	0%	
	Q2	69%	31%	66.7%	33.3%	0%	0%	33.3%	66.7%	100%	0%	0%	0%	40%	60%	33.3%	66.7%	0%	100%	93.8%	6.2%	100%	0%	80%	20%	100%	0%	0%	0%	

**INDEX Count of outgoing CEOs by First-Timer**

		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	<b>Total companies</b>	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019	Q1	34	7	11	2	1	0	10	0	0	1	0	0	0	2	4	2	1	0	2	0	0	0	3	0	1	0	1	0
	Q2	52	11	11	2	2	0	0	3	2	0	2	0	5	0	5	4	2	0	18	0	0	0	4	2	0	0	1	0
	Q3	27	7	9	3	3	0	4	0	1	0	1	0	2	2	2	0	1	1	1	0	1	0	2	1	0	0	0	0
	Q4	38	6	15	2	1	1	4	0	1	0	2	0	2	2	6	0	1	0	0	0	0	0	5	1	0	0	1	0
2020	Q1	58	8	19	0	5	2	5	2	1	0	1	0	2	0	4	0	3	0	3	1	4	0	11	3	0	0	0	0
	Q2	47	5	14	2	1	0	1	0	1	0	0	0	5	1	5	1	1	1	10	0	1	0	7	0	1	0	0	0
	Q3	26	4	7	0	4	1	3	1	0	0	0	0	0	0	6	0	2	1	0	0	0	0	4	1	0	0	0	0
	Q4	34	5	8	2	5	0	3	0	0	1	1	0	3	1	4	0	2	0	0	0	1	0	7	1	0	0	0	0
2021	Q1	45	8	11	5	1	0	5	3	5	0	2	0	8	0	2	0	0	0	4	0	1	0	4	0	2	0	0	0
	Q2	54	2	11	0	4	0	8	1	1	0	4	0	1	0	0	0	0	0	18	0	2	0	3	1	1	0	1	0
	Q3	24	1	6	0	1	0	2	0	1	0	0	0	4	0	1	0	2	1	2	0	0	0	4	0	0	0	1	0
	Q4	31	1	9	0	2	0	5	0	0	0	0	0	1	0	6	0	1	0	0	0	0	0	6	1	1	0	0	0
2022	Q1	39	7	14	3	3	0	4	1	0	0	0	1	1	0	3	0	3	0	4	1	1	0	5	1	1	0	0	0
	Q2	58	7	12	2	2	1	2	2	2	0	1	0	3	1	6	1	4	0	14	0	1	0	10	0	0	0	1	0
	Q3	33	7	12	1	2	0	6	4	0	0	3	0	0	0	5	0	1	0	1	0	0	0	2	2	0	0	1	0
	Q4	43	7	17	0	4	1	5	1	0	0	3	0	4	1	5	4	0	0	1	0	0	0	4	0	0	0	0	0
2023	Q1	37	4	12	2	4	0	7	1	0	0	0	0	0	0	4	0	1	0	1	0	1	0	5	1	1	0	1	0
	Q2	62	8	12	2	2	0	1	2	2	0	2	0	4	1	4	0	3	0	21	0	3	0	7	2	0	0	1	1
	Q3	33	6	10	0	4	0	3	1	0	0	0	0	0	1	5	1	4	0	1	0	1	0	3	1	1	2	1	0
	Q4	29	7	8	2	3	1	3	0	0	0	0	0	1	0	1	0	3	0	1	0	1	1	8	3	0	0	0	0
2024	Q1	49	9	15	1	5	1	7	3	1	0	1	0	1	0	6	0	2	2	4	0	1	0	5	2	1	0	0	0
	Q2	54	11	15	5	0	0	3	2	0	0	0	0	5	0	7	0	2	1	17	1	1	0	2	1	0	0	2	1
	Q3	37	5	6	3	5	0	6	0	1	0	1	0	1	0	3	1	2	0	1	0	1	0	6	0	2	0	2	1
	Q4	32	5	9	4	1	0	6	0	2	0	1	0	2	1	4	0	1	0	3	0	0	0	3	0	0	0	0	0
2025	Q1	41	11	16	5	1	1	5	0	0	0	2	0	2	0	4	2	0	0	7	0	2	0	1	3	1	0	0	0
	Q2	52	6	13	2	0	0	5	1	2	0	0	0	4	1	3	0	2	0	16	0	2	0	4	1	1	1	0	0

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INDEX Percentage of outgoing CEOs by First-Timer																													
		Global	Global	S&P 500	S&P 500	FTSE 100	FTSE 100	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P/TSX Composite	S&P/TSX Composite	STI	STI	SMI	SMI
	Total companies	1853	1853	500	500	100	100	201	201	40	40	40	40	100	100	250	250	85	85	225	225	50	50	212	212	30	30	20	20
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019	Q1	82.9%	17.1%	84.6%	15.4%	100%	0%	100%	0%	0%	100%	0%	0%	0%	100%	66.7%	33.3%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%
	Q2	82.5%	17.5%	84.6%	15.4%	100%	0%	0%	100%	100%	0%	100%	0%	100%	0%	55.6%	44.4%	100%	0%	100%	0%	0%	0%	66.7%	33.3%	0%	0%	100%	0%
	Q3	79.4%	20.6%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	50%	50%	100%	0%	100%	0%	66.7%	33.3%	0%	0%	0%	0%
	Q4	86.4%	13.6%	88.2%	11.8%	50%	50%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	0%	0%	0%	0%	83.3%	16.7%	0%	0%	100%	0%
2020	Q1	87.9%	12.1%	100%	0%	71.4%	28.6%	71.4%	28.6%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	78.6%	21.4%	0%	0%	0%	0%
	Q2	90.4%	9.6%	87.5%	12.5%	100%	0%	100%	0%	100%	0%	0%	0%	83.3%	16.7%	83.3%	16.7%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q3	86.7%	13.3%	100%	0%	80%	20%	75%	25%	0%	0%	0%	0%	0%	0%	100%	0%	66.7%	33.3%	0%	0%	0%	0%	80%	20%	0%	0%	0%	0%
	Q4	87.2%	12.8%	80%	20%	100%	0%	100%	0%	0%	100%	100%	0%	75%	25%	100%	0%	100%	0%	0%	0%	100%	0%	87.5%	12.5%	0%	0%	0%	0%
2021	Q1	84.9%	15.1%	68.8%	31.2%	100%	0%	62.5%	37.5%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q2	96.4%	3.6%	100%	0%	100%	0%	88.9%	11.1%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%
	Q3	96%	4%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	0%	0%	100%	0%	0%	0%	100%	0%
	Q4	96.9%	3.1%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	0%	0%	85.7%	14.3%	100%	0%	0%	0%
2022	Q1	84.8%	15.2%	82.4%	17.6%	100%	0%	80%	20%	0%	0%	0%	100%	100%	0%	100%	0%	100%	0%	80%	20%	100%	0%	83.3%	16.7%	100%	0%	0%	0%
	Q2	89.2%	10.8%	85.7%	14.3%	66.7%	33.3%	50%	50%	100%	0%	100%	0%	75%	25%	85.7%	14.3%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q3	82.5%	17.5%	92.3%	7.7%	100%	0%	60%	40%	0%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	50%	50%	0%	0%	100%	0%
	Q4	86%	14%	100%	0%	80%	20%	83.3%	16.7%	0%	0%	100%	0%	80%	20%	55.6%	44.4%	0%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%
2023	Q1	90.2%	9.8%	85.7%	14.3%	100%	0%	87.5%	12.5%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	83.3%	16.7%	100%	0%	100%	0%
	Q2	88.6%	11.4%	85.7%	14.3%	100%	0%	33.3%	66.7%	100%	0%	100%	0%	80%	20%	100%	0%	100%	0%	100%	0%	100%	0%	77.8%	22.2%	0%	0%	50%	50%
	Q3	84.6%	15.4%	100%	0%	100%	0%	75%	25%	0%	0%	0%	0%	0%	100%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	75%	25%	33.3%	66.7%	100%	0%
	Q4	80.6%	19.4%	80%	20%	75%	25%	100%	0%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	72.7%	27.3%	0%	0%	0%	0%
2024	Q1	84.5%	15.5%	93.8%	6.2%	83.3%	16.7%	70%	30%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%	71.4%	28.6%	100%	0%	0%	0%
	Q2	83.1%	16.9%	75%	25%	0%	0%	60%	40%	0%	0%	0%	0%	100%	0%	100%	0%	66.7%	33.3%	94.4%	5.6%	100%	0%	66.7%	33.3%	0%	0%	66.7%	33.3%
	Q3	88.1%	11.9%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%
	Q4	86.5%	13.5%	69.2%	30.8%	100%	0%	100%	0%	100%	0%	100%	0%	66.7%	33.3%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%
2025	Q1	78.8%	21.2%	76.2%	23.8%	50%	50%	100%	0%	0%	0%	100%	0%	100%	0%	66.7%	33.3%	0%	0%	100%	0%	100%	0%	25%	75%	100%	0%	0%	0%
	Q2	89.7%	10.3%	86.7%	13.3%	0%	0%	83.3%	16.7%	100%	0%	0%	0%	80%	20%	100%	0%	100%	0%	100%	0%	100%	0%	80%	20%	50%	50%	0%	0%

INDEX Average tenure of outgoing CEOs															
		Global	SP500	FTSE100	ASX200	CAC40	DAX40	EuroNext100	FTSE250	HANGSENG	Nikkei225	NSEnifty50	SPTSXCom- posite	STI	SMI
	<b>Total companies</b>	1853	500	100	201	40	40	100	250	85	225	50	212	30	20
<b>Year</b>	<b>Quarter</b>														
<b>2019</b>	Q1	7.7	8.8	5.3	6.6	13.7	0.0	10.2	2.8	0.1	6.4	0.0	8.5	31.7	6.8
	Q2	7.1	10.1	10.2	3.1	6.9	8.3	7.3	6.3	2.5	7.1	0.0	4.7	0.0	5.5
	Q3	6.1	5.4	4.7	8.8	4.4	15.7	5.9	6.7	1.9	2.8	18.5	3.8	0.0	0.0
	Q4	6.9	9.0	3.7	3.9	0.7	6.6	4.5	5.1	9.1	0.0	0.0	8.8	0.0	0.7
<b>2020</b>	Q1	8.4	10.8	7.0	6.0	3.8	8.5	7.4	6.7	2.0	9.1	9.4	8.8	0.0	0.0
	Q2	7.7	8.7	5.8	7.7	17.8	0.0	12.7	4.0	2.6	6.7	4.3	6.9	3.2	0.0
	Q3	6.5	6.8	5.7	5.3	0.0	0.0	0.0	6.5	6.9	0.0	0.0	7.6	0.0	0.0
	Q4	9.3	8.2	7.0	7.3	5.6	10.9	9.3	11.5	8.4	0.0	16.0	11.4	0.0	0.0
<b>2021</b>	Q1	9.7	12.0	0.5	6.9	12.4	9.2	9.9	7.2	0.0	5.1	3.4	12.6	9.9	0.0
	Q2	6.6	8.3	7.2	8.0	15.0	4.0	5.4	0.0	0.0	5.9	3.1	3.7	9.0	3.8
	Q3	9.6	13.5	2.2	9.3	14.0	0.0	8.4	2.8	12.0	3.1	0.0	9.7	0.0	8.0
	Q4	7.8	7.2	5.2	6.4	0.0	0.0	12.9	9.5	2.2	0.0	0.0	8.9	7.9	0.0
<b>2022</b>	Q1	7.7	9.3	5.6	3.8	0.0	3.3	8.0	3.4	6.6	8.1	0.7	10.0	17.9	0.0
	Q2	7.6	8.9	9.8	5.8	14.0	9.5	9.0	4.6	8.1	5.0	9.0	9.2	0.0	8.5
	Q3	6.6	7.0	5.6	5.8	0.0	6.7	0.0	7.7	1.9	2.1	0.0	8.2	0.0	8.9
	Q4	7.3	8.1	6.2	5.9	0.0	5.0	7.1	6.8	0.0	17.3	0.0	7.7	0.0	0.0
<b>2023</b>	Q1	9.1	9.3	10.7	7.5	0.0	0.0	0.0	7.0	15.5	2.7	4.8	9.9	13.8	15.0
	Q2	9.1	11.0	5.0	4.8	16.0	11.1	11.0	2.5	3.6	6.8	17.6	13.5	0.0	6.4
	Q3	6.2	6.8	4.5	5.1	0.0	0.0	4.0	7.2	6.5	10.0	3.3	7.5	5.1	2.9
	Q4	7.7	10.2	4.3	6.2	0.0	0.0	4.7	7.3	3.2	6.0	8.8	8.7	0.0	0.0
<b>2024</b>	Q1	8.1	10.4	7.4	4.9	21.6	14.7	21.6	7.0	4.1	10.1	8.0	5.4	7.6	0.0
	Q2	7.2	7.3	0.0	7.1	0.0	0.0	10.7	8.1	9.6	5.5	3.7	7.7	0.0	7.4
	Q3	6.4	7.0	3.2	5.0	0.4	7.6	0.4	9.0	3.3	1.8	1.6	9.1	12.8	6.6
	Q4	7.7	8.7	8.6	10.4	2.6	2.8	4.8	4.7	12.7	6.3	0.0	9.5	0.0	0.0
<b>2025</b>	Q1	6.7	8.3	1.0	4.3	0.0	6.4	7.1	2.2	0.0	7.2	10.6	6.0	15.3	0.0
	Q2	6.7	8.5	0.0	4.3	14.6	0.0	10.1	5.4	3.4	5.7	3.5	5.0	5.5	0.0

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INDUSTRY Count of incoming CEOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	<b>Total companies</b>	1853	323	472	110	724	224
<b>Year</b>	<b>Quarter</b>						
<b>2019</b>	Q1	53	14	13	5	16	5
	Q2	81	12	15	5	40	9
	Q3	41	8	6	5	16	6
	Q4	38	5	6	3	14	10
<b>2020</b>	Q1	59	15	13	4	24	3
	Q2	63	13	11	4	29	6
	Q3	46	8	9	1	19	9
	Q4	37	6	8	4	18	1
<b>2021</b>	Q1	69	20	9	2	31	7
	Q2	59	10	9	3	28	9
	Q3	33	9	9	3	10	2
	Q4	26	4	5	0	10	7
<b>2022</b>	Q1	59	14	13	1	27	4
	Q2	63	14	6	4	28	11
	Q3	39	6	7	6	18	2
	Q4	33	6	9	3	11	4
<b>2023</b>	Q1	56	12	9	4	25	6
	Q2	74	13	14	4	34	9
	Q3	27	5	7	2	9	4
	Q4	24	3	5	1	11	4
<b>2024</b>	Q1	73	11	14	2	34	12
	Q2	67	7	11	5	29	15
	Q3	48	13	11	0	20	4
	Q4	31	4	10	1	11	5
<b>2025</b>	Q1	50	16	16	1	14	3
	Q2	64	8	14	3	37	2

INDUSTRY Percentage of incoming CEOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	<b>Total companies</b>	1853	323	472	110	724	224
<b>Year</b>	<b>Quarter</b>						
<b>2019</b>	Q1	2.9%	4.4%	2.8%	4.5%	2.2%	2.3%
	Q2	4.4%	3.7%	3.2%	4.5%	5.4%	4.2%
	Q3	2.2%	2.5%	1.3%	4.5%	2.2%	2.8%
	Q4	2%	1.6%	1.3%	2.7%	1.9%	4.7%
<b>2020</b>	Q1	3.2%	4.7%	2.8%	3.6%	3.2%	1.4%
	Q2	3.4%	4%	2.4%	3.6%	3.9%	2.8%
	Q3	2.5%	2.5%	1.9%	0.9%	2.6%	4.2%
	Q4	2%	1.9%	1.7%	3.6%	2.4%	0.5%
<b>2021</b>	Q1	3.7%	6.2%	1.9%	1.8%	4.2%	3.3%
	Q2	3.2%	3.1%	1.9%	2.7%	3.8%	4.2%
	Q3	1.8%	2.8%	1.9%	2.7%	1.3%	0.9%
	Q4	1.4%	1.2%	1.1%	0%	1.3%	3.3%
<b>2022</b>	Q1	3.2%	4.4%	2.8%	0.9%	3.6%	1.9%
	Q2	3.4%	4.4%	1.3%	3.6%	3.8%	5.1%
	Q3	2.1%	1.9%	1.5%	5.4%	2.4%	0.9%
	Q4	1.8%	1.9%	1.9%	2.7%	1.5%	1.9%
<b>2023</b>	Q1	3%	3.7%	1.9%	3.6%	3.4%	2.8%
	Q2	4%	4.1%	3%	3.6%	4.6%	4.2%
	Q3	1.5%	1.6%	1.5%	1.8%	1.2%	1.9%
	Q4	1.3%	0.9%	1.1%	0.9%	1.5%	1.9%
<b>2024</b>	Q1	3.9%	3.4%	3.1%	1.8%	4.6%	5.5%
	Q2	3.6%	2.2%	2.4%	4.5%	3.9%	6.8%
	Q3	2.6%	4%	2.4%	0%	2.7%	1.8%
	Q4	1.7%	1.3%	2.1%	0.9%	1.5%	2.2%
<b>2025</b>	Q1	2.7%	5%	3.4%	0.9%	1.9%	1.3%
	Q2	3.5%	2.5%	3%	2.7%	5.1%	0.9%

INDUSTRY Count of incoming CEOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	49	4	14	0	13	0	4	1	14	2	4	1
	Q2	74	7	10	2	14	1	4	1	37	3	9	0
	Q3	37	4	8	0	5	1	5	0	15	1	4	2
	Q4	35	3	5	0	5	1	3	0	13	1	9	1
2020	Q1	55	4	14	1	11	2	3	1	24	0	3	0
	Q2	58	5	13	0	11	0	3	1	26	3	5	1
	Q3	43	3	8	0	8	1	1	0	17	2	9	0
	Q4	34	3	5	1	6	2	4	0	18	0	1	0
2021	Q1	59	10	17	3	6	3	2	0	27	4	7	0
	Q2	55	4	10	0	7	2	2	1	28	0	8	1
	Q3	30	3	9	0	7	2	3	0	9	1	2	0
	Q4	26	0	4	0	5	0	0	0	10	0	7	0
2022	Q1	51	8	12	2	11	2	1	0	24	3	3	1
	Q2	53	10	9	5	5	1	4	0	26	2	9	2
	Q3	34	5	6	0	6	1	6	0	15	3	1	1
	Q4	31	2	5	1	9	0	3	0	11	0	3	1
2023	Q1	48	8	11	1	9	0	3	1	21	4	4	2
	Q2	66	8	10	3	11	3	4	0	34	0	7	2
	Q3	23	4	5	0	6	1	2	0	6	3	4	0
	Q4	22	2	3	0	5	0	1	0	10	1	3	1
2024	Q1	68	5	11	0	13	1	2	0	31	3	11	1
	Q2	60	7	6	1	11	0	5	0	26	3	12	3
	Q3	41	7	12	1	8	3	0	0	18	2	3	1
	Q4	26	5	3	1	9	1	1	0	9	2	4	1
2025	Q1	44	6	15	1	13	3	1	0	12	2	3	0
	Q2	60	4	7	1	12	2	2	1	37	0	2	0

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INDUSTRY Percentage of incoming CEOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	92.5%	7.5%	100%	0%	100%	0%	80%	20%	87.5%	12.5%	80%	20%
	Q2	91.4%	8.6%	83.3%	16.7%	93.3%	6.7%	80%	20%	92.5%	7.5%	100%	0%
	Q3	90.2%	9.8%	100%	0%	83.3%	16.7%	100%	0%	93.8%	6.2%	66.7%	33.3%
	Q4	92.1%	7.9%	100%	0%	83.3%	16.7%	100%	0%	92.9%	7.1%	90%	10%
2020	Q1	93.2%	6.8%	93.3%	6.7%	84.6%	15.4%	75%	25%	100%	0%	100%	0%
	Q2	92.1%	7.9%	100%	0%	100%	0%	75%	25%	89.7%	10.3%	83.3%	16.7%
	Q3	93.5%	6.5%	100%	0%	88.9%	11.1%	100%	0%	89.5%	10.5%	100%	0%
	Q4	91.9%	8.1%	83.3%	16.7%	75%	25%	100%	0%	100%	0%	100%	0%
2021	Q1	85.5%	14.5%	85%	15%	66.7%	33.3%	100%	0%	87.1%	12.9%	100%	0%
	Q2	93.2%	6.8%	100%	0%	77.8%	22.2%	66.7%	33.3%	100%	0%	88.9%	11.1%
	Q3	90.9%	9.1%	100%	0%	77.8%	22.2%	100%	0%	90%	10%	100%	0%
	Q4	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%
2022	Q1	86.4%	13.6%	85.7%	14.3%	84.6%	15.4%	100%	0%	88.9%	11.1%	75%	25%
	Q2	84.1%	15.9%	64.3%	35.7%	83.3%	16.7%	100%	0%	92.9%	7.1%	81.8%	18.2%
	Q3	87.2%	12.8%	100%	0%	85.7%	14.3%	100%	0%	83.3%	16.7%	50%	50%
	Q4	93.9%	6.1%	83.3%	16.7%	100%	0%	100%	0%	100%	0%	75%	25%
2023	Q1	85.7%	14.3%	91.7%	8.3%	100%	0%	75%	25%	84%	16%	66.7%	33.3%
	Q2	89.2%	10.8%	76.9%	23.1%	78.6%	21.4%	100%	0%	100%	0%	77.8%	22.2%
	Q3	85.2%	14.8%	100%	0%	85.7%	14.3%	100%	0%	66.7%	33.3%	100%	0%
	Q4	91.7%	8.3%	100%	0%	100%	0%	100%	0%	90.9%	9.1%	75%	25%
2024	Q1	93.2%	6.8%	100%	0%	92.9%	7.1%	100%	0%	91.2%	8.8%	91.7%	8.3%
	Q2	89.6%	10.4%	85.7%	14.3%	100%	0%	100%	0%	89.7%	10.3%	80%	20%
	Q3	85.4%	14.6%	92.3%	7.7%	72.7%	27.3%	0%	0%	90%	10%	75%	25%
	Q4	83.9%	16.1%	75%	25%	90%	10%	100%	0%	81.8%	18.2%	80%	20%
2025	Q1	88%	12%	93.8%	6.2%	81.2%	18.8%	100%	0%	85.7%	14.3%	100%	0%
	Q2	93.8%	6.2%	87.5%	12.5%	85.7%	14.3%	66.7%	33.3%	100%	0%	100%	0%

INDUSTRY Count of incoming CEOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	40	13	12	2	10	3	4	1	11	5	3	2
	Q2	67	14	9	3	13	2	4	1	36	4	5	4
	Q3	20	21	2	6	4	2	2	3	7	9	5	1
	Q4	27	11	3	2	4	2	1	2	12	2	7	3
2020	Q1	37	22	6	9	10	3	4	0	16	8	1	2
	Q2	50	13	9	4	8	3	4	0	23	6	6	0
	Q3	22	24	7	1	5	4	0	1	7	12	3	6
	Q4	20	17	2	4	5	3	2	2	11	7	0	1
2021	Q1	47	22	13	7	9	0	2	0	20	11	3	4
	Q2	44	15	5	5	7	2	2	1	23	5	7	2
	Q3	21	12	7	2	2	7	3	0	8	2	1	1
	Q4	16	10	2	2	3	2	0	0	6	4	5	2
2022	Q1	42	17	11	3	11	2	1	0	16	11	3	1
	Q2	49	14	12	2	5	1	2	2	22	6	8	3
	Q3	27	12	4	2	6	1	3	3	13	5	1	1
	Q4	21	12	3	3	7	2	2	1	6	5	3	1
2023	Q1	39	17	6	6	5	4	3	1	21	4	4	2
	Q2	57	17	11	2	12	2	2	2	25	9	7	2
	Q3	20	7	4	1	4	3	2	0	6	3	4	0
	Q4	15	9	1	2	4	1	1	0	7	4	2	2
2024	Q1	53	20	8	3	7	7	2	0	26	8	10	2
	Q2	54	13	6	1	8	3	3	2	25	4	12	3
	Q3	33	15	9	4	9	2	0	0	11	9	4	0
	Q4	20	11	2	2	7	3	1	0	6	5	4	1
2025	Q1	35	15	10	6	13	3	1	0	10	4	1	2
	Q2	52	12	6	2	10	4	1	2	34	3	1	1

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INDUSTRY Percentage of incoming CEOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	75.5%	24.5%	85.7%	14.3%	76.9%	23.1%	80%	20%	68.8%	31.2%	60%	40%
	Q2	82.7%	17.3%	75%	25%	86.7%	13.3%	80%	20%	90%	10%	55.6%	44.4%
	Q3	48.8%	51.2%	25%	75%	66.7%	33.3%	40%	60%	43.8%	56.2%	83.3%	16.7%
	Q4	71.1%	28.9%	60%	40%	66.7%	33.3%	33.3%	66.7%	85.7%	14.3%	70%	30%
2020	Q1	62.7%	37.3%	40%	60%	76.9%	23.1%	100%	0%	66.7%	33.3%	33.3%	66.7%
	Q2	79.4%	20.6%	69.2%	30.8%	72.7%	27.3%	100%	0%	79.3%	20.7%	100%	0%
	Q3	47.8%	52.2%	87.5%	12.5%	55.6%	44.4%	0%	100%	36.8%	63.2%	33.3%	66.7%
	Q4	54.1%	45.9%	33.3%	66.7%	62.5%	37.5%	50%	50%	61.1%	38.9%	0%	100%
2021	Q1	68.1%	31.9%	65%	35%	100%	0%	100%	0%	64.5%	35.5%	42.9%	57.1%
	Q2	74.6%	25.4%	50%	50%	77.8%	22.2%	66.7%	33.3%	82.1%	17.9%	77.8%	22.2%
	Q3	63.6%	36.4%	77.8%	22.2%	22.2%	77.8%	100%	0%	80%	20%	50%	50%
	Q4	61.5%	38.5%	50%	50%	60%	40%	0%	0%	60%	40%	71.4%	28.6%
2022	Q1	71.2%	28.8%	78.6%	21.4%	84.6%	15.4%	100%	0%	59.3%	40.7%	75%	25%
	Q2	77.8%	22.2%	85.7%	14.3%	83.3%	16.7%	50%	50%	78.6%	21.4%	72.7%	27.3%
	Q3	69.2%	30.8%	66.7%	33.3%	85.7%	14.3%	50%	50%	72.2%	27.8%	50%	50%
	Q4	63.6%	36.4%	50%	50%	77.8%	22.2%	66.7%	33.3%	54.5%	45.5%	75%	25%
2023	Q1	69.6%	30.4%	50%	50%	55.6%	44.4%	75%	25%	84%	16%	66.7%	33.3%
	Q2	77%	23%	84.6%	15.4%	85.7%	14.3%	50%	50%	73.5%	26.5%	77.8%	22.2%
	Q3	74.1%	25.9%	80%	20%	57.1%	42.9%	100%	0%	66.7%	33.3%	100%	0%
	Q4	62.5%	37.5%	33.3%	66.7%	80%	20%	100%	0%	63.6%	36.4%	50%	50%
2024	Q1	72.6%	27.4%	72.7%	27.3%	50%	50%	100%	0%	76.5%	23.5%	83.3%	16.7%
	Q2	80.6%	19.4%	85.7%	14.3%	72.7%	27.3%	60%	40%	86.2%	13.8%	80%	20%
	Q3	68.8%	31.2%	69.2%	30.8%	81.8%	18.2%	0%	0%	55%	45%	100%	0%
	Q4	64.5%	35.5%	50%	50%	70%	30%	100%	0%	54.5%	45.5%	80%	20%
2025	Q1	70%	30%	62.5%	37.5%	81.2%	18.8%	100%	0%	71.4%	28.6%	33.3%	66.7%
	Q2	81.2%	18.8%	75%	25%	71.4%	28.6%	33.3%	66.7%	91.9%	8.1%	50%	50%

INDUSTRY Count of incoming CEOs by First-Timer													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	No	No
2019	Q1	45	8	12	2	10	3	5	0	14	2	4	1
	Q2	72	9	9	3	14	1	5	0	38	2	6	3
	Q3	37	4	8	0	6	0	4	1	14	2	5	1
	Q4	33	5	3	2	5	1	2	1	14	0	9	1
2020	Q1	49	10	11	4	12	1	4	0	20	4	2	1
	Q2	57	6	12	1	9	2	4	0	26	3	6	0
	Q3	33	13	7	1	8	1	1	0	12	7	5	4
	Q4	33	4	6	0	7	1	2	2	17	1	1	0
2021	Q1	58	11	18	2	8	1	2	0	25	6	5	2
	Q2	51	8	9	1	9	0	2	1	24	4	7	2
	Q3	27	6	7	2	7	2	3	0	9	1	1	1
	Q4	20	6	3	1	3	2	0	0	7	3	7	0
2022	Q1	53	6	13	1	12	1	1	0	24	3	3	1
	Q2	59	4	14	0	5	1	4	0	25	3	11	0
	Q3	35	4	6	0	6	1	5	1	16	2	2	0
	Q4	24	9	4	2	7	2	3	0	7	4	3	1
2023	Q1	48	8	8	4	7	2	3	1	24	1	6	0
	Q2	66	8	12	1	14	0	2	2	30	4	8	1
	Q3	24	3	4	1	5	2	2	0	9	0	4	0
	Q4	20	4	1	2	5	0	1	0	9	2	4	0
2024	Q1	67	6	11	0	13	1	2	0	30	4	11	1
	Q2	59	8	5	2	11	0	4	1	25	4	14	1
	Q3	34	14	9	4	9	2	0	0	12	8	4	0
	Q4	26	5	4	0	8	2	1	0	10	1	3	2
2025	Q1	41	9	11	5	16	0	1	0	12	2	1	2
	Q2	60	4	7	1	12	2	2	1	37	0	2	0

INDUSTRY Percentage of incoming CEOs by First-Timer													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	No	No
2019	Q1	84.9%	15.1%	85.7%	14.3%	76.9%	23.1%	100%	0%	87.5%	12.5%	80%	20%
	Q2	88.9%	11.1%	75%	25%	93.3%	6.7%	100%	0%	95%	5%	66.7%	33.3%
	Q3	90.2%	9.8%	100%	0%	100%	0%	80%	20%	87.5%	12.5%	83.3%	16.7%
	Q4	86.8%	13.2%	60%	40%	83.3%	16.7%	66.7%	33.3%	100%	0%	90%	10%
2020	Q1	83.1%	16.9%	73.3%	26.7%	92.3%	7.7%	100%	0%	83.3%	16.7%	66.7%	33.3%
	Q2	90.5%	9.5%	92.3%	7.7%	81.8%	18.2%	100%	0%	89.7%	10.3%	100%	0%
	Q3	71.7%	28.3%	87.5%	12.5%	88.9%	11.1%	100%	0%	63.2%	36.8%	55.6%	44.4%
	Q4	89.2%	10.8%	100%	0%	87.5%	12.5%	50%	50%	94.4%	5.6%	100%	0%
2021	Q1	84.1%	15.9%	90%	10%	88.9%	11.1%	100%	0%	80.6%	19.4%	71.4%	28.6%
	Q2	86.4%	13.6%	90%	10%	100%	0%	66.7%	33.3%	85.7%	14.3%	77.8%	22.2%
	Q3	81.8%	18.2%	77.8%	22.2%	77.8%	22.2%	100%	0%	90%	10%	50%	50%
	Q4	76.9%	23.1%	75%	25%	60%	40%	0%	0%	70%	30%	100%	0%
2022	Q1	89.8%	10.2%	92.9%	7.1%	92.3%	7.7%	100%	0%	88.9%	11.1%	75%	25%
	Q2	93.7%	6.3%	100%	0%	83.3%	16.7%	100%	0%	89.3%	10.7%	100%	0%
	Q3	89.7%	10.3%	100%	0%	85.7%	14.3%	83.3%	16.7%	88.9%	11.1%	100%	0%
	Q4	72.7%	27.3%	66.7%	33.3%	77.8%	22.2%	100%	0%	63.6%	36.4%	75%	25%
2023	Q1	85.7%	14.3%	66.7%	33.3%	77.8%	22.2%	75%	25%	96%	4%	100%	0%
	Q2	89.2%	10.8%	92.3%	7.7%	100%	0%	50%	50%	88.2%	11.8%	88.9%	11.1%
	Q3	88.9%	11.1%	80%	20%	71.4%	28.6%	100%	0%	100%	0%	100%	0%
	Q4	83.3%	16.7%	33.3%	66.7%	100%	0%	100%	0%	81.8%	18.2%	100%	0%
2024	Q1	91.8%	8.2%	100%	0%	92.9%	7.1%	100%	0%	88.2%	11.8%	91.7%	8.3%
	Q2	88.1%	11.9%	71.4%	28.6%	100%	0%	80%	20%	86.2%	13.8%	93.3%	6.7%
	Q3	70.8%	29.2%	69.2%	30.8%	81.8%	18.2%	0%	0%	60%	40%	100%	0%
	Q4	83.9%	16.1%	100%	0%	80%	20%	100%	0%	90.9%	9.1%	60%	40%
2025	Q1	82%	18%	68.8%	31.2%	100%	0%	100%	0%	85.7%	14.3%	33.3%	66.7%
	Q2	93.8%	6.2%	87.5%	12.5%	85.7%	14.3%	66.7%	33.3%	100%	0%	100%	0%

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INDUSTRY Count of outgoing CEOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	<b>Total companies</b>	1853	323	472	110	724	224
<b>Year</b>	<b>Quarter</b>						
<b>2019</b>	Q1	41	10	10	3	16	2
	Q2	63	7	15	3	32	6
	Q3	34	5	6	6	15	2
	Q4	44	9	4	6	18	7
<b>2020</b>	Q1	66	19	12	2	29	4
	Q2	52	6	13	3	22	8
	Q3	30	8	6	1	12	3
	Q4	39	4	11	0	22	2
<b>2021</b>	Q1	53	14	9	2	24	4
	Q2	56	9	8	3	28	8
	Q3	25	9	3	1	10	2
	Q4	32	9	7	0	14	2
<b>2022</b>	Q1	46	9	8	2	23	4
	Q2	65	12	7	5	28	13
	Q3	40	7	6	5	20	2
	Q4	50	7	12	2	20	9
<b>2023</b>	Q1	41	11	7	3	15	5
	Q2	70	12	14	4	33	7
	Q3	39	6	13	1	14	5
	Q4	36	7	5	1	19	4
<b>2024</b>	Q1	58	12	11	2	22	11
	Q2	65	10	10	3	30	12
	Q3	42	14	10	1	11	6
	Q4	37	6	9	2	9	11
<b>2025</b>	Q1	52	13	12	3	19	5
	Q2	58	8	14	2	32	2

INDUSTRY Percentage of outgoing CEOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	<b>Total companies</b>	1853	323	472	110	724	224
<b>Year</b>	<b>Quarter</b>						
<b>2019</b>	Q1	2.2%	3.1%	2.2%	2.7%	2.2%	0.9%
	Q2	3.4%	2.2%	3.2%	2.7%	4.3%	2.8%
	Q3	1.8%	1.6%	1.3%	5.4%	2%	0.9%
	Q4	2.4%	2.8%	0.9%	5.4%	2.4%	3.3%
<b>2020</b>	Q1	3.6%	5.9%	2.6%	1.8%	3.9%	1.9%
	Q2	2.8%	1.9%	2.8%	2.7%	3%	3.7%
	Q3	1.6%	2.5%	1.3%	0.9%	1.6%	1.4%
	Q4	2.1%	1.2%	2.4%	0%	3%	0.9%
<b>2021</b>	Q1	2.9%	4.4%	1.9%	1.8%	3.2%	1.9%
	Q2	3%	2.8%	1.7%	2.7%	3.8%	3.7%
	Q3	1.3%	2.8%	0.6%	0.9%	1.3%	0.9%
	Q4	1.7%	2.8%	1.5%	0%	1.9%	0.9%
<b>2022</b>	Q1	2.5%	2.8%	1.7%	1.8%	3.1%	1.9%
	Q2	3.5%	3.7%	1.5%	4.5%	3.8%	6%
	Q3	2.2%	2.2%	1.3%	4.5%	2.7%	0.9%
	Q4	2.7%	2.2%	2.6%	1.8%	2.7%	4.2%
<b>2023</b>	Q1	2.2%	3.4%	1.5%	2.7%	2%	2.3%
	Q2	3.8%	3.8%	3%	3.6%	4.5%	3.3%
	Q3	2.1%	1.9%	2.8%	0.9%	1.9%	2.3%
	Q4	1.9%	2.2%	1.1%	0.9%	2.5%	1.9%
<b>2024</b>	Q1	3.1%	3.7%	2.4%	1.8%	2.9%	5%
	Q2	3.5%	3.1%	2.2%	2.7%	4%	5.4%
	Q3	2.2%	4.3%	2.1%	0.9%	1.5%	2.7%
	Q4	2%	1.9%	1.9%	1.8%	1.2%	4.8%
<b>2025</b>	Q1	2.8%	4.1%	2.6%	2.7%	2.6%	2.2%
	Q2	3.1%	2.5%	3%	1.8%	4.4%	0.9%

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INDUSTRY Count of outgoing CEOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	39	2	9	1	10	0	3	0	15	1	2	0
	Q2	62	1	6	1	15	0	3	0	32	0	6	0
	Q3	32	2	4	1	6	0	6	0	14	1	2	0
	Q4	41	3	7	2	4	0	6	0	18	0	6	1
2020	Q1	63	3	18	1	12	0	2	0	27	2	4	0
	Q2	47	5	6	0	12	1	2	1	20	2	7	1
	Q3	30	0	8	0	6	0	1	0	12	0	3	0
	Q4	38	1	4	0	11	0	0	0	21	1	2	0
2021	Q1	51	2	14	0	9	0	2	0	23	1	3	1
	Q2	54	2	8	1	7	1	3	0	28	0	8	0
	Q3	25	0	9	0	3	0	1	0	10	0	2	0
	Q4	31	1	9	0	7	0	0	0	13	1	2	0
2022	Q1	45	1	9	0	7	1	2	0	23	0	4	0
	Q2	63	2	12	0	6	1	5	0	28	0	12	1
	Q3	39	1	7	0	6	0	5	0	19	1	2	0
	Q4	49	1	7	0	12	0	1	1	20	0	9	0
2023	Q1	37	4	9	2	5	2	3	0	15	0	5	0
	Q2	68	2	12	0	14	0	4	0	31	2	7	0
	Q3	33	6	5	1	9	4	1	0	13	1	5	0
	Q4	31	5	6	1	4	1	1	0	17	2	3	1
2024	Q1	56	2	12	0	11	0	1	1	21	1	11	0
	Q2	62	3	10	0	9	1	2	1	29	1	12	0
	Q3	37	5	12	2	8	2	1	0	11	0	5	1
	Q4	35	2	5	1	9	0	2	0	8	1	11	0
2025	Q1	51	1	12	1	12	0	3	0	19	0	5	0
	Q2	54	4	8	0	13	1	2	0	29	3	2	0

INDUSTRY Percentage of outgoing CEOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	95.1%	4.9%	90%	10%	100%	0%	100%	0%	93.8%	6.2%	100%	0%
	Q2	98.4%	1.6%	85.7%	14.3%	100%	0%	100%	0%	100%	0%	100%	0%
	Q3	94.1%	5.9%	80%	20%	100%	0%	100%	0%	93.3%	6.7%	100%	0%
	Q4	93.2%	6.8%	77.8%	22.2%	100%	0%	100%	0%	100%	0%	85.7%	14.3%
2020	Q1	95.5%	4.5%	94.7%	5.3%	100%	0%	100%	0%	93.1%	6.9%	100%	0%
	Q2	90.4%	9.6%	100%	0%	92.3%	7.7%	66.7%	33.3%	90.9%	9.1%	87.5%	12.5%
	Q3	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q4	97.4%	2.6%	100%	0%	100%	0%	0%	0%	95.5%	4.5%	100%	0%
2021	Q1	96.2%	3.8%	100%	0%	100%	0%	100%	0%	95.8%	4.2%	75%	25%
	Q2	96.4%	3.6%	88.9%	11.1%	87.5%	12.5%	100%	0%	100%	0%	100%	0%
	Q3	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%
	Q4	96.9%	3.1%	100%	0%	100%	0%	0%	0%	92.9%	7.1%	100%	0%
2022	Q1	97.8%	2.2%	100%	0%	87.5%	12.5%	100%	0%	100%	0%	100%	0%
	Q2	96.9%	3.1%	100%	0%	85.7%	14.3%	100%	0%	100%	0%	92.3%	7.7%
	Q3	97.5%	2.5%	100%	0%	100%	0%	100%	0%	95%	5%	100%	0%
	Q4	98%	2%	100%	0%	100%	0%	50%	50%	100%	0%	100%	0%
2023	Q1	90.2%	9.8%	81.8%	18.2%	71.4%	28.6%	100%	0%	100%	0%	100%	0%
	Q2	97.1%	2.9%	100%	0%	100%	0%	100%	0%	93.9%	6.1%	100%	0%
	Q3	84.6%	15.4%	83.3%	16.7%	69.2%	30.8%	100%	0%	92.9%	7.1%	100%	0%
	Q4	86.1%	13.9%	85.7%	14.3%	80%	20%	100%	0%	89.5%	10.5%	75%	25%
2024	Q1	96.6%	3.4%	100%	0%	100%	0%	50%	50%	95.5%	4.5%	100%	0%
	Q2	95.4%	4.6%	100%	0%	90%	10%	66.7%	33.3%	96.7%	3.3%	100%	0%
	Q3	88.1%	11.9%	85.7%	14.3%	80%	20%	100%	0%	100%	0%	83.3%	16.7%
	Q4	94.6%	5.4%	83.3%	16.7%	100%	0%	100%	0%	88.9%	11.1%	100%	0%
2025	Q1	98.1%	1.9%	92.3%	7.7%	100%	0%	100%	0%	100%	0%	100%	0%
	Q2	93.1%	6.9%	100%	0%	92.9%	7.1%	100%	0%	90.6%	9.4%	100%	0%

**INDUSTRY Count of outgoing CEOs by Appointment**

		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	32	9	8	2	9	1	3	0	11	5	1	1
	Q2	53	10	3	4	13	2	2	1	29	3	6	0
	Q3	25	9	5	0	4	2	3	3	13	2	0	2
	Q4	31	13	5	4	3	1	2	4	16	2	5	2
2020	Q1	50	16	17	2	9	3	2	0	19	10	3	1
	Q2	38	14	4	2	13	0	1	2	13	9	7	1
	Q3	17	13	2	6	4	2	1	0	9	3	1	2
	Q4	30	9	3	1	8	3	0	0	17	5	2	0
2021	Q1	42	11	9	5	7	2	2	0	22	2	2	2
	Q2	39	17	8	1	3	5	2	1	19	9	7	1
	Q3	21	4	8	1	3	0	0	1	9	1	1	1
	Q4	25	7	7	2	6	1	0	0	10	4	2	0
2022	Q1	36	10	7	2	6	2	2	0	18	5	3	1
	Q2	45	20	12	0	3	4	2	3	20	8	8	5
	Q3	26	14	4	3	6	0	3	2	12	8	1	1
	Q4	28	22	5	2	7	5	0	2	11	9	5	4
2023	Q1	31	10	10	1	5	2	2	1	11	4	3	2
	Q2	52	18	8	4	10	4	2	2	27	6	5	2
	Q3	24	15	4	2	9	4	0	1	9	5	2	3
	Q4	26	10	7	0	3	2	1	0	13	6	2	2
2024	Q1	40	18	8	4	7	4	1	1	14	8	10	1
	Q2	47	18	9	1	4	6	3	0	23	7	8	4
	Q3	30	12	9	5	8	2	0	1	7	4	6	0
	Q4	28	9	5	1	8	1	2	0	6	3	7	4
2025	Q1	29	23	6	7	8	4	2	1	11	8	2	3
	Q2	40	18	5	3	10	4	1	1	23	9	1	1

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INDUSTRY Percentage of outgoing CEOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	78%	22%	80%	20%	90%	10%	100%	0%	68.8%	31.2%	50%	50%
	Q2	84.1%	15.9%	42.9%	57.1%	86.7%	13.3%	66.7%	33.3%	90.6%	9.4%	100%	0%
	Q3	73.5%	26.5%	100%	0%	66.7%	33.3%	50%	50%	86.7%	13.3%	0%	100%
	Q4	70.5%	29.5%	55.6%	44.4%	75%	25%	33.3%	66.7%	88.9%	11.1%	71.4%	28.6%
2020	Q1	75.8%	24.2%	89.5%	10.5%	75%	25%	100%	0%	65.5%	34.5%	75%	25%
	Q2	73.1%	26.9%	66.7%	33.3%	100%	0%	33.3%	66.7%	59.1%	40.9%	87.5%	12.5%
	Q3	56.7%	43.3%	25%	75%	66.7%	33.3%	100%	0%	75%	25%	33.3%	66.7%
	Q4	76.9%	23.1%	75%	25%	72.7%	27.3%	0%	0%	77.3%	22.7%	100%	0%
2021	Q1	79.2%	20.8%	64.3%	35.7%	77.8%	22.2%	100%	0%	91.7%	8.3%	50%	50%
	Q2	69.6%	30.4%	88.9%	11.1%	37.5%	62.5%	66.7%	33.3%	67.9%	32.1%	87.5%	12.5%
	Q3	84%	16%	88.9%	11.1%	100%	0%	0%	100%	90%	10%	50%	50%
	Q4	78.1%	21.9%	77.8%	22.2%	85.7%	14.3%	0%	0%	71.4%	28.6%	100%	0%
2022	Q1	78.3%	21.7%	77.8%	22.2%	75%	25%	100%	0%	78.3%	21.7%	75%	25%
	Q2	69.2%	30.8%	100%	0%	42.9%	57.1%	40%	60%	71.4%	28.6%	61.5%	38.5%
	Q3	65%	35%	57.1%	42.9%	100%	0%	60%	40%	60%	40%	50%	50%
	Q4	56%	44%	71.4%	28.6%	58.3%	41.7%	0%	100%	55%	45%	55.6%	44.4%
2023	Q1	75.6%	24.4%	90.9%	9.1%	71.4%	28.6%	66.7%	33.3%	73.3%	26.7%	60%	40%
	Q2	74.3%	25.7%	66.7%	33.3%	71.4%	28.6%	50%	50%	81.8%	18.2%	71.4%	28.6%
	Q3	61.5%	38.5%	66.7%	33.3%	69.2%	30.8%	0%	100%	64.3%	35.7%	40%	60%
	Q4	72.2%	27.8%	100%	0%	60%	40%	100%	0%	68.4%	31.6%	50%	50%
2024	Q1	69%	31%	66.7%	33.3%	63.6%	36.4%	50%	50%	63.6%	36.4%	90.9%	9.1%
	Q2	72.3%	27.7%	90%	10%	40%	60%	100%	0%	76.7%	23.3%	66.7%	33.3%
	Q3	71.4%	28.6%	64.3%	35.7%	80%	20%	0%	100%	63.6%	36.4%	100%	0%
	Q4	75.7%	24.3%	83.3%	16.7%	88.9%	11.1%	100%	0%	66.7%	33.3%	63.6%	36.4%
2025	Q1	55.8%	44.2%	46.2%	53.8%	66.7%	33.3%	66.7%	33.3%	57.9%	42.1%	40%	60%
	Q2	69%	31%	62.5%	37.5%	71.4%	28.6%	50%	50%	71.9%	28.1%	50%	50%

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INDUSTRY Count of outgoing CEOs by First-Timer													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019	Q1	34	7	9	1	8	2	3	0	12	4	2	0
	Q2	52	11	5	2	12	3	3	0	26	6	6	0
	Q3	27	7	4	1	3	3	5	1	14	1	1	1
	Q4	38	6	6	3	4	0	5	1	17	1	6	1
2020	Q1	58	8	17	2	12	0	2	0	24	5	3	1
	Q2	47	5	5	1	12	1	3	0	20	2	7	1
	Q3	26	4	6	2	6	0	0	1	11	1	3	0
	Q4	34	5	4	0	11	0	0	0	19	3	0	2
2021	Q1	45	8	11	3	7	2	2	0	22	2	3	1
	Q2	54	2	9	0	8	0	3	0	26	2	8	0
	Q3	24	1	9	0	3	0	1	0	10	0	1	1
	Q4	31	1	8	1	7	0	0	0	14	0	2	0
2022	Q1	39	7	7	2	7	1	2	0	19	4	4	0
	Q2	58	7	11	1	4	3	4	1	26	2	13	0
	Q3	33	7	7	0	5	1	5	0	15	5	1	1
	Q4	43	7	7	0	10	2	2	0	17	3	7	2
2023	Q1	37	4	11	0	7	0	2	1	12	3	5	0
	Q2	62	8	10	2	10	4	4	0	31	2	7	0
	Q3	33	6	5	1	11	2	1	0	12	2	4	1
	Q4	29	7	5	2	5	0	1	0	16	3	2	2
2024	Q1	49	9	9	3	10	1	2	0	18	4	10	1
	Q2	54	11	6	4	8	2	3	0	26	4	11	1
	Q3	37	5	13	1	10	0	1	0	7	4	6	0
	Q4	32	5	5	1	8	1	2	0	9	0	8	3
2025	Q1	41	11	10	3	10	2	2	1	14	5	5	0
	Q2	52	6	7	1	11	3	2	0	30	2	2	0

INDUSTRY Percentage of outgoing CEOs by First-Timer													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1853	1853	323	323	472	472	110	110	724	724	224	224
Year	Quarter	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019	Q1	82.9%	17.1%	90%	10%	80%	20%	100%	0%	75%	25%	100%	0%
	Q2	82.5%	17.5%	71.4%	28.6%	80%	20%	100%	0%	81.2%	18.8%	100%	0%
	Q3	79.4%	20.6%	80%	20%	50%	50%	83.3%	16.7%	93.3%	6.7%	50%	50%
	Q4	86.4%	13.6%	66.7%	33.3%	100%	0%	83.3%	16.7%	94.4%	5.6%	85.7%	14.3%
2020	Q1	87.9%	12.1%	89.5%	10.5%	100%	0%	100%	0%	82.8%	17.2%	75%	25%
	Q2	90.4%	9.6%	83.3%	16.7%	92.3%	7.7%	100%	0%	90.9%	9.1%	87.5%	12.5%
	Q3	86.7%	13.3%	75%	25%	100%	0%	0%	100%	91.7%	8.3%	100%	0%
	Q4	87.2%	12.8%	100%	0%	100%	0%	0%	0%	86.4%	13.6%	0%	100%
2021	Q1	84.9%	15.1%	78.6%	21.4%	77.8%	22.2%	100%	0%	91.7%	8.3%	75%	25%
	Q2	96.4%	3.6%	100%	0%	100%	0%	100%	0%	92.9%	7.1%	100%	0%
	Q3	96%	4%	100%	0%	100%	0%	100%	0%	100%	0%	50%	50%
	Q4	96.9%	3.1%	88.9%	11.1%	100%	0%	0%	0%	100%	0%	100%	0%
2022	Q1	84.8%	15.2%	77.8%	22.2%	87.5%	12.5%	100%	0%	82.6%	17.4%	100%	0%
	Q2	89.2%	10.8%	91.7%	8.3%	57.1%	42.9%	80%	20%	92.9%	7.1%	100%	0%
	Q3	82.5%	17.5%	100%	0%	83.3%	16.7%	100%	0%	75%	25%	50%	50%
	Q4	86%	14%	100%	0%	83.3%	16.7%	100%	0%	85%	15%	77.8%	22.2%
2023	Q1	90.2%	9.8%	100%	0%	100%	0%	66.7%	33.3%	80%	20%	100%	0%
	Q2	88.6%	11.4%	83.3%	16.7%	71.4%	28.6%	100%	0%	93.9%	6.1%	100%	0%
	Q3	84.6%	15.4%	83.3%	16.7%	84.6%	15.4%	100%	0%	85.7%	14.3%	80%	20%
	Q4	80.6%	19.4%	71.4%	28.6%	100%	0%	100%	0%	84.2%	15.8%	50%	50%
2024	Q1	84.5%	15.5%	75%	25%	90.9%	9.1%	100%	0%	81.8%	18.2%	90.9%	9.1%
	Q2	83.1%	16.9%	60%	40%	80%	20%	100%	0%	86.7%	13.3%	91.7%	8.3%
	Q3	88.1%	11.9%	92.9%	7.1%	100%	0%	100%	0%	63.6%	36.4%	100%	0%
	Q4	86.5%	13.5%	83.3%	16.7%	88.9%	11.1%	100%	0%	100%	0%	72.7%	27.3%
2025	Q1	78.8%	21.2%	76.9%	23.1%	83.3%	16.7%	66.7%	33.3%	73.7%	26.3%	100%	0%
	Q2	89.7%	10.3%	87.5%	12.5%	78.6%	21.4%	100%	0%	93.8%	6.2%	100%	0%

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INDUSTRY Average tenure of outgoing CEOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	<b>Total companies</b>	1853	323	472	110	724	224
<b>Year</b>	<b>Quarter</b>						
<b>2019</b>	Q1	7.7	8.3	7.5	11.6	6.6	8.5
	Q2	7.1	7	7.9	9.8	6.4	8
	Q3	6.1	5.4	4.3	9.3	6	4.4
	Q4	6.9	4.7	5	7.3	7	9.9
<b>2020</b>	Q1	8.4	8.2	11.8	14.7	7	6.4
	Q2	7.7	11.8	7	7.1	6.1	10.2
	Q3	6.5	5.6	7.3	4	5.6	11.8
	Q4	9.3	4.6	10.5	0	9.9	5.6
<b>2021</b>	Q1	9.7	7.4	9.6	21.2	10.8	5.6
	Q2	6.6	5.4	7.4	6.4	6.3	8.1
	Q3	9.6	12.2	10.1	11.5	8.1	4.1
	Q4	7.8	5.9	10.6	0	7.3	10.4
<b>2022</b>	Q1	7.7	10.1	7.1	6	6.8	9.6
	Q2	7.6	6.2	8.8	7.1	8.6	6.3
	Q3	6.6	6.7	6.6	6.1	6.6	7.9
	Q4	7.3	4.2	7.1	5.3	7.6	9.6
<b>2023</b>	Q1	9.1	9.1	8.6	10	10.4	5.3
	Q2	9.1	6.4	11.9	9.3	8.8	9.9
	Q3	6.2	6.4	5.8	5.6	6.3	6.7
	Q4	7.7	6	4.7	8.4	8.4	11.2
<b>2024</b>	Q1	8.1	7	8.1	5.9	7.4	11.1
	Q2	7.2	7.5	6.3	7.3	7.6	6.6
	Q3	6.4	6.3	8	11.5	5.2	5
	Q4	7.7	7.5	11.1	10.3	5.3	6.6
<b>2025</b>	Q1	6.7	4.9	9.5	9.4	6.5	3.7
	Q2	6.7	7.6	7	8.6	6.1	9.3

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