

Global CFO Turnover Index 2024 Q2



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Count of outgoing CFOs														
		Global	ASX 200	CAC 40	DAX 40	EuroNext 100	FTSE 100	FSTE 250	HANG SENG	Nikkei 225	NSE Nifty 50	S&P 500	S&P/TSX Composite	STI
	Total companies	1822	200	40	40	100	100	250	80	225	50	500	229	30
Year	Quarter													
2019	Q1	52	4	2	2	5	4	5	0	5	0	16	7	2
	Q2	74	10	1	3	3	5	8	3	12	2	18	9	0
	Q3	52	5	2	0	5	5	7	0	2	3	20	2	1
	Q4	52	10	1	0	2	1	5	0	2	1	21	8	1
2020	Q1	66	4	2	1	4	3	5	2	5	3	21	16	0
	Q2	53	2	1	0	5	5	5	3	8	2	14	6	2
	Q3	54	8	0	1	2	7	3	1	3	2	22	5	0
	Q4	50	8	0	0	1	2	5	2	0	3	22	6	1
2021	Q1	66	8	4	1	5	4	5	1	2	0	26	9	1
	Q2	71	1	1	3	7	9	5	4	9	4	18	8	2
	Q3	50	5	1	1	2	3	4	1	2	2	22	5	2
	Q4	48	7	1	1	2	2	6	4	1	1	12	10	1
2022	Q1	60	7	3	2	2	4	2	2	12	2	20	3	1
	Q2	87	10	2	1	3	7	6	5	9	6	28	9	1
	Q3	58	12	0	1	1	2	4	4	0	5	19	9	1
	Q4	49	9	0	0	1	1	10	0	1	0	16	9	2
2023	Q1	65	10	1	3	5	9	3	5	4	3	14	6	2
	Q2	69	6	1	2	3	9	9	4	8	3	16	6	2
	Q3	80	11	4	3	6	5	8	1	3	1	28	10	0
	Q4	62	12	0	1	2	6	8	4	1	2	22	4	0
2024	Q1	85	11	2	1	3	9	7	4	7	5	24	11	1
	Q2	60	6	1	3	4	6	6	0	6	3	15	10	0

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Percentage of outgoing CFOs														
		Global	ASX 200	CAC 40	DAX 40	EuroNext 100	FTSE 100	FSTE 250	HANG SENG	Nikkei 225	NSE Nifty 50	S&P 500	S&P/TSX Composite	STI
	Total companies	1822	200	40	40	100	100	250	80	225	50	500	229	30
Year	Quarter													
2019	Q1	2.9%	2.0%	5.0%	5.0%	5.0%	4.0%	2.0%	0.0%	2.2%	0.0%	3.2%	3.1%	6.7%
	Q2	4.1%	5.0%	2.5%	7.5%	3.0%	5.0%	3.2%	3.8%	5.3%	4.0%	3.6%	3.9%	0.0%
	Q3	2.9%	2.5%	5.0%	0.0%	5.0%	5.0%	2.8%	0.0%	0.9%	6.0%	4.0%	0.9%	3.3%
	Q4	2.9%	5.0%	2.5%	0.0%	2.0%	1.0%	2.0%	0.0%	0.9%	2.0%	4.2%	3.5%	3.3%
2020	Q1	3.6%	2.0%	5.0%	2.5%	4.0%	3.0%	2.0%	2.5%	2.2%	6.0%	4.2%	7.0%	0.0%
	Q2	2.9%	1.0%	2.5%	0.0%	5.0%	5.0%	2.0%	3.8%	3.6%	4.0%	2.8%	2.6%	6.7%
	Q3	3.0%	4.0%	0.0%	2.5%	2.0%	7.0%	1.2%	1.3%	1.3%	4.0%	4.4%	2.2%	0.0%
	Q4	2.7%	4.0%	0.0%	0.0%	1.0%	2.0%	2.0%	2.5%	0.0%	6.0%	4.4%	2.6%	3.3%
2021	Q1	3.6%	4.0%	10.0%	2.5%	5.0%	4.0%	2.0%	1.3%	0.9%	0.0%	5.2%	3.9%	3.3%
	Q2	3.9%	0.5%	2.5%	7.5%	7.0%	9.0%	2.0%	5.0%	4.0%	8.0%	3.6%	3.5%	6.7%
	Q3	2.7%	2.5%	2.5%	2.5%	2.0%	3.0%	1.6%	1.3%	0.9%	4.0%	4.4%	2.2%	6.7%
	Q4	2.6%	3.5%	2.5%	2.5%	2.0%	2.0%	2.4%	5.0%	0.4%	2.0%	2.4%	4.4%	3.3%
2022	Q1	3.3%	3.5%	7.5%	5.0%	2.0%	4.0%	0.8%	2.5%	5.3%	4.0%	4.0%	1.3%	3.3%
	Q2	4.8%	5.0%	5.0%	2.5%	3.0%	7.0%	2.4%	6.3%	4.0%	12.0%	5.6%	3.9%	3.3%
	Q3	3.2%	6.0%	0.0%	2.5%	1.0%	2.0%	1.6%	5.0%	0.0%	10.0%	3.8%	3.9%	3.3%
	Q4	2.7%	4.5%	0.0%	0.0%	1.0%	1.0%	4.0%	0.0%	0.4%	0.0%	3.2%	3.9%	6.7%
2023	Q1	3.6%	5.0%	2.5%	7.5%	5.0%	9.0%	1.2%	6.3%	1.8%	6.0%	2.8%	2.6%	6.7%
	Q2	3.8%	3.0%	2.5%	5.0%	3.0%	9.0%	3.6%	5.0%	3.6%	6.0%	3.2%	2.6%	6.7%
	Q3	4.4%	5.5%	10.0%	7.5%	6.0%	5.0%	3.2%	1.3%	1.3%	2.0%	5.6%	4.4%	0.0%
	Q4	3.4%	6.0%	0.0%	2.5%	2.0%	6.0%	3.2%	5.0%	0.4%	4.0%	4.4%	1.7%	0.0%
2024	Q1	4.7%	5.5%	5.0%	2.5%	3.0%	9.0%	2.8%	5.0%	3.1%	10.0%	4.8%	4.8%	3.3%
	Q2	3.3%	3.0%	2.5%	7.5%	4.0%	6.0%	2.4%	0.0%	2.7%	6.0%	3.0%	4.4%	0.0%

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Count of outgoing CFOs by Gender																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	48	4	4	0	2	0	2	0	5	0	4	0	5	0	0	0	5	0	0	0	14	2	5	2	2	0
	Q2	68	6	9	1	1	0	3	0	3	0	5	0	8	0	3	0	12	0	2	0	13	5	9	0	0	0
	Q3	47	5	5	0	2	0	0	0	4	1	5	0	6	1	0	0	2	0	3	0	17	3	2	0	1	0
	Q4	46	6	10	0	1	0	0	0	2	0	0	1	4	1	0	0	2	0	1	0	18	3	7	1	1	0
2020	Q1	56	10	3	1	1	1	1	0	3	1	3	0	4	1	2	0	5	0	3	0	18	3	13	3	0	0
	Q2	49	4	2	0	1	0	0	0	5	0	5	0	5	0	3	0	8	0	2	0	12	2	4	2	2	0
	Q3	41	13	6	2	0	0	1	0	2	0	6	1	2	1	1	0	3	0	2	0	13	9	5	0	0	0
	Q4	45	5	6	2	0	0	0	0	1	0	2	0	5	0	2	0	0	0	3	0	19	3	6	0	1	0
2021	Q1	59	7	7	1	3	1	0	1	4	1	4	0	5	0	1	0	2	0	0	0	24	2	8	1	1	0
	Q2	60	11	1	0	0	1	3	0	5	2	8	1	5	0	4	0	9	0	4	0	15	3	5	3	1	1
	Q3	41	9	4	1	1	0	1	0	2	0	2	1	3	1	1	0	1	1	2	0	18	4	5	0	1	1
	Q4	41	7	7	0	1	0	1	0	2	0	0	2	5	1	2	2	1	0	1	0	11	1	10	0	0	1
2022	Q1	52	8	4	3	3	0	1	1	2	0	4	0	2	0	0	2	12	0	2	0	18	2	3	0	1	0
	Q2	71	16	8	2	2	0	1	0	2	1	4	3	4	2	4	1	9	0	6	0	23	5	8	1	0	1
	Q3	49	9	7	5	0	0	0	1	1	0	2	0	4	0	4	0	0	0	4	1	18	1	8	1	1	0
	Q4	40	9	7	2	0	0	0	0	0	1	1	0	9	1	0	0	1	0	0	0	12	4	8	1	2	0
2023	Q1	58	7	8	2	1	0	3	0	4	1	7	2	2	1	5	0	4	0	3	0	13	1	6	0	2	0
	Q2	61	8	5	1	1	0	2	0	2	1	7	2	8	1	2	2	8	0	3	0	16	0	5	1	2	0
	Q3	67	13	8	3	4	0	3	0	6	0	3	2	7	1	0	1	3	0	1	0	23	5	9	1	0	0
	Q4	47	14	9	3	0	0	1	0	1	1	6	0	6	2	3	1	1	0	2	0	14	7	4	0	0	0
2024	Q1	62	23	10	1	1	1	1	0	2	1	1	8	7	0	3	1	6	1	4	1	19	5	7	4	1	0
	Q2	49	11	4	2	1	0	3	0	3	1	4	2	4	2	0	0	6	0	3	0	12	3	9	1	0	0

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Percentage of outgoing CFOs by Gender																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	92%	8%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	0%	0%	88%	12%	71%	29%	100%	0%
	Q2	92%	8%	90%	10%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	72%	28%	100%	0%	0%	0%
	Q3	90%	10%	100%	0%	100%	0%	0%	0%	80%	20%	100%	0%	86%	14%	0%	0%	100%	0%	100%	0%	85%	15%	100%	0%	100%	0%
	Q4	88%	12%	100%	0%	100%	0%	0%	0%	100%	0%	0%	100%	80%	20%	0%	0%	100%	0%	100%	0%	86%	14%	88%	12%	100%	0%
2020	Q1	85%	15%	75%	25%	50%	50%	100%	0%	75%	25%	100%	0%	80%	20%	100%	0%	100%	0%	100%	0%	86%	14%	81%	19%	0%	0%
	Q2	92%	8%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	86%	14%	67%	33%	100%	0%
	Q3	76%	24%	75%	25%	0%	0%	100%	0%	100%	0%	86%	14%	67%	33%	100%	0%	100%	0%	100%	0%	59%	41%	100%	0%	0%	0%
	Q4	90%	10%	75%	25%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	86%	14%	100%	0%	100%	0%
2021	Q1	89%	11%	88%	12%	75%	25%	0%	100%	80%	20%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	92%	8%	89%	11%	100%	0%
	Q2	85%	15%	100%	0%	0%	100%	100%	0%	71%	29%	89%	11%	100%	0%	100%	0%	100%	0%	100%	0%	83%	17%	63%	37%	50%	50%
	Q3	82%	18%	80%	20%	100%	0%	100%	0%	100%	0%	67%	33%	75%	25%	100%	0%	50%	50%	100%	0%	82%	18%	100%	0%	50%	50%
	Q4	85%	15%	100%	0%	100%	0%	100%	0%	100%	0%	0%	100%	83%	17%	50%	50%	100%	0%	100%	0%	92%	8%	100%	0%	0%	100%
2022	Q1	87%	13%	57%	43%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	0%	100%	100%	0%	100%	0%	90%	10%	100%	0%	100%	0%
	Q2	82%	18%	80%	20%	100%	0%	100%	0%	67%	33%	57%	43%	67%	33%	80%	20%	100%	0%	100%	0%	82%	18%	89%	0%	0%	100%
	Q3	84%	16%	58%	42%	0%	0%	0%	100%	100%	0%	100%	0%	100%	0%	100%	0%	0%	0%	80%	20%	95%	5%	89%	11%	100%	0%
	Q4	82%	18%	78%	22%	0%	0%	0%	0%	0%	100%	100%	0%	90%	10%	0%	0%	100%	0%	0%	0%	75%	25%	89%	11%	100%	0%
2023	Q1	89%	11%	80%	20%	100%	0%	100%	0%	80%	20%	78%	22%	67%	33%	100%	0%	100%	0%	100%	0%	93%	7%	100%	0%	100%	0%
	Q2	88%	12%	83%	17%	100%	0%	100%	0%	67%	33%	78%	22%	89%	11%	50%	50%	100%	0%	100%	0%	100%	0%	83%	17%	100%	0%
	Q3	84%	16%	73%	27%	100%	0%	100%	0%	100%	0%	60%	40%	88%	12%	0%	100%	100%	0%	100%	0%	82%	18%	90%	10%	0%	0%
	Q4	77%	23%	75%	25%	0%	0%	100%	0%	50%	50%	100%	0%	75%	25%	75%	25%	100%	0%	100%	0%	67%	33%	100%	0%	0%	0%
2024	Q1	73%	27%	91%	9%	50%	50%	100%	0%	67%	33%	11%	89%	100%	0%	75%	25%	86%	14%	80%	20%	79%	21%	64%	36%	100%	0%
	Q2	82%	18%	67%	33%	100%	0%	100%	0%	75%	25%	67%	33%	67%	33%	0%	0%	100%	0%	100%	0%	80%	20%	90%	10%	0%	0%

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Count of outgoing CFOs by Appointment																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSSTE 250	FSSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	34	18	1	3	2	0	2	0	5	0	2	2	0	5	0	0	5	0	0	0	11	5	5	2	1	1
	Q2	44	30	6	4	1	1	2	0	2	1	2	3	2	6	3	0	12	0	2	0	8	10	4	5	0	0
	Q3	32	20	2	3	2	0	0	0	5	0	2	3	1	6	0	0	2	0	2	1	14	6	2	0	0	1
	Q4	23	29	7	3	0	1	0	0	0	2	0	1	1	4	0	0	2	0	0	1	10	11	3	5	0	1
2020	Q1	40	26	0	4	2	0	1	0	2	2	3	0	1	4	1	1	5	0	3	0	14	7	8	8	0	0
	Q2	34	19	2	0	0	1	0	0	2	3	2	3	3	2	2	1	8	0	1	1	10	4	3	3	1	1
	Q3	26	28	2	6	0	0	1	0	1	1	3	4	1	2	1	0	3	0	2	0	10	12	2	3	0	0
	Q4	29	21	3	5	0	0	0	0	1	0	1	1	2	3	2	0	0	0	2	1	14	8	3	3	1	0
2021	Q1	40	26	2	6	3	1	0	1	3	2	0	4	4	1	1	0	2	0	0	0	18	8	7	2	0	1
	Q2	42	29	0	1	0	1	3	0	2	5	2	7	0	5	4	0	9	0	2	2	15	3	3	5	2	0
	Q3	25	25	3	2	1	0	0	1	2	0	0	3	0	4	1	0	1	1	1	1	13	9	2	3	1	1
	Q4	26	22	1	6	1	0	0	1	2	0	0	2	3	3	1	3	1	0	1	0	9	3	7	3	0	1
2022	Q1	35	25	3	4	3	0	1	1	1	1	1	3	0	2	1	1	12	0	2	0	9	11	1	2	1	0
	Q2	45	42	3	7	1	1	1	0	0	3	3	4	0	6	3	2	9	0	5	1	14	14	5	4	1	0
	Q3	25	33	3	9	0	0	0	1	0	1	2	0	2	2	2	2	0	0	3	2	10	9	3	6	0	1
	Q4	19	30	3	6	0	0	0	0	0	1	0	1	2	8	0	0	1	0	0	0	9	7	2	7	2	0
2023	Q1	31	34	5	5	1	0	2	1	0	5	3	6	1	2	4	1	4	0	2	1	5	9	3	3	1	1
	Q2	34	35	2	4	0	1	2	0	1	2	2	7	1	8	4	0	8	0	2	1	8	8	2	4	2	0
	Q3	38	42	4	7	1	3	0	3	1	5	2	3	3	5	1	0	3	0	1	0	17	11	5	5	0	0
	Q4	20	41	5	7	0	0	0	1	0	2	3	3	1	7	1	3	1	0	0	2	8	13	1	3	0	0
2024	Q1	42	43	3	8	0	2	1	0	1	2	4	5	4	3	3	1	7	0	2	3	12	12	4	7	1	0
	Q2	36	24	2	4	0	1	3	0	3	1	3	3	1	5	0	0	6	0	3	0	8	7	7	3	0	0

INDEX																											
Percentage of outgoing CFOs by Appointment																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	65%	35%	25%	75%	100%	0%	100%	0%	100%	0%	50%	50%	0%	100%	0%	0%	100%	0%	0%	0%	69%	31%	71%	29%	50%	50%
	Q2	59%	41%	60%	40%	50%	50%	100%	0%	67%	33%	40%	60%	25%	75%	100%	0%	100%	0%	100%	0%	44%	56%	44%	56%	0%	0%
	Q3	62%	38%	40%	60%	100%	0%	0%	0%	100%	0%	40%	60%	14%	86%	0%	0%	100%	0%	67%	33%	70%	30%	100%	0%	0%	100%
	Q4	44%	56%	70%	30%	0%	100%	0%	0%	0%	100%	0%	100%	20%	80%	0%	0%	100%	0%	0%	100%	48%	52%	37%	63%	0%	100%
2020	Q1	61%	39%	0%	100%	100%	0%	100%	0%	50%	50%	100%	0%	20%	80%	50%	50%	100%	0%	100%	0%	67%	33%	50%	50%	0%	0%
	Q2	64%	36%	100%	0%	0%	100%	0%	0%	40%	60%	40%	60%	60%	40%	67%	33%	100%	0%	50%	50%	71%	29%	50%	50%	50%	50%
	Q3	48%	52%	25%	75%	0%	0%	100%	0%	50%	50%	43%	57%	33%	67%	100%	0%	100%	0%	100%	0%	45%	55%	40%	60%	0%	0%
	Q4	58%	42%	37%	63%	0%	0%	0%	0%	100%	0%	50%	50%	40%	60%	100%	0%	0%	0%	67%	33%	64%	36%	50%	50%	100%	0%
2021	Q1	61%	39%	25%	75%	75%	25%	0%	100%	60%	40%	0%	100%	80%	20%	100%	0%	100%	0%	0%	0%	69%	31%	78%	22%	0%	100%
	Q2	59%	41%	0%	100%	0%	100%	100%	0%	29%	71%	22%	78%	0%	100%	100%	0%	100%	0%	50%	50%	83%	17%	37%	63%	100%	0%
	Q3	50%	50%	60%	40%	100%	0%	0%	100%	100%	0%	0%	100%	0%	100%	100%	0%	50%	50%	50%	50%	59%	41%	40%	60%	50%	50%
	Q4	54%	46%	14%	86%	100%	0%	0%	100%	100%	0%	0%	100%	50%	50%	25%	75%	100%	0%	100%	0%	75%	25%	70%	30%	0%	100%
2022	Q1	58%	42%	43%	57%	100%	0%	50%	50%	50%	50%	25%	75%	0%	100%	50%	50%	100%	0%	100%	0%	45%	55%	33%	67%	100%	0%
	Q2	52%	48%	30%	70%	50%	50%	100%	0%	0%	100%	43%	57%	0%	100%	60%	40%	100%	0%	83%	17%	50%	50%	56%	44%	100%	0%
	Q3	43%	57%	25%	75%	0%	0%	0%	100%	0%	100%	100%	0%	50%	50%	50%	50%	0%	0%	60%	40%	53%	47%	33%	67%	0%	100%
	Q4	39%	61%	33%	67%	0%	0%	0%	0%	0%	100%	0%	100%	20%	80%	0%	0%	100%	0%	0%	0%	56%	44%	22%	78%	100%	0%
2023	Q1	48%	52%	50%	50%	100%	0%	67%	33%	0%	100%	33%	67%	33%	67%	80%	20%	100%	0%	67%	33%	36%	64%	50%	50%	50%	50%
	Q2	49%	51%	33%	67%	0%	100%	100%	0%	33%	67%	22%	78%	11%	89%	100%	0%	100%	0%	67%	33%	50%	50%	33%	67%	100%	0%
	Q3	48%	52%	36%	64%	25%	75%	0%	100%	17%	83%	40%	60%	37%	63%	100%	0%	100%	0%	100%	0%	61%	39%	50%	50%	0%	0%
	Q4	33%	67%	42%	58%	0%	0%	0%	100%	0%	100%	50%	50%	12%	88%	25%	75%	100%	0%	0%	100%	38%	62%	25%	75%	0%	0%
2024	Q1	49%	51%	27%	73%	0%	100%	100%	0%	33%	67%	44%	56%	57%	43%	75%	25%	100%	0%	40%	60%	50%	50%	36%	64%	100%	0%
	Q2	60%	40%	33%	67%	0%	100%	100%	0%	75%	25%	50%	50%	17%	83%	0%	0%	100%	0%	100%	0%	53%	47%	70%	30%	0%	0%

INDEX																											
Count of outgoing CFOs by Experience																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience
2019	Q1	39	13	2	2	2	0	2	0	5	0	2	2	1	4	0	0	5	0	0	0	12	4	7	0	1	1
	Q2	49	25	4	6	1	0	3	0	2	1	3	2	5	3	3	0	12	0	0	2	11	7	5	4	0	0
	Q3	37	15	2	3	2	0	0	0	5	0	3	2	4	3	0	0	2	0	2	1	16	4	1	1	0	1
	Q4	29	23	7	3	0	1	0	0	0	2	1	0	1	4	0	0	2	0	1	0	13	8	4	4	0	1
2020	Q1	48	18	2	2	2	0	1	0	4	0	3	0	2	3	2	0	5	0	3	0	15	6	9	7	0	0
	Q2	39	14	2	0	0	1	0	0	2	3	2	3	4	1	2	1	8	0	2	0	12	2	5	1	0	2
	Q3	31	23	2	6	0	0	1	0	1	1	3	4	2	1	1	0	2	1	2	0	14	8	3	2	0	0
	Q4	32	18	3	5	0	0	0	0	1	0	1	1	3	2	2	0	0	0	2	1	16	6	3	3	1	0
2021	Q1	43	23	2	6	4	0	1	0	4	1	2	2	3	2	1	0	2	0	0	0	19	7	5	4	0	1
	Q2	42	29	0	1	1	0	3	0	3	4	4	5	1	4	2	2	9	0	2	2	15	3	1	7	1	1
	Q3	24	26	2	3	1	0	0	1	2	0	1	2	1	3	0	1	2	0	2	0	11	11	0	5	2	0
	Q4	21	27	1	6	1	0	0	1	2	0	0	2	3	3	2	2	0	1	0	1	7	5	5	5	0	1
2022	Q1	42	18	4	3	2	1	2	0	1	1	1	3	1	1	2	0	12	0	2	0	13	7	2	1	0	1
	Q2	56	31	4	6	1	1	1	0	2	1	5	2	1	5	4	1	9	0	5	1	18	10	5	4	1	0
	Q3	37	21	7	5	0	0	0	1	1	0	2	0	2	2	3	1	0	0	4	1	12	7	5	4	1	0
	Q4	27	22	3	6	0	0	0	0	1	0	0	1	7	3	0	0	1	0	0	0	10	6	3	6	2	0
2023	Q1	42	23	7	3	0	1	2	1	3	2	5	4	3	0	4	1	4	0	2	1	7	7	4	2	1	1
	Q2	36	33	1	5	1	0	2	0	2	1	4	5	1	8	4	0	8	0	2	1	8	8	2	4	1	1
	Q3	46	34	4	7	2	2	1	2	4	2	4	1	6	2	1	0	3	0	1	0	16	12	4	6	0	0
	Q4	27	34	3	9	0	0	0	1	1	1	4	2	4	4	2	2	1	0	0	2	10	11	2	2	0	0
2024	Q1	48	37	4	7	0	2	1	0	1	2	4	5	5	2	2	2	6	1	4	1	14	10	6	5	1	0
	Q2	36	24	2	4	0	1	3	0	3	1	4	2	2	4	0	0	5	1	2	1	11	4	4	6	0	0

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Percentage of outgoing CFOs by Experience																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience
2019	Q1	75%	25%	50%	50%	100%	0%	100%	0%	100%	0%	50%	50%	20%	80%	0%	0%	100%	0%	0%	0%	75%	25%	100%	0%	50%	50%
	Q2	66%	34%	40%	60%	100%	0%	100%	0%	67%	33%	60%	40%	63%	37%	100%	0%	100%	0%	0%	100%	61%	39%	56%	44%	0%	0%
	Q3	71%	29%	40%	60%	100%	0%	0%	0%	100%	0%	60%	40%	57%	43%	0%	0%	100%	0%	67%	33%	80%	20%	50%	50%	0%	100%
	Q4	56%	44%	70%	30%	0%	100%	0%	0%	0%	100%	100%	0%	20%	80%	0%	0%	100%	0%	100%	0%	62%	38%	50%	50%	0%	100%
2020	Q1	73%	27%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	40%	60%	100%	0%	100%	0%	100%	0%	71%	29%	56%	44%	0%	0%
	Q2	74%	26%	100%	0%	0%	100%	0%	0%	40%	60%	40%	60%	80%	20%	67%	33%	100%	0%	100%	0%	86%	14%	83%	17%	0%	100%
	Q3	57%	43%	25%	75%	0%	0%	100%	0%	50%	50%	43%	57%	67%	33%	100%	0%	67%	33%	100%	0%	64%	36%	60%	40%	0%	0%
	Q4	64%	36%	37%	63%	0%	0%	0%	0%	100%	0%	50%	50%	60%	40%	100%	0%	0%	0%	67%	33%	73%	27%	50%	50%	100%	0%
2021	Q1	65%	35%	25%	75%	100%	0%	100%	0%	80%	20%	50%	50%	60%	40%	100%	0%	100%	0%	0%	0%	73%	27%	56%	44%	0%	100%
	Q2	59%	41%	0%	100%	100%	0%	100%	0%	43%	57%	44%	56%	20%	80%	50%	50%	100%	0%	50%	50%	83%	17%	12%	88%	50%	50%
	Q3	48%	52%	40%	60%	100%	0%	0%	100%	100%	0%	33%	67%	25%	75%	0%	100%	100%	0%	100%	0%	50%	50%	0%	100%	100%	0%
	Q4	44%	56%	14%	86%	100%	0%	0%	100%	100%	0%	0%	100%	50%	50%	50%	50%	0%	100%	0%	100%	58%	42%	50%	50%	0%	100%
2022	Q1	70%	30%	57%	43%	67%	33%	100%	0%	50%	50%	25%	75%	50%	50%	100%	0%	100%	0%	100%	0%	65%	35%	67%	33%	0%	100%
	Q2	64%	36%	40%	60%	50%	50%	100%	0%	67%	33%	71%	29%	17%	83%	80%	20%	100%	0%	83%	17%	64%	36%	56%	0%	100%	0%
	Q3	64%	36%	58%	42%	0%	0%	0%	100%	100%	0%	100%	0%	50%	50%	75%	25%	0%	0%	80%	20%	63%	37%	56%	44%	100%	0%
	Q4	55%	45%	33%	67%	0%	0%	0%	0%	100%	0%	0%	100%	70%	30%	0%	0%	100%	0%	0%	0%	63%	37%	33%	67%	100%	0%
2023	Q1	65%	35%	70%	30%	0%	100%	67%	33%	60%	40%	56%	44%	100%	0%	80%	20%	100%	0%	67%	33%	50%	50%	67%	33%	50%	50%
	Q2	52%	48%	17%	83%	100%	0%	100%	0%	67%	33%	44%	56%	11%	89%	100%	0%	100%	0%	67%	33%	50%	50%	33%	67%	50%	50%
	Q3	58%	62%	36%	64%	50%	50%	33%	67%	67%	33%	80%	20%	75%	25%	100%	0%	100%	0%	100%	0%	57%	43%	40%	60%	0%	0%
	Q4	44%	56%	25%	75%	0%	0%	0%	100%	50%	50%	67%	33%	50%	50%	50%	50%	100%	0%	0%	100%	48%	52%	50%	50%	0%	0%
2024	Q1	56%	44%	36%	64%	0%	100%	100%	0%	33%	67%	44%	56%	71%	29%	50%	50%	86%	14%	80%	20%	58%	42%	55%	45%	100%	0%
	Q2	60%	40%	33%	67%	0%	100%	100%	0%	75%	25%	67%	33%	33%	67%	0%	0%	83%	17%	67%	33%	73%	27%	40%	60%	0%	0%

INDEX														
Average Tenure of outgoing CFOs														
		Global	ASX 200	CAC 40	DAX 40	EuroNext 100	FTSE 100	FSTE 250	HANG SENG	Nikkei 225	NSE Nifty 50	S&P 500	S&P/TSX Composite	STI
	Total companies	1822	200	40	40	100	100	250	80	225	50	500	229	30
Year	Quarter													
2019	Q1	6.1	5.6	7.0	8.5	5.3	5.6	5.6	0.0	4.1	0.0	6.5	7.8	4.3
	Q2	6.0	5.4	7.0	7.4	5.3	6.2	6.5	11.7	3.9	6.0	7.3	4.7	0.0
	Q3	6.4	4.8	9.7	0.0	6.9	5.7	5.7	0.0	4.5	6.1	6.5	6.1	16.2
	Q4	7.9	7.8	12.0	0.0	9.7	6.5	4.3	0.0	2.1	17.0	8.5	8.9	3.1
2020	Q1	6.3	3.8	6.2	7.5	6.1	7.9	7.3	2.7	2.7	7.2	7.0	6.7	0.0
	Q2	6.3	8.0	11.0	0.0	8.0	10.5	6.7	4.1	3.6	8.0	4.6	7.6	6.4
	Q3	7.0	4.9	0.0	9.8	10.1	9.9	3.8	3.4	2.5	6.0	7.2	9.3	0.0
	Q4	6.6	7.1	0.0	0.0	2.3	10.4	9.0	4.3	0.0	3.4	4.9	10.1	15.0
2021	Q1	6.9	4.4	12.1	2.5	9.0	4.1	6.3	2.2	3.4	0.0	8.2	6.1	2.5
	Q2	5.8	5.7	3.9	6.1	5.6	6.4	3.2	8.3	2.5	4.4	5.2	10.5	10.5
	Q3	6.8	5.3	1.5	16.9	2.0	5.3	6.8	7.6	2.0	13.0	6.9	10.0	3.9
	Q4	5.9	5.3	3.5	10.9	2.8	10.4	4.4	8.2	2.0	2.6	5.6	7.1	5.8
2022	Q1	5.8	3.1	5.6	3.3	5.4	7.1	5.6	5.2	4.5	0.7	6.4	17.7	7.2
	Q2	5.7	4.2	7.0	9.5	6.5	5.9	5.4	6.1	4.2	4.4	6.6	4.7	13.9
	Q3	5.7	3.6	0.0	5.1	8.8	13.1	7.3	7.1	0.0	1.5	7.1	4.8	3.3
	Q4	5.8	4.5	0.0	0.0	1.3	2.0	4.8	0.0	1.3	0.0	6.8	7.0	8.5
2023	Q1	6.0	5.6	4.0	7.2	4.4	4.8	5.9	9.0	4.8	2.0	6.0	9.6	4.7
	Q2	6.6	6.0	5.0	9.2	7.2	7.0	7.1	4.9	4.0	10.4	6.0	9.3	3.5
	Q3	6.0	5.3	9.0	6.2	8.3	5.0	4.6	3.0	3.3	8.5	6.6	5.0	0.0
	Q4	6.1	4.1	0.0	5.4	6.9	8.8	3.9	6.4	0.6	14.7	6.4	7.3	0.0
2024	Q1	6.3	4.1	4.3	6.0	4.4	8.3	7.4	3.7	5.0	8.9	7.7	6.4	3.2
	Q2	5.1	2.4	5.5	5.4	7.3	3.5	8.1	0.0	3.9	3.9	6.3	4.1	0.0

INDEX																											
Count of outgoing CFOs by Retired/Board or New Role																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role
2019	Q1	16	36	0	4	0	2	2	0	1	4	0	4	1	4	0	0	1	4	0	0	8	8	3	4	0	2
	Q2	24	50	2	8	0	1	0	3	0	3	3	2	3	5	3	0	1	11	2	0	8	10	2	7	0	0
	Q3	23	29	0	5	2	0	0	0	2	3	3	2	4	3	0	0	0	2	3	0	8	12	0	2	1	0
	Q4	11	41	2	8	0	1	0	0	0	2	0	1	2	3	0	0	1	1	0	1	5	16	1	7	0	1
2020	Q1	24	42	0	4	0	2	0	1	0	4	2	1	1	4	0	2	4	1	2	1	10	11	5	11	0	0
	Q2	22	31	0	2	0	1	0	0	1	4	4	1	2	3	3	0	3	5	2	0	5	9	1	5	1	1
	Q3	19	35	3	5	0	0	1	0	1	1	3	4	2	1	0	1	1	2	0	2	7	15	1	4	0	0
	Q4	18	32	3	5	0	0	0	0	0	1	1	1	2	3	1	1	0	0	2	1	7	15	1	5	1	0
2021	Q1	20	46	3	5	2	2	1	0	1	4	2	2	0	5	0	1	0	2	0	0	9	17	1	8	1	0
	Q2	25	46	1	0	0	1	2	1	5	2	4	5	1	4	2	2	2	7	1	3	3	15	4	4	0	2
	Q3	20	30	2	3	0	1	1	0	0	2	0	3	1	3	0	1	1	1	1	1	13	9	0	5	1	1
	Q4	20	28	1	6	0	1	1	0	1	1	0	2	3	3	1	3	1	0	0	1	7	5	4	6	1	0
2022	Q1	15	45	0	7	0	3	0	2	0	2	1	3	0	2	1	1	5	7	1	1	4	16	2	1	1	0
	Q2	37	50	3	7	1	1	1	0	1	2	2	5	2	4	3	2	4	5	5	1	11	17	4	5	0	1
	Q3	19	39	3	9	0	0	1	0	0	1	1	1	0	4	3	1	0	0	3	2	4	15	4	5	0	1
	Q4	18	31	4	5	0	0	0	0	0	1	0	1	3	7	0	0	0	1	0	0	6	10	5	4	0	2
2023	Q1	20	45	2	8	0	1	1	2	1	4	5	4	1	2	2	3	3	1	1	2	2	12	2	4	0	2
	Q2	32	37	4	2	0	1	2	0	1	2	6	3	3	6	1	3	3	5	2	1	5	11	3	3	2	0
	Q3	36	44	6	5	1	3	1	2	3	3	2	3	4	4	1	0	0	3	0	1	13	15	5	5	0	0
	Q4	32	29	6	6	0	0	0	1	0	2	5	1	4	4	2	2	0	1	1	1	10	11	4	0	0	0
2024	Q1	48	37	4	7	1	1	0	1	1	2	4	5	5	2	4	0	6	1	3	2	10	14	9	2	1	0
	Q2	30	30	4	2	0	1	1	2	2	2	3	3	6	0	0	0	2	4	1	2	7	8	4	6	0	0

INDEX																											
Percentage of outgoing CFOs by Retired/Board or New Role																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role	Retired/ Board	New Role
2019	Q1	31%	69%	0%	100%	0%	100%	100%	0%	20%	80%	0%	100%	20%	80%	0%	0%	20%	80%	0%	0%	50%	50%	43%	57%	0%	100%
	Q2	32%	68%	20%	80%	0%	100%	0%	100%	0%	100%	60%	40%	37%	63%	100%	0%	8%	92%	100%	0%	44%	56%	22%	78%	0%	0%
	Q3	44%	56%	0%	100%	100%	0%	0%	0%	40%	60%	60%	40%	57%	43%	0%	0%	0%	100%	100%	0%	40%	60%	0%	100%	100%	0%
	Q4	21%	79%	20%	80%	0%	100%	0%	0%	0%	100%	0%	100%	40%	60%	0%	0%	50%	50%	0%	100%	24%	76%	12%	88%	0%	100%
2020	Q1	36%	64%	0%	100%	0%	100%	0%	100%	0%	100%	67%	33%	20%	80%	0%	100%	80%	20%	67%	33%	48%	52%	31%	69%	0%	0%
	Q2	42%	58%	0%	100%	0%	100%	0%	0%	20%	80%	80%	20%	40%	60%	100%	0%	37%	63%	100%	0%	36%	64%	17%	83%	50%	50%
	Q3	35%	65%	37%	63%	0%	0%	100%	0%	50%	50%	43%	57%	67%	33%	0%	100%	33%	67%	0%	100%	32%	68%	20%	80%	0%	0%
	Q4	36%	64%	37%	63%	0%	0%	0%	0%	0%	100%	50%	50%	40%	60%	50%	50%	0%	0%	67%	33%	32%	68%	17%	83%	100%	0%
2021	Q1	30%	70%	37%	63%	50%	50%	100%	0%	20%	80%	50%	50%	0%	100%	0%	100%	0%	100%	0%	0%	35%	65%	11%	89%	100%	0%
	Q2	35%	65%	100%	0%	0%	100%	67%	33%	71%	29%	44%	56%	20%	80%	50%	50%	22%	78%	25%	75%	17%	83%	50%	50%	0%	100%
	Q3	40%	60%	40%	60%	0%	100%	100%	0%	0%	100%	0%	100%	25%	75%	0%	100%	50%	50%	50%	50%	59%	41%	0%	100%	50%	50%
	Q4	42%	58%	14%	86%	0%	100%	100%	0%	50%	50%	0%	100%	50%	50%	25%	75%	100%	0%	0%	100%	58%	42%	40%	60%	100%	0%
2022	Q1	25%	75%	0%	100%	0%	100%	0%	100%	0%	100%	25%	75%	0%	100%	50%	50%	42%	58%	50%	50%	20%	80%	67%	33%	100%	0%
	Q2	43%	57%	30%	70%	50%	50%	100%	0%	33%	67%	29%	71%	33%	67%	60%	40%	44%	56%	83%	17%	39%	61%	44%	56%	0%	100%
	Q3	33%	67%	25%	75%	0%	0%	100%	0%	0%	100%	50%	50%	0%	100%	75%	25%	0%	0%	60%	40%	21%	79%	44%	56%	0%	100%
	Q4	37%	63%	44%	56%	0%	0%	0%	0%	0%	100%	0%	100%	30%	70%	0%	0%	0%	100%	0%	0%	37%	63%	56%	44%	0%	100%
2023	Q1	31%	69%	20%	80%	0%	100%	33%	67%	20%	80%	56%	44%	33%	67%	40%	60%	75%	25%	33%	67%	14%	86%	33%	67%	0%	100%
	Q2	46%	54%	67%	33%	0%	100%	100%	0%	33%	67%	67%	33%	33%	67%	25%	75%	37%	63%	67%	33%	31%	69%	50%	50%	100%	0%
	Q3	45%	55%	55%	45%	25%	75%	33%	67%	50%	50%	40%	60%	50%	50%	100%	0%	0%	100%	0%	100%	46%	54%	50%	50%	0%	0%
	Q4	52%	48%	50%	50%	0%	0%	0%	100%	0%	100%	83%	17%	50%	50%	50%	50%	0%	100%	50%	50%	48%	52%	100%	0%	0%	0%
2024	Q1	56%	44%	36%	64%	50%	50%	0%	100%	33%	67%	44%	56%	71%	29%	100%	0%	86%	14%	60%	40%	42%	58%	82%	18%	100%	0%
	Q2	50%	50%	67%	33%	0%	100%	33%	67%	50%	50%	50%	50%	100%	0%	0%	0%	33%	67%	33%	67%	47%	53%	40%	60%	0%	0%

INDEX														
Count of incoming CFOs														
		Global	ASX 200	CAC 40	DAX 40	EuroNext 100	FTSE 100	FSTE 250	HANG SENG	Nikkei 225	NSE Nifty 50	S&P 500	S&P/TSX Composite	STI
	Total companies	1822	200	40	40	100	100	250	80	225	50	500	229	30
Year	Quarter													
2019	Q1	61	6	2	2	5	4	5	0	8	2	16	10	1
	Q2	82	9	1	4	3	6	8	3	14	2	20	10	2
	Q3	61	9	2	0	6	5	7	1	2	5	19	4	1
	Q4	49	11	1	0	3	1	6	0	4	1	13	8	1
2020	Q1	83	6	2	1	4	3	5	3	3	3	31	20	2
	Q2	65	6	1	0	5	5	5	4	15	2	14	7	1
	Q3	55	12	0	2	2	7	3	1	3	2	16	7	0
	Q4	47	9	0	0	1	2	5	2	1	3	15	9	0
2021	Q1	87	10	4	1	5	4	5	3	5	2	32	14	2
	Q2	81	2	1	3	7	9	5	3	14	2	24	10	1
	Q3	55	4	1	2	2	3	4	1	3	3	22	7	3
	Q4	50	12	1	1	2	2	6	3	0	1	11	10	1
2022	Q1	66	8	3	2	2	4	2	4	8	4	23	5	1
	Q2	89	10	2	1	3	8	7	2	14	6	24	10	2
	Q3	70	17	0	1	1	2	5	4	1	6	22	10	1
	Q4	54	12	0	0	1	1	10	1	2	1	16	8	2
2023	Q1	74	13	1	3	5	9	3	8	3	3	19	7	0
	Q2	77	6	1	2	4	9	10	4	9	1	22	7	2
	Q3	82	12	4	4	6	5	8	1	2	2	25	13	0
	Q4	62	17	0	1	2	6	8	1	3	1	22	1	0
2024	Q1	89	12	2	1	4	9	7	3	4	4	29	13	1
	Q2	74	9	1	3	4	6	6	1	6	3	23	11	1

INDEX														
Percentage of incoming CFOs														
		Global	ASX 200	CAC 40	DAX 40	EuroNext 100	FTSE 100	FSTE 250	HANG SENG	Nikkei 225	NSE Nifty 50	S&P 500	S&P/TSX Composite	STI
	Total companies	1822	200	40	40	100	100	250	80	225	50	500	229	30
Year	Quarter													
2019	Q1	3.3%	3.0%	5.0%	5.0%	5.0%	4.0%	2.0%	0.0%	3.6%	4.0%	3.2%	4.4%	3.3%
	Q2	4.5%	4.5%	2.5%	10.0%	3.0%	6.0%	3.2%	3.7%	6.2%	4.0%	4.0%	4.4%	6.7%
	Q3	3.3%	4.5%	5.0%	0.0%	6.0%	5.0%	2.8%	1.2%	0.9%	10.0%	3.8%	1.7%	3.3%
	Q4	2.7%	5.5%	2.5%	0.0%	3.0%	1.0%	2.4%	0.0%	1.8%	2.0%	2.6%	3.5%	3.3%
2020	Q1	4.6%	3.0%	5.0%	2.5%	4.0%	3.0%	2.0%	3.7%	1.3%	6.0%	6.2%	8.7%	6.7%
	Q2	3.6%	3.0%	2.5%	0.0%	5.0%	5.0%	2.0%	4.9%	6.7%	4.0%	2.8%	3.1%	3.3%
	Q3	3.0%	6.0%	0.0%	5.0%	2.0%	7.0%	1.2%	1.2%	1.3%	4.0%	3.2%	3.1%	0.0%
	Q4	2.6%	4.5%	0.0%	0.0%	1.0%	2.0%	2.0%	2.4%	0.4%	6.0%	3.0%	3.9%	0.0%
2021	Q1	4.8%	5.0%	10.0%	2.5%	5.0%	4.0%	2.0%	3.7%	2.2%	4.0%	6.4%	6.1%	6.7%
	Q2	4.4%	1.0%	2.5%	7.5%	7.0%	9.0%	2.0%	3.7%	6.2%	4.0%	4.8%	4.4%	3.3%
	Q3	3.0%	2.0%	2.5%	5.0%	2.0%	3.0%	1.6%	1.2%	1.3%	6.0%	4.4%	3.1%	10.0%
	Q4	2.7%	6.0%	2.5%	2.5%	2.0%	2.0%	2.4%	3.7%	0.0%	2.0%	2.2%	4.4%	3.3%
2022	Q1	3.6%	4.0%	7.5%	5.0%	2.0%	4.0%	0.8%	4.9%	3.6%	8.0%	4.6%	2.2%	3.3%
	Q2	4.9%	5.0%	5.0%	2.5%	3.0%	8.0%	2.8%	2.4%	6.2%	12.0%	4.8%	4.4%	6.7%
	Q3	3.8%	8.5%	0.0%	2.5%	1.0%	2.0%	2.0%	4.9%	0.4%	12.0%	4.4%	4.4%	3.3%
	Q4	3.0%	6.0%	0.0%	0.0%	1.0%	1.0%	4.0%	1.2%	0.9%	2.0%	3.2%	3.5%	6.7%
2023	Q1	4.1%	6.5%	2.5%	7.5%	5.0%	9.0%	1.2%	9.8%	1.3%	6.0%	3.8%	3.1%	0.0%
	Q2	4.2%	3.0%	2.5%	5.0%	4.0%	9.0%	4.0%	4.9%	4.0%	2.0%	4.4%	3.1%	6.7%
	Q3	4.5%	6.0%	10.0%	10.0%	6.0%	5.0%	3.2%	1.2%	0.9%	4.0%	5.0%	5.7%	0.0%
	Q4	3.4%	8.5%	0.0%	2.5%	2.0%	6.0%	3.2%	1.2%	1.3%	2.0%	4.4%	0.4%	0.0%
2024	Q1	4.9%	6.0%	5.0%	2.5%	4.0%	9.0%	2.8%	3.7%	1.8%	8.0%	5.8%	5.7%	3.3%
	Q2	4.1%	4.5%	2.5%	7.5%	4.0%	6.0%	2.4%	1.2%	2.7%	6.0%	4.6%	4.8%	3.3%

INDEX																											
Count of incoming CFOs by Gender																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	52	9	4	2	2	0	2	0	5	0	3	1	4	1	0	0	7	1	2	0	13	3	9	1	1	0
	Q2	68	14	5	4	1	0	4	0	2	1	3	3	7	1	2	1	14	0	2	0	19	1	8	2	1	1
	Q3	51	10	5	4	2	0	0	0	5	1	5	0	5	2	1	0	1	1	5	0	18	1	3	1	1	0
	Q4	45	4	9	2	1	0	0	0	3	0	1	0	6	0	0	0	4	0	1	0	12	1	7	1	1	0
2020	Q1	66	17	6	0	2	0	1	0	4	0	3	0	2	3	1	2	3	0	3	0	24	7	16	4	1	1
	Q2	54	11	5	1	0	1	0	0	2	3	4	1	5	0	3	1	15	0	2	0	13	1	4	3	1	0
	Q3	41	14	10	2	0	0	1	1	1	1	5	2	2	1	0	1	2	1	2	0	13	3	5	2	0	0
	Q4	41	6	8	1	0	0	0	0	1	0	1	1	5	0	2	0	1	0	3	0	13	2	7	2	0	0
2021	Q1	65	22	7	3	4	0	1	0	5	0	2	2	4	1	3	0	5	0	2	0	19	13	11	3	2	0
	Q2	69	12	1	1	1	0	3	0	6	1	8	1	4	1	2	1	14	0	2	0	20	4	7	3	1	0
	Q3	41	14	4	0	1	0	2	0	2	0	1	2	4	0	0	1	3	0	3	0	13	9	6	1	2	1
	Q4	35	15	9	3	0	1	0	1	0	2	2	0	3	3	3	0	0	0	1	0	9	2	8	2	0	1
2022	Q1	54	12	4	4	3	0	1	1	2	0	3	1	2	0	2	2	8	0	4	0	19	4	5	0	1	0
	Q2	71	18	9	1	2	0	0	1	3	0	4	4	5	2	1	1	13	1	4	2	20	4	8	2	2	0
	Q3	53	17	15	2	0	0	0	1	0	1	1	1	3	2	3	1	1	0	6	0	15	7	9	1	0	1
	Q4	40	14	8	4	0	0	0	0	1	0	1	0	10	0	1	0	2	0	0	1	8	8	8	0	1	1
2023	Q1	58	16	10	3	1	0	2	1	4	1	7	2	2	1	6	2	3	0	2	1	16	3	5	2	0	0
	Q2	60	17	3	3	1	0	2	0	4	0	6	3	9	1	2	2	9	0	1	0	16	6	6	1	1	1
	Q3	62	20	9	3	2	2	3	1	4	2	1	4	7	1	1	0	2	0	1	1	20	5	12	1	0	0
	Q4	56	6	16	1	0	0	1	0	1	1	5	1	8	0	1	0	3	0	1	0	19	3	1	0	0	0
2024	Q1	66	23	8	4	1	1	0	1	3	1	7	2	7	0	2	1	4	0	4	0	19	10	10	3	1	0
	Q2	53	21	8	1	1	0	1	2	4	0	3	3	3	3	1	0	5	1	3	0	16	7	7	4	1	0

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Percentage of incoming CFOs by Gender																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	85%	15%	67%	33%	100%	0%	100%	0%	100%	0%	75%	25%	80%	20%	0%	0%	88%	12%	100%	0%	81%	19%	90%	10%	100%	0%
	Q2	83%	17%	56%	44%	100%	0%	100%	0%	67%	33%	50%	50%	88%	12%	67%	33%	100%	0%	100%	0%	95%	5%	80%	20%	50%	50%
	Q3	84%	16%	56%	44%	100%	0%	0%	0%	83%	17%	100%	0%	71%	29%	100%	0%	50%	50%	100%	0%	95%	5%	75%	25%	100%	0%
	Q4	92%	8%	82%	18%	100%	0%	0%	0%	100%	0%	100%	0%	100%	0%	0%	0%	100%	0%	100%	0%	92%	8%	88%	12%	100%	0%
2020	Q1	80%	20%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	40%	60%	33%	67%	100%	0%	100%	0%	77%	23%	80%	20%	50%	50%
	Q2	83%	17%	83%	17%	0%	100%	0%	0%	40%	60%	80%	20%	100%	0%	75%	25%	100%	0%	100%	0%	93%	7%	57%	43%	100%	0%
	Q3	75%	25%	83%	17%	0%	0%	50%	50%	50%	50%	71%	29%	67%	33%	0%	100%	67%	33%	100%	0%	81%	19%	71%	29%	0%	0%
	Q4	87%	13%	89%	11%	0%	0%	0%	0%	100%	0%	50%	50%	100%	0%	100%	0%	100%	0%	100%	0%	87%	13%	78%	22%	0%	0%
2021	Q1	75%	25%	70%	30%	100%	0%	100%	0%	100%	0%	50%	50%	80%	20%	100%	0%	100%	0%	100%	0%	59%	41%	79%	21%	100%	0%
	Q2	85%	15%	50%	50%	100%	0%	100%	0%	86%	14%	89%	11%	80%	20%	67%	33%	100%	0%	100%	0%	83%	17%	70%	30%	100%	0%
	Q3	75%	25%	100%	0%	100%	0%	100%	0%	100%	0%	33%	67%	100%	0%	0%	100%	100%	0%	100%	0%	59%	41%	86%	14%	67%	33%
	Q4	70%	30%	75%	25%	0%	100%	0%	100%	0%	100%	100%	0%	50%	50%	100%	0%	0%	0%	100%	0%	82%	18%	80%	20%	0%	100%
2022	Q1	82%	18%	50%	50%	100%	0%	50%	50%	100%	0%	75%	25%	100%	0%	50%	50%	100%	0%	100%	0%	83%	17%	100%	0%	100%	0%
	Q2	80%	20%	90%	10%	100%	0%	0%	100%	100%	0%	50%	50%	71%	29%	50%	50%	93%	7%	67%	33%	83%	17%	80%	20%	100%	0%
	Q3	76%	24%	88%	12%	0%	0%	0%	100%	0%	100%	50%	50%	60%	40%	75%	25%	100%	0%	100%	0%	68%	32%	90%	10%	0%	100%
	Q4	74%	26%	67%	33%	0%	0%	0%	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%	0%	100%	50%	50%	100%	0%	50%	50%
2023	Q1	78%	22%	77%	23%	100%	0%	67%	33%	80%	20%	78%	22%	67%	33%	75%	25%	100%	0%	67%	33%	84%	16%	71%	29%	0%	0%
	Q2	78%	22%	50%	50%	100%	0%	100%	0%	100%	0%	67%	33%	90%	10%	50%	50%	100%	0%	100%	0%	73%	27%	86%	14%	50%	50%
	Q3	76%	24%	75%	25%	50%	50%	75%	25%	67%	33%	20%	80%	88%	12%	100%	0%	100%	0%	50%	50%	80%	20%	92%	8%	0%	0%
	Q4	90%	10%	94%	6%	0%	0%	100%	0%	50%	50%	83%	17%	100%	0%	100%	0%	100%	0%	100%	0%	86%	14%	100%	0%	0%	0%
2024	Q1	74%	26%	67%	33%	50%	50%	0%	100%	75%	25%	78%	22%	100%	0%	67%	33%	100%	0%	100%	0%	66%	34%	77%	23%	100%	0%
	Q2	72%	28%	89%	11%	100%	0%	33%	67%	100%	0%	50%	50%	50%	50%	100%	0%	83%	17%	100%	0%	70%	30%	64%	36%	100%	0%

INDEX																											
Count of incoming CFOs by Appointment																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	39	22	2	4	2	0	1	1	5	0	3	1	0	5	0	0	7	1	0	2	11	5	7	3	1	0
	Q2	43	39	3	6	0	1	1	3	2	1	3	3	0	8	3	0	14	0	2	0	8	12	5	5	2	0
	Q3	31	30	3	6	2	0	0	0	6	0	4	1	0	7	0	1	2	0	3	2	8	11	2	2	1	0
	Q4	30	19	6	5	1	0	0	0	2	1	0	1	3	3	0	0	4	0	1	0	7	6	5	3	1	0
2020	Q1	57	26	5	1	1	1	1	0	2	2	2	1	1	4	3	0	3	0	2	1	21	10	14	6	2	0
	Q2	41	24	0	6	1	0	0	0	3	2	2	3	2	3	4	0	14	1	1	1	9	5	5	2	0	1
	Q3	30	25	3	9	0	0	0	2	1	1	4	3	2	1	1	0	3	0	2	0	9	7	5	2	0	0
	Q4	17	30	3	6	0	0	0	0	1	0	0	2	2	3	2	0	1	0	1	2	5	10	2	7	0	0
2021	Q1	47	40	3	7	2	2	0	1	4	1	1	3	2	3	3	0	5	0	1	1	22	10	3	11	1	1
	Q2	51	30	1	1	1	0	3	0	3	4	2	7	3	2	3	0	14	0	2	0	13	11	6	4	0	1
	Q3	33	22	1	3	1	0	1	1	2	0	1	2	1	3	1	0	2	1	2	1	15	7	5	2	1	2
	Q4	37	13	8	4	1	0	1	0	2	0	1	1	5	1	1	2	0	0	0	1	7	4	10	0	1	0
2022	Q1	41	25	4	4	3	0	0	2	2	0	1	3	1	1	2	2	7	1	2	2	15	8	3	2	1	0
	Q2	54	35	5	5	1	1	0	1	2	1	4	4	1	6	1	1	13	1	5	1	12	12	8	2	2	0
	Q3	40	30	9	8	0	0	1	0	0	1	0	2	1	4	2	2	1	0	4	2	17	5	4	6	1	0
	Q4	30	24	5	7	0	0	0	0	1	0	0	1	5	5	1	0	2	0	0	1	9	7	5	3	2	0
2023	Q1	50	24	6	7	1	0	1	2	3	2	4	5	2	1	7	1	3	0	3	0	14	5	6	1	0	0
	Q2	43	34	3	3	0	1	2	0	3	1	4	5	2	8	4	0	9	0	1	0	11	11	3	4	1	1
	Q3	47	35	5	7	1	3	2	2	2	4	2	3	4	4	1	0	2	0	2	0	18	7	8	5	0	0
	Q4	25	37	8	9	0	0	0	1	1	1	2	4	2	6	1	0	2	1	0	1	9	13	0	1	0	0
2024	Q1	52	37	6	6	2	0	1	0	3	1	4	5	0	7	3	0	4	0	2	2	19	10	8	5	0	1
	Q2	39	35	3	6	0	1	1	2	3	1	1	5	2	4	1	0	5	1	3	0	13	10	7	4	0	1

INDEX																											
Percentage of incoming CFOs by Appointment																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
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
2019	Q1	64%	36%	33%	67%	100%	0%	50%	50%	100%	0%	75%	25%	0%	100%	0%	0%	88%	12%	0%	100%	69%	31%	70%	30%	100%	0%
	Q2	52%	48%	33%	67%	0%	100%	25%	75%	67%	33%	50%	50%	0%	100%	100%	0%	100%	0%	100%	0%	40%	60%	50%	50%	100%	0%
	Q3	51%	49%	33%	67%	100%	0%	0%	0%	100%	0%	80%	20%	0%	100%	0%	100%	100%	0%	60%	40%	42%	58%	50%	50%	100%	0%
	Q4	61%	39%	55%	45%	100%	0%	0%	0%	67%	33%	0%	100%	50%	50%	0%	0%	100%	0%	100%	0%	54%	46%	63%	37%	100%	0%
2020	Q1	69%	31%	83%	17%	50%	50%	100%	0%	50%	50%	67%	33%	20%	80%	100%	0%	100%	0%	67%	33%	68%	32%	70%	30%	100%	0%
	Q2	63%	37%	0%	100%	100%	0%	0%	0%	60%	40%	40%	60%	40%	60%	100%	0%	93%	7%	50%	50%	64%	36%	71%	29%	0%	100%
	Q3	55%	45%	25%	75%	0%	0%	0%	100%	50%	50%	57%	43%	67%	33%	100%	0%	100%	0%	100%	0%	56%	44%	71%	29%	0%	0%
	Q4	36%	64%	33%	67%	0%	0%	0%	0%	100%	0%	0%	100%	40%	60%	100%	0%	100%	0%	33%	67%	33%	67%	22%	78%	0%	0%
2021	Q1	54%	46%	30%	70%	50%	50%	0%	100%	80%	20%	25%	75%	40%	60%	100%	0%	100%	0%	50%	50%	69%	31%	21%	79%	50%	50%
	Q2	63%	37%	50%	50%	100%	0%	100%	0%	43%	57%	22%	78%	60%	40%	100%	0%	100%	0%	100%	0%	54%	46%	60%	40%	0%	100%
	Q3	60%	40%	25%	75%	100%	0%	50%	50%	100%	0%	33%	67%	25%	75%	100%	0%	67%	33%	67%	33%	68%	32%	71%	29%	33%	67%
	Q4	74%	26%	67%	33%	100%	0%	100%	0%	100%	0%	50%	50%	83%	17%	33%	67%	0%	0%	0%	100%	64%	36%	100%	0%	100%	0%
2022	Q1	62%	38%	50%	50%	100%	0%	0%	100%	100%	0%	25%	75%	50%	50%	50%	50%	88%	12%	50%	50%	65%	35%	60%	40%	100%	0%
	Q2	61%	39%	50%	50%	50%	50%	0%	100%	67%	33%	50%	50%	14%	86%	50%	50%	93%	7%	83%	17%	50%	50%	80%	20%	100%	0%
	Q3	57%	43%	53%	47%	0%	0%	100%	0%	0%	100%	0%	100%	20%	80%	50%	50%	100%	0%	67%	33%	77%	23%	40%	60%	100%	0%
	Q4	56%	44%	42%	58%	0%	0%	0%	0%	100%	0%	0%	100%	50%	50%	100%	0%	100%	0%	0%	100%	56%	44%	63%	37%	100%	0%
2023	Q1	68%	32%	46%	54%	100%	0%	33%	67%	60%	40%	44%	56%	67%	33%	88%	12%	100%	0%	100%	0%	74%	26%	86%	14%	0%	0%
	Q2	56%	44%	50%	50%	0%	100%	100%	0%	75%	25%	44%	56%	20%	80%	100%	0%	100%	0%	100%	0%	50%	50%	43%	57%	50%	50%
	Q3	57%	43%	42%	58%	25%	75%	50%	50%	33%	67%	40%	60%	50%	50%	100%	0%	100%	0%	100%	0%	72%	28%	62%	38%	0%	0%
	Q4	40%	60%	47%	53%	0%	0%	0%	100%	50%	50%	33%	67%	25%	75%	100%	0%	67%	33%	0%	100%	41%	59%	0%	100%	0%	0%
2024	Q1	58%	42%	50%	50%	100%	0%	100%	0%	75%	25%	44%	56%	0%	100%	100%	0%	100%	0%	50%	50%	66%	34%	62%	38%	0%	100%
	Q2	53%	47%	33%	67%	0%	100%	33%	67%	75%	25%	17%	83%	33%	67%	100%	0%	83%	17%	100%	0%	57%	43%	64%	36%	0%	100%

INDEX																											
Count of incoming CFOs by Experience																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience
2019	Q1	40	21	2	4	2	0	1	1	4	1	3	1	1	4	0	0	8	0	0	2	13	3	5	5	1	0
	Q2	49	33	2	7	0	1	1	3	1	2	4	2	5	3	3	0	14	0	1	1	11	9	5	5	2	0
	Q3	42	19	4	5	2	0	0	0	5	1	5	0	4	3	1	0	2	0	5	0	12	7	1	3	1	0
	Q4	32	17	6	5	1	0	0	0	2	1	0	1	5	1	0	0	4	0	1	0	8	5	5	3	0	1
2020	Q1	59	24	4	2	2	0	1	0	3	1	2	1	1	4	2	1	3	0	2	1	24	7	13	7	2	0
	Q2	44	21	0	6	1	0	0	0	4	1	3	2	4	1	3	1	13	2	1	1	10	4	5	2	0	1
	Q3	35	20	5	7	0	0	1	1	1	1	5	2	1	2	1	0	2	1	2	0	12	4	5	2	0	0
	Q4	22	25	3	6	0	0	0	0	1	0	0	2	2	3	2	0	1	0	2	1	6	9	5	4	0	0
2021	Q1	53	34	3	7	3	1	1	0	4	1	2	2	4	1	2	1	5	0	1	1	23	9	4	10	1	1
	Q2	52	29	0	2	1	0	3	0	5	2	6	3	3	2	2	1	14	0	1	1	11	13	5	5	1	0
	Q3	40	15	2	2	1	0	1	1	2	0	2	1	2	2	1	0	2	1	3	0	18	4	5	2	1	2
	Q4	30	20	7	5	1	0	1	0	2	0	1	1	3	3	1	2	0	0	0	1	7	4	7	3	0	1
2022	Q1	47	19	5	3	3	0	0	2	2	0	1	3	1	1	3	1	7	1	2	2	19	4	3	2	1	0
	Q2	63	26	6	4	1	1	0	1	2	1	7	1	2	5	2	0	14	0	4	2	17	7	6	4	2	0
	Q3	41	29	8	9	0	0	1	0	0	1	0	2	3	2	3	1	1	0	3	3	18	4	3	7	1	0
	Q4	33	21	6	6	0	0	0	0	1	0	0	1	6	4	1	0	2	0	0	1	10	6	5	3	2	0
2023	Q1	52	22	8	5	1	0	1	2	4	1	5	4	2	1	7	1	2	1	3	0	15	4	4	3	0	0
	Q2	50	27	4	2	0	1	2	0	2	2	5	4	6	4	3	1	9	0	0	1	13	9	4	3	2	0
	Q3	50	32	4	8	1	3	2	2	3	3	3	2	5	3	1	0	2	0	2	0	20	5	7	6	0	0
	Q4	29	33	10	7	0	0	0	1	1	1	3	3	3	5	0	1	2	1	0	1	10	12	0	1	0	0
2024	Q1	56	33	4	8	2	0	1	0	3	1	7	2	3	4	3	0	3	1	1	3	20	9	9	4	0	1
	Q2	44	30	3	6	0	1	2	1	3	1	2	4	5	1	1	0	5	1	2	1	16	7	5	6	0	1

INDEX																											
Percentage of incoming CFOs by Experience																											
		Global	Global	ASX 200	ASX 200	CAC 40	CAC 40	DAX 40	DAX 40	EuroNext 100	EuroNext 100	FTSE 100	FTSE 100	FSTE 250	FSTE 250	HANG SENG	HANG SENG	Nikkei 225	Nikkei 225	NSE Nifty 50	NSE Nifty 50	S&P 500	S&P 500	S&P/TSX Composite	S&P/TSX Composite	STI	STI
	Total companies	1822	1822	200	200	40	40	40	40	100	100	100	100	250	250	80	80	225	225	50	50	500	500	229	229	30	30
Year	Quarter	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience	First-time	Experience
2019	Q1	66%	34%	33%	67%	100%	0%	50%	50%	80%	20%	75%	25%	20%	80%	0%	0%	100%	0%	0%	100%	81%	19%	50%	50%	100%	0%
	Q2	60%	40%	22%	78%	0%	100%	25%	75%	33%	67%	67%	33%	63%	37%	100%	0%	100%	0%	50%	50%	55%	45%	50%	50%	100%	0%
	Q3	69%	31%	44%	56%	100%	0%	0%	0%	83%	17%	100%	0%	57%	43%	100%	0%	100%	0%	100%	0%	63%	37%	25%	75%	100%	0%
	Q4	65%	35%	55%	45%	100%	0%	0%	0%	67%	33%	0%	100%	83%	17%	0%	0%	100%	0%	100%	0%	62%	38%	63%	37%	0%	100%
2020	Q1	71%	29%	67%	33%	100%	0%	100%	0%	75%	25%	67%	33%	20%	80%	67%	33%	100%	0%	67%	33%	77%	23%	65%	35%	100%	0%
	Q2	68%	32%	0%	100%	100%	0%	0%	0%	80%	20%	60%	40%	80%	20%	75%	25%	87%	13%	50%	50%	71%	29%	71%	29%	0%	100%
	Q3	64%	36%	42%	58%	0%	0%	50%	50%	50%	50%	71%	29%	33%	67%	100%	0%	67%	33%	100%	0%	75%	25%	71%	29%	0%	0%
	Q4	47%	53%	33%	67%	0%	0%	0%	0%	100%	0%	0%	100%	40%	60%	100%	0%	100%	0%	67%	33%	40%	60%	56%	44%	0%	0%
2021	Q1	61%	39%	30%	70%	75%	25%	100%	0%	80%	20%	50%	50%	80%	20%	67%	33%	100%	0%	50%	50%	72%	28%	29%	71%	50%	50%
	Q2	64%	36%	0%	100%	100%	0%	100%	0%	71%	29%	67%	33%	60%	40%	67%	33%	100%	0%	50%	50%	46%	54%	50%	50%	100%	0%
	Q3	73%	27%	50%	50%	100%	0%	50%	50%	100%	0%	67%	33%	50%	50%	100%	0%	67%	33%	100%	0%	82%	18%	71%	29%	33%	67%
	Q4	60%	40%	58%	42%	100%	0%	100%	0%	100%	0%	50%	50%	50%	50%	33%	67%	0%	0%	0%	100%	64%	36%	70%	30%	0%	100%
2022	Q1	71%	29%	63%	37%	100%	0%	0%	100%	100%	0%	25%	75%	50%	50%	75%	25%	88%	12%	50%	50%	83%	17%	60%	40%	100%	0%
	Q2	71%	29%	60%	40%	50%	50%	0%	100%	67%	33%	88%	12%	29%	71%	100%	0%	100%	0%	67%	33%	71%	29%	60%	40%	100%	0%
	Q3	59%	41%	47%	53%	0%	0%	100%	0%	0%	100%	0%	100%	60%	40%	75%	25%	100%	0%	50%	50%	82%	18%	30%	70%	100%	0%
	Q4	61%	39%	50%	50%	0%	0%	0%	0%	100%	0%	0%	100%	60%	40%	100%	0%	100%	0%	0%	100%	63%	37%	63%	37%	100%	0%
2023	Q1	70%	30%	62%	38%	100%	0%	33%	67%	80%	20%	56%	44%	67%	33%	88%	12%	67%	33%	100%	0%	79%	21%	57%	43%	0%	0%
	Q2	65%	35%	67%	33%	0%	100%	100%	0%	50%	50%	56%	44%	60%	40%	75%	25%	100%	0%	0%	100%	59%	41%	57%	43%	100%	0%
	Q3	61%	39%	33%	67%	25%	75%	50%	50%	50%	50%	60%	40%	63%	37%	100%	0%	100%	0%	100%	0%	80%	20%	54%	46%	0%	0%
	Q4	47%	53%	59%	41%	0%	0%	0%	100%	50%	50%	50%	50%	37%	63%	0%	100%	67%	33%	0%	100%	45%	55%	0%	100%	0%	0%
2024	Q1	63%	37%	33%	67%	100%	0%	100%	0%	75%	25%	78%	22%	43%	57%	100%	0%	75%	25%	25%	75%	69%	31%	69%	31%	0%	100%
	Q2	59%	41%	33%	67%	0%	100%	67%	33%	75%	25%	33%	67%	83%	17%	100%	0%	83%	17%	67%	33%	70%	30%	45%	55%	0%	100%

Industry

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INDUSTRY							
Count of outgoing CFOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	Total companies	1822	317	457	106	731	211
Year	Quarter						
2019	Q1	52	10	10	1	22	9
	Q2	74	11	19	6	29	9
	Q3	52	10	12	4	24	2
	Q4	52	13	12	6	16	5
2020	Q1	66	12	17	4	25	8
	Q2	53	11	8	0	30	4
	Q3	54	9	7	7	26	5
	Q4	50	8	12	4	20	6
2021	Q1	66	20	11	4	25	6
	Q2	71	13	13	8	33	4
	Q3	50	11	17	2	17	3
	Q4	48	8	12	2	19	7
2022	Q1	60	10	8	5	24	13
	Q2	87	19	16	8	32	12
	Q3	58	6	13	6	29	4
	Q4	49	12	6	1	25	5
2023	Q1	65	16	11	1	27	10
	Q2	69	11	13	5	35	5
	Q3	80	12	22	6	31	9
	Q4	61	8	14	4	28	7
2024	Q1	85	17	17	5	36	10
	Q2	60	7	14	8	23	8

INDUSTRY							
Percentage of outgoing CFOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	Total companies	1822	317	457	106	731	211
Year	Quarter						
2019	Q1	2.9%	3.2%	2.2%	0.9%	3.0%	4.3%
	Q2	4.1%	3.5%	4.2%	5.7%	4.0%	4.3%
	Q3	2.9%	3.2%	2.6%	3.8%	3.3%	0.9%
	Q4	2.9%	4.1%	2.6%	5.7%	2.2%	2.4%
2020	Q1	3.6%	3.8%	3.7%	3.8%	3.4%	3.8%
	Q2	2.9%	3.5%	1.8%	0.0%	4.1%	1.9%
	Q3	3.0%	2.8%	1.5%	6.6%	3.6%	2.4%
	Q4	2.7%	2.5%	2.6%	3.8%	2.7%	2.8%
2021	Q1	3.6%	6.3%	2.4%	3.8%	3.4%	2.8%
	Q2	3.9%	4.1%	2.8%	7.5%	4.5%	1.9%
	Q3	2.7%	3.5%	3.7%	1.9%	2.3%	1.4%
	Q4	2.6%	2.5%	2.6%	1.9%	2.6%	3.3%
2022	Q1	3.3%	3.2%	1.8%	4.7%	3.3%	6.2%
	Q2	4.8%	6.0%	3.5%	7.5%	4.4%	5.7%
	Q3	3.2%	1.9%	2.8%	5.7%	4.0%	1.9%
	Q4	2.7%	3.8%	1.3%	0.9%	3.4%	2.4%
2023	Q1	3.6%	5.0%	2.4%	0.9%	3.7%	4.7%
	Q2	3.8%	3.5%	2.8%	4.7%	4.8%	2.4%
	Q3	4.4%	3.8%	4.8%	5.7%	4.2%	4.3%
	Q4	3.3%	2.5%	3.1%	3.8%	3.8%	3.3%
2024	Q1	4.7%	5.4%	3.7%	4.7%	4.9%	4.7%
	Q2	3.3%	2.2%	3.1%	7.5%	3.1%	3.8%

INDUSTRY													
Count of outgoing CFOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	48	4	9	1	10	0	1	0	19	3	9	0
	Q2	68	6	8	3	19	0	5	1	28	1	8	1
	Q3	47	5	9	1	9	3	4	0	23	1	2	0
	Q4	46	6	11	2	11	1	5	1	14	2	5	0
2020	Q1	56	10	10	2	14	3	2	2	22	3	8	0
	Q2	49	4	11	0	8	0	0	0	26	4	4	0
	Q3	41	13	3	6	4	3	7	0	23	3	4	1
	Q4	45	5	8	0	12	0	3	1	17	3	5	1
2021	Q1	59	7	17	3	9	2	4	0	24	1	5	1
	Q2	60	11	11	2	11	2	7	1	28	5	3	1
	Q3	41	9	9	2	12	5	2	0	16	1	2	1
	Q4	42	6	6	2	10	2	1	1	18	1	7	0
2022	Q1	51	9	9	1	7	1	4	1	18	6	13	0
	Q2	71	16	13	6	13	3	7	1	26	6	12	0
	Q3	49	9	5	1	11	2	5	1	25	4	3	1
	Q4	40	9	12	0	5	1	1	0	18	7	4	1
2023	Q1	58	7	16	0	9	2	0	1	23	4	10	0
	Q2	61	8	8	3	10	3	4	1	34	1	5	0
	Q3	67	13	7	5	20	2	6	0	27	4	7	2
	Q4	47	14	7	1	8	6	4	0	24	4	4	3
2024	Q1	69	16	16	1	15	2	5	0	29	7	4	6
	Q2	49	11	6	1	11	3	7	1	19	4	6	2

INDUSTRY													
Percentage of outgoing CFOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	92%	8%	90%	10%	100%	0%	100%	0%	86%	14%	100%	0%
	Q2	92%	8%	73%	27%	100%	0%	83%	17%	97%	3%	89%	11%
	Q3	90%	10%	90%	10%	75%	25%	100%	0%	96%	4%	100%	0%
	Q4	88%	12%	85%	15%	92%	8%	83%	17%	88%	12%	100%	0%
2020	Q1	85%	15%	83%	17%	82%	18%	50%	50%	88%	12%	100%	0%
	Q2	92%	8%	100%	0%	100%	0%	0%	0%	87%	13%	100%	0%
	Q3	76%	24%	33%	67%	57%	43%	100%	0%	88%	12%	80%	20%
	Q4	90%	10%	100%	0%	100%	0%	75%	25%	85%	15%	83%	17%
2021	Q1	89%	11%	85%	15%	82%	18%	100%	0%	96%	4%	83%	17%
	Q2	85%	15%	85%	15%	85%	15%	88%	12%	85%	15%	75%	25%
	Q3	82%	18%	82%	18%	71%	29%	100%	0%	94%	6%	67%	33%
	Q4	88%	12%	75%	25%	83%	17%	50%	50%	95%	5%	100%	0%
2022	Q1	85%	15%	90%	10%	88%	12%	80%	20%	75%	25%	100%	0%
	Q2	82%	18%	68%	32%	81%	19%	88%	12%	81%	19%	100%	0%
	Q3	84%	16%	83%	17%	85%	15%	83%	17%	86%	14%	75%	25%
	Q4	82%	18%	100%	0%	83%	17%	100%	0%	72%	28%	80%	20%
2023	Q1	89%	11%	100%	0%	82%	18%	0%	100%	85%	15%	100%	0%
	Q2	88%	12%	73%	27%	77%	23%	80%	20%	97%	3%	100%	0%
	Q3	84%	16%	58%	42%	91%	9%	100%	0%	87%	13%	78%	22%
	Q4	77%	23%	88%	12%	57%	43%	100%	0%	86%	14%	57%	43%
2024	Q1	81%	19%	94%	6%	88%	12%	100%	0%	81%	19%	40%	60%
	Q2	82%	18%	86%	14%	79%	21%	88%	12%	83%	17%	75%	25%

INDUSTRY													
Count of outgoing CFOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	34	18	6	4	6	4	1	0	13	9	8	1
	Q2	43	31	4	7	13	6	3	3	19	10	4	5
	Q3	32	20	6	4	7	5	2	2	17	7	0	2
	Q4	23	29	3	10	8	4	3	3	8	8	1	4
2020	Q1	40	26	10	2	10	7	3	1	14	11	3	5
	Q2	34	19	8	3	5	3	0	0	19	11	2	2
	Q3	26	28	2	7	3	4	0	7	17	9	4	1
	Q4	29	21	5	3	6	6	2	2	12	8	4	2
2021	Q1	40	26	13	7	7	4	3	1	13	12	4	2
	Q2	42	29	9	4	6	7	5	3	20	13	2	2
	Q3	26	24	6	5	10	7	0	2	9	8	1	2
	Q4	25	23	2	6	9	3	0	2	10	9	4	3
2022	Q1	34	26	7	3	6	2	1	4	14	10	6	7
	Q2	44	43	10	9	7	9	5	3	19	13	3	9
	Q3	25	33	3	3	7	6	0	6	14	15	1	3
	Q4	19	30	3	9	3	3	0	1	9	16	4	1
2023	Q1	30	35	6	10	5	6	1	0	13	14	5	5
	Q2	34	35	6	5	7	6	2	3	17	18	2	3
	Q3	38	42	6	6	12	10	2	4	13	18	5	4
	Q4	20	41	4	4	5	9	2	2	7	21	2	5
2024	Q1	42	43	11	6	10	7	3	2	17	19	1	9
	Q2	36	24	3	4	10	4	4	4	14	9	5	3

INDUSTRY													
Percentage of outgoing CFOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	65%	35%	60%	40%	60%	40%	100%	0%	59%	41%	89%	11%
	Q2	58%	42%	36%	64%	68%	32%	50%	50%	66%	34%	44%	56%
	Q3	62%	38%	60%	40%	58%	42%	50%	50%	71%	29%	0%	100%
	Q4	44%	56%	23%	77%	67%	33%	50%	50%	50%	50%	20%	80%
2020	Q1	61%	39%	83%	17%	59%	41%	75%	25%	56%	44%	37%	63%
	Q2	64%	36%	73%	27%	63%	37%	0%	0%	63%	37%	50%	50%
	Q3	48%	52%	22%	78%	43%	57%	0%	100%	65%	35%	80%	20%
	Q4	58%	42%	63%	37%	50%	50%	50%	50%	60%	40%	67%	33%
2021	Q1	61%	39%	65%	35%	64%	36%	75%	25%	52%	48%	67%	33%
	Q2	59%	41%	69%	31%	46%	54%	63%	37%	61%	39%	50%	50%
	Q3	52%	48%	55%	45%	59%	41%	0%	100%	53%	47%	33%	67%
	Q4	52%	48%	25%	75%	75%	25%	0%	100%	53%	47%	57%	43%
2022	Q1	57%	43%	70%	30%	75%	25%	20%	80%	58%	42%	46%	54%
	Q2	51%	49%	53%	47%	44%	56%	63%	37%	59%	41%	25%	75%
	Q3	43%	57%	50%	50%	54%	46%	0%	100%	48%	52%	25%	75%
	Q4	39%	61%	25%	75%	50%	50%	0%	100%	36%	64%	80%	20%
2023	Q1	46%	54%	37%	63%	45%	55%	100%	0%	48%	52%	50%	50%
	Q2	49%	51%	55%	45%	54%	46%	40%	60%	49%	51%	40%	60%
	Q3	48%	52%	50%	50%	55%	45%	33%	67%	42%	58%	56%	44%
	Q4	33%	67%	50%	50%	36%	64%	50%	50%	25%	75%	29%	71%
2024	Q1	49%	51%	65%	35%	59%	41%	60%	40%	47%	53%	10%	90%
	Q2	60%	40%	43%	57%	71%	29%	50%	50%	61%	39%	63%	37%

INDUSTRY													
Count of outgoing CFOs by Experience													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced
2019	Q1	39	13	6	4	7	3	1	0	17	5	8	1
	Q2	49	25	6	5	13	6	4	2	22	7	4	5
	Q3	37	15	8	2	9	3	3	1	17	7	0	2
	Q4	29	23	7	6	6	6	3	3	11	5	2	3
2020	Q1	48	18	9	3	15	2	3	1	16	9	5	3
	Q2	39	14	8	3	5	3	0	0	24	6	2	2
	Q3	31	23	6	3	4	3	2	5	16	10	3	2
	Q4	32	18	5	3	9	3	2	2	11	9	5	1
2021	Q1	43	23	13	7	5	6	3	1	17	8	5	1
	Q2	42	29	9	4	8	5	5	3	19	14	1	3
	Q3	24	26	3	8	8	9	1	1	11	6	1	2
	Q4	21	27	3	5	9	3	0	2	7	12	2	5
2022	Q1	42	18	8	2	4	4	2	3	20	4	8	5
	Q2	56	31	12	7	12	4	7	1	21	11	4	8
	Q3	37	21	3	3	10	3	2	4	20	9	2	2
	Q4	27	22	8	4	4	2	0	1	12	13	3	2
2023	Q1	42	23	9	7	8	3	1	0	17	10	7	3
	Q2	36	33	6	5	8	5	1	4	18	17	3	2
	Q3	45	35	7	5	11	11	4	2	17	14	6	3
	Q4	27	34	4	4	5	9	3	1	12	16	3	4
2024	Q1	48	37	11	6	13	4	3	2	19	17	2	8
	Q2	36	24	4	3	10	4	4	4	13	10	5	3

INDUSTRY													
Percentage of outgoing CFOs by Experience													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced
2019	Q1	75%	25%	60%	40%	70%	30%	100%	0%	77%	23%	89%	11%
	Q2	66%	34%	55%	45%	68%	32%	67%	33%	76%	24%	44%	56%
	Q3	71%	29%	80%	20%	75%	25%	75%	25%	71%	29%	0%	100%
	Q4	56%	44%	54%	46%	50%	50%	50%	50%	69%	31%	40%	60%
2020	Q1	73%	27%	75%	25%	88%	12%	75%	25%	64%	36%	63%	37%
	Q2	74%	26%	73%	27%	63%	37%	0%	0%	80%	20%	50%	50%
	Q3	57%	43%	67%	33%	57%	43%	29%	71%	62%	38%	60%	40%
	Q4	64%	36%	63%	37%	75%	25%	50%	50%	55%	45%	83%	17%
2021	Q1	65%	35%	65%	35%	45%	55%	75%	25%	68%	32%	83%	17%
	Q2	59%	41%	69%	31%	62%	38%	63%	37%	58%	42%	25%	75%
	Q3	48%	52%	27%	73%	47%	53%	50%	50%	65%	35%	33%	67%
	Q4	44%	56%	37%	63%	75%	25%	0%	100%	37%	63%	29%	71%
2022	Q1	70%	30%	80%	20%	50%	50%	40%	60%	83%	17%	62%	38%
	Q2	64%	36%	63%	37%	75%	25%	88%	12%	66%	34%	33%	67%
	Q3	64%	36%	50%	50%	77%	23%	33%	67%	69%	31%	50%	50%
	Q4	55%	45%	67%	33%	67%	33%	0%	100%	48%	52%	60%	40%
2023	Q1	65%	35%	56%	44%	73%	27%	100%	0%	63%	37%	70%	30%
	Q2	52%	48%	55%	45%	62%	38%	20%	80%	51%	49%	60%	40%
	Q3	56%	44%	58%	42%	50%	50%	67%	33%	55%	45%	67%	33%
	Q4	44%	56%	50%	50%	36%	64%	75%	25%	43%	57%	43%	57%
2024	Q1	56%	44%	65%	35%	76%	24%	60%	40%	53%	47%	20%	80%
	Q2	60%	40%	57%	43%	71%	29%	50%	50%	57%	43%	63%	37%

INDUSTRY							
Average Tenure of outgoing CFOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	Total companies	1822	317	457	106	731	211
Year	Quarter						
2019	Q1	6.1	4.6	7.7	2.1	5.5	7.8
	Q2	6.0	6.0	5.5	7.7	6.0	6.1
	Q3	6.4	7.1	6.3	2.9	6.8	6.6
	Q4	7.9	7.7	7.9	7.5	10.1	2.3
2020	Q1	6.3	7.8	7.7	5.0	5.7	3.4
	Q2	6.3	8.7	6.0	0.0	5.8	4.3
	Q3	7.0	5.3	5.5	5.5	8.2	7.6
	Q4	6.6	8.6	8.4	4.8	5.7	4.4
2021	Q1	6.9	7.3	4.8	8.9	6.7	9.2
	Q2	5.8	6.6	6.6	5.0	5.0	8.8
	Q3	6.8	8.4	7.2	8.0	5.8	4.1
	Q4	5.9	3.5	5.5	5.3	7.1	6.4
2022	Q1	5.8	5.8	7.5	5.9	6.2	4.3
	Q2	5.7	6.3	6.9	7.2	4.9	4.1
	Q3	5.7	5.2	7.9	5.2	5.1	4.3
	Q4	5.8	4.5	7.4	11.4	5.5	7.0
2023	Q1	6.0	6.3	5.3	3.5	5.9	6.8
	Q2	6.6	6.3	5.0	4.2	7.0	10.9
	Q3	6.0	5.6	5.9	5.3	6.4	6.1
	Q4	6.1	5.8	4.6	4.4	7.5	5.0
2024	Q1	6.3	7.1	8.6	5.2	5.2	5.6
	Q2	5.1	6.9	5.4	4.9	4.3	5.2

INDUSTRY													
Count of outgoing CFOs by Retired/Board or New Role													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role
2019	Q1	16	36	2	8	5	5	1	0	6	16	2	7
	Q2	22	52	4	7	6	13	3	3	5	24	4	5
	Q3	20	32	3	7	5	7	1	3	11	13	0	2
	Q4	12	40	3	10	3	9	2	4	4	12	0	5
2020	Q1	23	43	6	6	3	14	1	3	12	13	1	7
	Q2	20	33	6	5	3	5	0	0	10	20	1	3
	Q3	22	32	3	6	2	5	2	5	13	13	2	3
	Q4	17	33	4	4	4	8	1	3	7	13	1	5
2021	Q1	20	46	6	14	2	9	1	3	9	16	2	4
	Q2	25	46	9	4	5	8	1	7	8	25	2	2
	Q3	20	30	5	6	3	14	0	2	9	8	3	0
	Q4	20	28	4	4	4	8	1	1	8	11	3	4
2022	Q1	15	45	1	9	5	3	1	4	6	18	2	11
	Q2	37	50	7	12	8	8	4	4	14	18	4	8
	Q3	19	39	1	5	4	9	3	3	10	19	1	3
	Q4	18	31	2	10	3	3	1	0	10	15	2	3
2023	Q1	20	45	3	13	3	8	0	1	12	15	2	8
	Q2	32	37	3	8	5	8	2	3	20	15	2	3
	Q3	36	44	5	7	11	11	2	4	15	16	3	6
	Q4	32	29	4	4	10	4	1	3	13	15	4	3
2024	Q1	48	37	10	7	9	8	4	1	19	17	6	4
	Q2	30	30	3	4	8	6	5	3	12	11	2	6

INDUSTRY													
Percentage of outgoing CFOs by Retired/Board or New Role													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role	Retired/Board	New Role
2019	Q1	31%	69%	20%	80%	50%	50%	100%	0%	27%	73%	22%	78%
	Q2	30%	70%	36%	64%	32%	68%	50%	50%	17%	83%	44%	56%
	Q3	38%	62%	30%	70%	42%	58%	25%	75%	46%	54%	0%	100%
	Q4	23%	77%	23%	77%	25%	75%	33%	67%	25%	75%	0%	100%
2020	Q1	35%	65%	50%	50%	18%	82%	25%	75%	48%	52%	12%	88%
	Q2	38%	62%	55%	45%	37%	63%	0%	0%	33%	67%	25%	75%
	Q3	41%	59%	33%	67%	29%	71%	29%	71%	50%	50%	40%	60%
	Q4	34%	66%	50%	50%	33%	67%	25%	75%	35%	65%	17%	83%
2021	Q1	30%	70%	30%	70%	18%	82%	25%	75%	36%	64%	33%	67%
	Q2	35%	65%	69%	31%	38%	62%	12%	88%	24%	76%	50%	50%
	Q3	40%	60%	45%	55%	18%	82%	0%	100%	53%	47%	100%	0%
	Q4	42%	58%	50%	50%	33%	67%	50%	50%	42%	58%	43%	57%
2022	Q1	25%	75%	10%	90%	63%	37%	20%	80%	25%	75%	15%	85%
	Q2	43%	57%	37%	63%	50%	50%	50%	50%	44%	56%	33%	67%
	Q3	33%	67%	17%	83%	31%	69%	50%	50%	34%	66%	25%	75%
	Q4	37%	63%	17%	83%	50%	50%	100%	0%	40%	60%	40%	60%
2023	Q1	31%	69%	19%	81%	27%	73%	0%	100%	44%	56%	20%	80%
	Q2	46%	54%	27%	73%	38%	62%	40%	60%	57%	43%	40%	60%
	Q3	45%	55%	42%	58%	50%	50%	33%	67%	48%	52%	33%	67%
	Q4	52%	48%	50%	50%	71%	29%	25%	75%	46%	54%	57%	43%
2024	Q1	56%	44%	59%	41%	53%	47%	80%	20%	53%	47%	60%	40%
	Q2	50%	50%	43%	57%	57%	43%	63%	37%	52%	48%	25%	75%

INDUSTRY							
Count of incoming CFOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	Total companies	1822	317	457	106	731	211
Year	Quarter						
2019	Q1	61	7	11	6	26	11
	Q2	82	12	17	6	38	9
	Q3	61	14	16	4	24	3
	Q4	49	11	12	4	20	2
2020	Q1	83	15	19	6	33	10
	Q2	65	11	11	4	32	7
	Q3	55	9	10	3	27	6
	Q4	47	4	12	2	21	8
2021	Q1	87	25	18	7	31	6
	Q2	81	17	15	10	32	7
	Q3	55	10	16	2	23	4
	Q4	50	8	14	1	18	9
2022	Q1	66	11	8	5	26	16
	Q2	89	19	17	10	34	9
	Q3	70	5	15	9	37	4
	Q4	54	13	10	1	25	5
2023	Q1	74	16	15	3	29	11
	Q2	77	16	11	5	38	7
	Q3	82	11	23	4	35	9
	Q4	62	11	12	6	28	5
2024	Q1	82	16	17	4	38	14
	Q2	74	7	18	11	28	10

INDUSTRY							
Percentage of incoming CFOs							
		Global	Consumer	Financial Services	Healthcare	Industrial	Technology
	Total companies	1822	317	457	106	731	211
Year	Quarter						
2019	Q1	3.3%	2.2%	2.4%	5.7%	3.6%	5.2%
	Q2	4.5%	3.8%	3.7%	5.7%	5.2%	4.3%
	Q3	3.3%	4.4%	3.5%	3.8%	3.3%	1.4%
	Q4	2.7%	3.5%	2.6%	3.8%	2.7%	0.9%
2020	Q1	4.6%	4.7%	4.2%	5.7%	4.5%	4.7%
	Q2	3.6%	3.5%	2.4%	3.8%	4.4%	3.3%
	Q3	3.0%	2.8%	2.2%	2.8%	3.7%	2.8%
	Q4	2.6%	1.3%	2.6%	1.9%	2.9%	3.8%
2021	Q1	4.8%	7.9%	3.9%	6.6%	4.2%	2.8%
	Q2	4.4%	5.4%	3.3%	9.4%	4.4%	3.3%
	Q3	3.0%	3.2%	3.5%	1.9%	3.1%	1.9%
	Q4	2.7%	2.5%	3.1%	0.9%	2.5%	4.3%
2022	Q1	3.6%	3.5%	1.8%	4.7%	3.6%	7.6%
	Q2	4.9%	6.0%	3.7%	9.4%	4.7%	4.3%
	Q3	3.8%	1.6%	3.3%	8.5%	5.1%	1.9%
	Q4	3.0%	4.1%	2.2%	0.9%	3.4%	2.4%
2023	Q1	4.1%	5.0%	3.3%	2.8%	4.0%	5.2%
	Q2	4.2%	5.0%	2.4%	4.7%	5.2%	3.3%
	Q3	4.5%	3.5%	5.0%	3.8%	4.8%	4.3%
	Q4	3.4%	3.5%	2.6%	5.7%	3.8%	2.4%
2024	Q1	4.5%	5.0%	3.7%	3.8%	5.2%	6.6%
	Q2	4.1%	2.2%	3.9%	10.4%	3.8%	4.7%

INDUSTRY													
Count of incoming CFOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	52	9	6	1	10	1	3	3	24	2	9	2
	Q2	68	14	9	3	12	5	6	0	33	5	8	1
	Q3	51	10	13	1	14	2	3	1	19	5	2	1
	Q4	45	4	11	0	11	1	4	0	17	3	2	0
2020	Q1	66	17	13	2	15	4	5	1	26	7	7	3
	Q2	54	11	9	2	10	1	3	1	27	5	5	2
	Q3	41	14	7	2	4	6	1	2	24	3	5	1
	Q4	41	6	4	0	11	1	2	0	17	4	7	1
2021	Q1	64	23	21	4	13	5	5	2	23	8	2	4
	Q2	69	12	16	1	11	4	8	2	28	4	6	1
	Q3	41	14	4	6	13	3	1	1	20	3	3	1
	Q4	35	15	5	3	7	7	1	0	14	4	8	1
2022	Q1	54	12	9	2	6	2	4	1	21	5	14	2
	Q2	71	18	15	4	13	4	8	2	27	7	8	1
	Q3	53	17	4	1	8	7	7	2	31	6	3	1
	Q4	40	14	12	1	7	3	1	0	17	8	3	2
2023	Q1	58	16	11	5	12	3	3	0	24	5	8	3
	Q2	60	17	11	5	8	3	4	1	31	7	6	1
	Q3	62	20	6	5	21	2	3	1	24	11	8	1
	Q4	56	6	10	1	11	1	5	1	26	2	4	1
2024	Q1	66	23	14	2	11	6	3	1	30	8	8	6
	Q2	53	21	5	2	9	9	10	1	22	6	7	3

INDUSTRY													
Percentage of incoming CFOs by Gender													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
2019	Q1	85%	15%	86%	14%	91%	9%	50%	50%	92%	8%	82%	18%
	Q2	83%	17%	75%	25%	71%	29%	100%	0%	87%	13%	89%	11%
	Q3	84%	16%	93%	7%	88%	12%	75%	25%	79%	21%	67%	33%
	Q4	92%	8%	100%	0%	92%	8%	100%	0%	85%	15%	100%	0%
2020	Q1	80%	20%	87%	13%	79%	21%	83%	17%	79%	21%	70%	30%
	Q2	83%	17%	82%	18%	91%	9%	75%	25%	84%	16%	71%	29%
	Q3	75%	25%	78%	22%	40%	60%	33%	67%	89%	11%	83%	17%
	Q4	87%	13%	100%	0%	92%	8%	100%	0%	81%	19%	88%	12%
2021	Q1	74%	26%	84%	16%	72%	28%	71%	29%	74%	26%	33%	67%
	Q2	85%	15%	94%	6%	73%	27%	80%	20%	88%	12%	86%	14%
	Q3	75%	25%	40%	60%	81%	19%	50%	50%	87%	13%	75%	25%
	Q4	70%	30%	63%	37%	50%	50%	100%	0%	78%	22%	89%	11%
2022	Q1	82%	18%	82%	18%	75%	25%	80%	20%	81%	19%	88%	12%
	Q2	80%	20%	79%	21%	76%	24%	80%	20%	79%	21%	89%	11%
	Q3	76%	24%	80%	20%	53%	47%	78%	22%	84%	16%	75%	25%
	Q4	74%	26%	92%	8%	70%	30%	100%	0%	68%	32%	60%	40%
2023	Q1	78%	22%	69%	31%	80%	20%	100%	0%	83%	17%	73%	27%
	Q2	78%	22%	69%	31%	73%	27%	80%	20%	82%	18%	86%	14%
	Q3	76%	24%	55%	45%	91%	9%	75%	25%	69%	31%	89%	11%
	Q4	90%	10%	91%	9%	92%	8%	83%	17%	93%	7%	80%	20%
2024	Q1	74%	26%	88%	12%	65%	35%	75%	25%	79%	21%	57%	43%
	Q2	72%	28%	71%	29%	50%	50%	91%	9%	79%	21%	70%	30%

INDUSTRY													
Count of incoming CFOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	39	22	4	3	7	4	2	4	19	7	7	4
	Q2	43	39	7	5	9	8	2	4	22	16	3	6
	Q3	31	30	8	6	10	6	1	3	11	13	1	2
	Q4	30	19	6	5	7	5	3	1	12	8	2	0
2020	Q1	57	26	12	3	16	3	2	4	24	9	3	7
	Q2	41	24	7	4	6	5	1	3	23	9	4	3
	Q3	30	25	4	5	6	4	0	3	18	9	2	4
	Q4	17	30		4	6	6	1	1	4	17	6	2
2021	Q1	47	40	12	13	10	8	5	2	15	16	5	1
	Q2	49	32	9	8	9	6	5	5	23	9	3	4
	Q3	33	22	8	2	10	6	0	2	12	11	3	1
	Q4	37	13	7	1	12	2	0	1	12	6	6	3
2022	Q1	41	25	9	2	4	4	3	2	16	10	9	7
	Q2	54	35	9	10	14	3	6	4	20	14	5	4
	Q3	40	30	3	2	8	7	5	4	22	15	2	2
	Q4	30	24	6	7	7	3	1	0	13	12	3	2
2023	Q1	50	24	12	4	11	4	1	2	19	10	7	4
	Q2	43	34	9	7	8	3	3	2	20	18	3	4
	Q3	47	35	7	4	15	8	2	2	20	15	3	6
	Q4	25	37	6	5	5	7	2	4	10	18	2	3
2024	Q1	52	37	10	6	9	8	3	1	23	15	7	7
	Q2	39	35	5	2	10	8	3	8	13	15	8	2

INDUSTRY													
Percentage of incoming CFOs by Appointment													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External	Internal	External
2019	Q1	64%	36%	57%	43%	64%	36%	33%	67%	73%	27%	64%	36%
	Q2	52%	48%	58%	42%	53%	47%	33%	67%	58%	42%	33%	67%
	Q3	51%	49%	57%	43%	63%	37%	25%	75%	46%	54%	33%	67%
	Q4	61%	39%	55%	45%	58%	42%	75%	25%	60%	40%	100%	0%
2020	Q1	69%	31%	80%	20%	84%	16%	33%	67%	73%	27%	30%	70%
	Q2	63%	37%	64%	36%	55%	45%	25%	75%	72%	28%	57%	43%
	Q3	55%	45%	44%	56%	60%	40%	0%	100%	67%	33%	33%	67%
	Q4	36%	64%	0%	100%	50%	50%	50%	50%	19%	81%	75%	25%
2021	Q1	54%	46%	48%	52%	56%	44%	71%	29%	48%	52%	83%	17%
	Q2	60%	40%	53%	47%	60%	40%	50%	50%	72%	28%	43%	57%
	Q3	60%	40%	80%	20%	63%	37%	0%	100%	52%	48%	75%	25%
	Q4	74%	26%	88%	12%	86%	14%	0%	100%	67%	33%	67%	33%
2022	Q1	62%	38%	82%	18%	50%	50%	60%	40%	62%	38%	56%	44%
	Q2	61%	39%	47%	53%	82%	18%	60%	40%	59%	41%	56%	44%
	Q3	57%	43%	60%	40%	53%	47%	56%	44%	59%	41%	50%	50%
	Q4	56%	44%	46%	54%	70%	30%	100%	0%	52%	48%	60%	40%
2023	Q1	68%	32%	75%	25%	73%	27%	33%	67%	66%	34%	64%	36%
	Q2	56%	44%	56%	44%	73%	27%	60%	40%	53%	47%	43%	57%
	Q3	57%	43%	64%	36%	65%	35%	50%	50%	57%	43%	33%	67%
	Q4	40%	60%	55%	45%	42%	58%	33%	67%	36%	64%	40%	60%
2024	Q1	58%	42%	63%	37%	53%	47%	75%	25%	61%	39%	50%	50%
	Q2	53%	47%	71%	29%	56%	44%	27%	73%	46%	54%	80%	20%

INDUSTRY													
Count of incoming CFOs by Experience													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced
2019	Q1	40	21	6	1	6	5	2	4	20	6	6	5
	Q2	49	33	9	3	13	4	2	4	22	16	3	6
	Q3	42	19	10	4	10	6	2	2	18	6	2	1
	Q4	32	17	6	5	9	3	3	1	12	8	2	0
2020	Q1	59	24	10	5	14	5	5	1	25	8	5	5
	Q2	44	21	6	5	8	3	1	3	23	9	6	1
	Q3	35	20	4	5	8	2	0	3	21	6	2	4
	Q4	22	25	0	4	7	5	2	0	6	15	7	1
2021	Q1	53	34	17	8	9	9	5	2	17	14	5	1
	Q2	52	29	10	7	9	6	6	4	23	9	4	3
	Q3	40	15	10	0	13	3	1	1	14	9	2	2
	Q4	30	20	6	2	7	7	0	1	11	7	6	3
2022	Q1	47	19	7	4	4	4	3	2	21	5	12	4
	Q2	63	26	13	6	14	3	7	3	25	9	4	5
	Q3	41	29	4	1	12	3	4	5	19	18	2	2
	Q4	33	21	7	6	9	1	1	0	12	13	4	1
2023	Q1	52	22	10	6	12	3	1	2	21	8	8	3
	Q2	50	27	8	8	9	2	2	3	25	13	6	1
	Q3	50	32	5	6	18	5	2	2	22	13	3	6
	Q4	29	33	5	6	9	3	2	4	11	17	2	3
2024	Q1	56	33	8	8	11	6	4	0	25	13	8	6
	Q2	44	30	6	1	11	7	4	7	14	14	9	1

INDUSTRY													
Percentage of incoming CFOs by Experience													
		Global	Global	Consumer	Consumer	Financial Services	Financial Services	Healthcare	Healthcare	Industrial	Industrial	Technology	Technology
	Total companies	1822	1822	317	317	457	457	106	106	731	731	211	211
Year	Quarter	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced	First-time	Experienced
2019	Q1	66%	34%	86%	14%	55%	45%	33%	67%	77%	23%	55%	45%
	Q2	60%	40%	75%	25%	76%	24%	33%	67%	58%	42%	33%	67%
	Q3	69%	31%	71%	29%	63%	37%	50%	50%	75%	25%	67%	33%
	Q4	65%	35%	55%	45%	75%	25%	75%	25%	60%	40%	100%	0%
2020	Q1	71%	29%	67%	33%	74%	26%	83%	17%	76%	24%	50%	50%
	Q2	68%	32%	55%	45%	73%	27%	25%	75%	72%	28%	86%	14%
	Q3	64%	36%	44%	56%	80%	20%	0%	100%	78%	22%	33%	67%
	Q4	47%	53%	0%	100%	58%	42%	100%	0%	29%	71%	88%	12%
2021	Q1	61%	39%	68%	32%	50%	50%	71%	29%	55%	45%	83%	17%
	Q2	64%	36%	59%	41%	60%	40%	60%	40%	72%	28%	57%	43%
	Q3	73%	27%	100%	0%	81%	19%	50%	50%	61%	39%	50%	50%
	Q4	60%	40%	75%	25%	50%	50%	0%	100%	61%	39%	67%	33%
2022	Q1	71%	29%	64%	36%	50%	50%	60%	40%	81%	19%	75%	25%
	Q2	71%	29%	68%	32%	82%	18%	70%	30%	74%	26%	44%	56%
	Q3	59%	41%	80%	20%	80%	20%	44%	56%	51%	49%	50%	50%
	Q4	61%	39%	54%	46%	90%	10%	100%	0%	48%	52%	80%	20%
2023	Q1	70%	30%	63%	37%	80%	20%	33%	67%	72%	28%	73%	27%
	Q2	65%	35%	50%	50%	82%	18%	40%	60%	66%	34%	86%	14%
	Q3	61%	39%	45%	55%	78%	22%	50%	50%	63%	37%	33%	67%
	Q4	47%	53%	45%	55%	75%	25%	33%	67%	39%	61%	40%	60%
2024	Q1	63%	37%	50%	50%	65%	35%	100%	0%	66%	34%	57%	43%
	Q2	59%	41%	86%	14%	61%	39%	36%	64%	50%	50%	90%	10%