

Migrations

India Talent Summary

Consumer Lending
and Insurance

2024



Consumer Lending

3

Insurance

7

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Migrations

Consumer Lending

Talent Movements Summary 2024

154

Senior moves in
Consumer Lending vs
131 moves in 2023

49%

Moves across
Business roles vs
42% In 2023

48%

Hiring
in NBFCs

40%

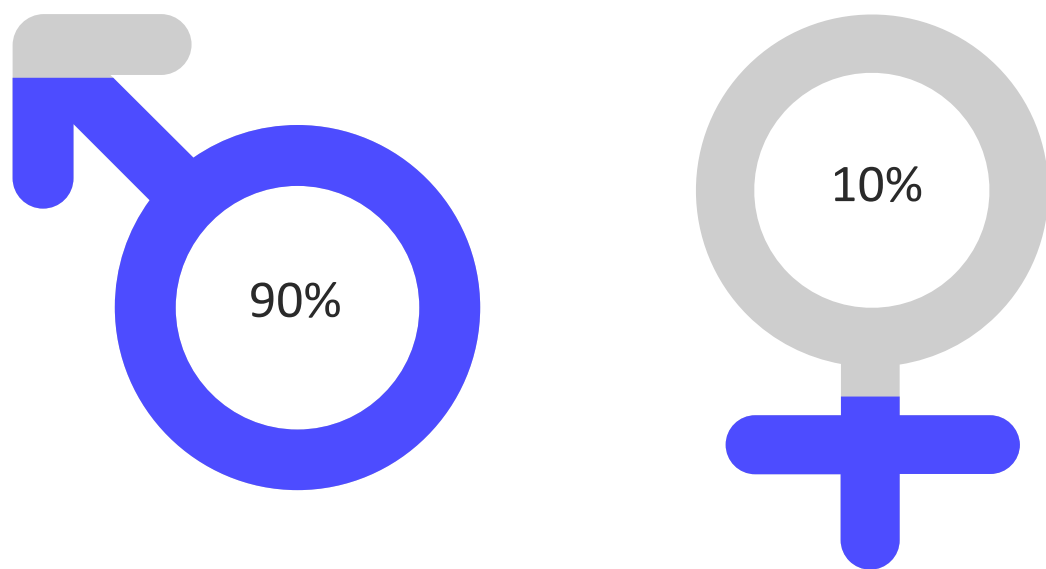
Hires at CXO levels
vs 34% in 2023

*The movements have been summarised basis data recorded across leading Banks, NBFCs & Fintech's in the Consumer Lending sector

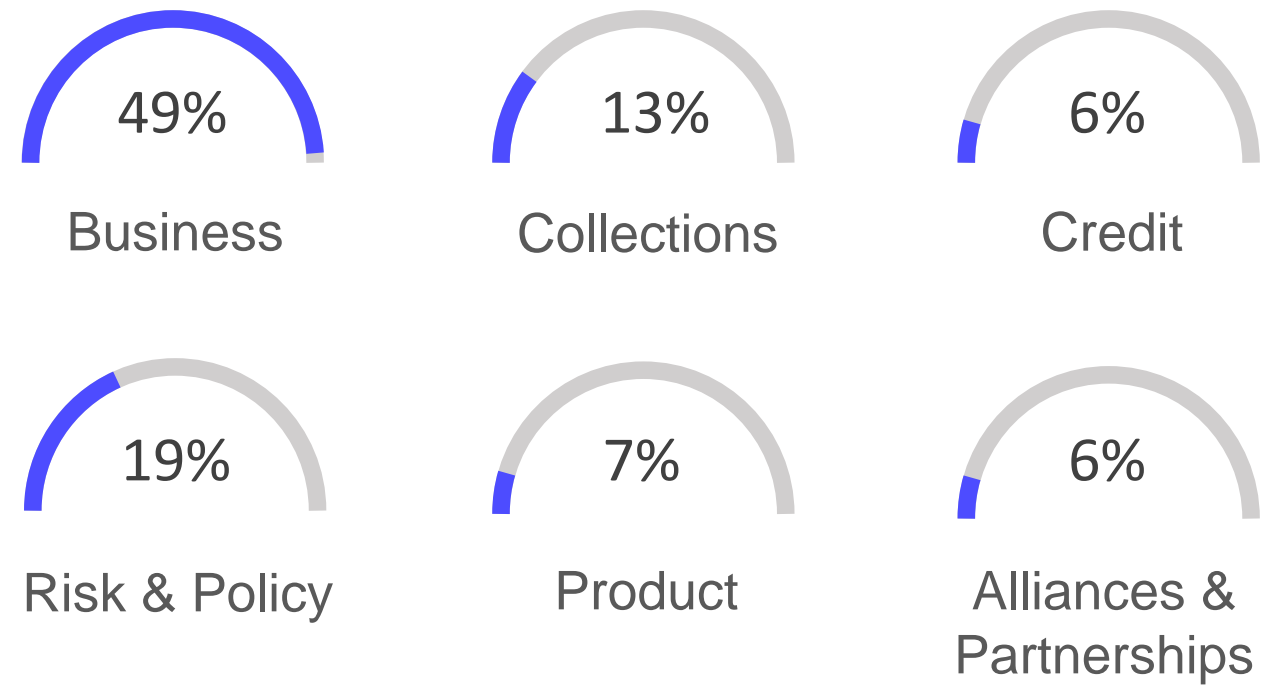
2024

Talent Movements Analysis

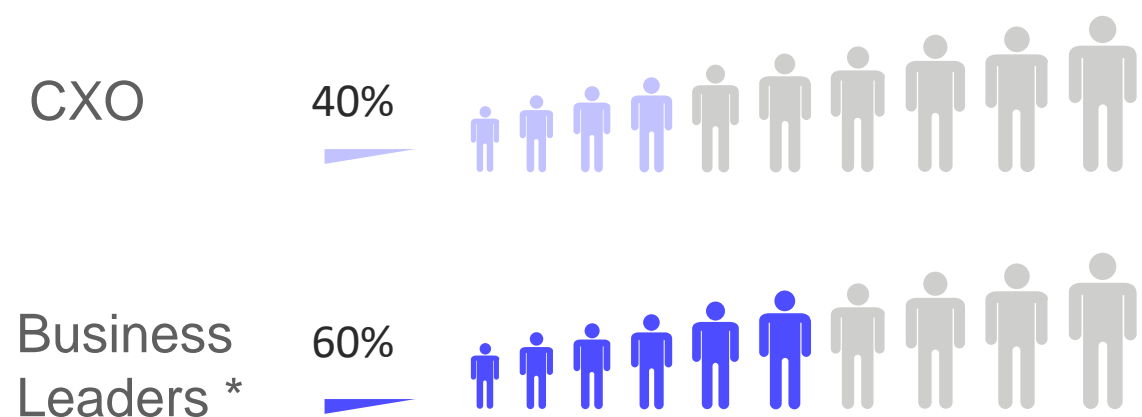
Diversity Movements



Functional Split

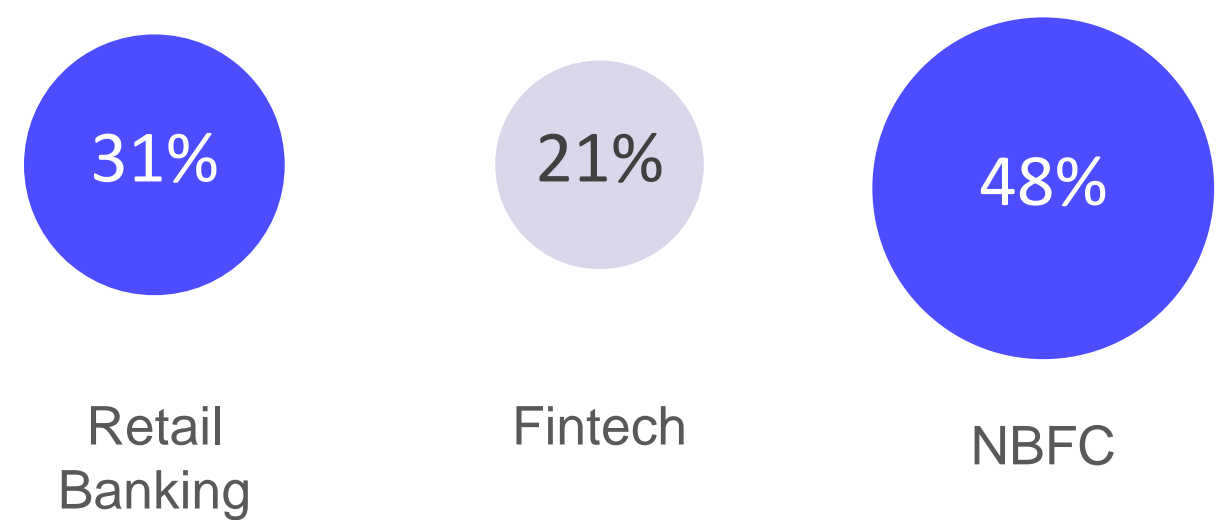


Level Wise Movements



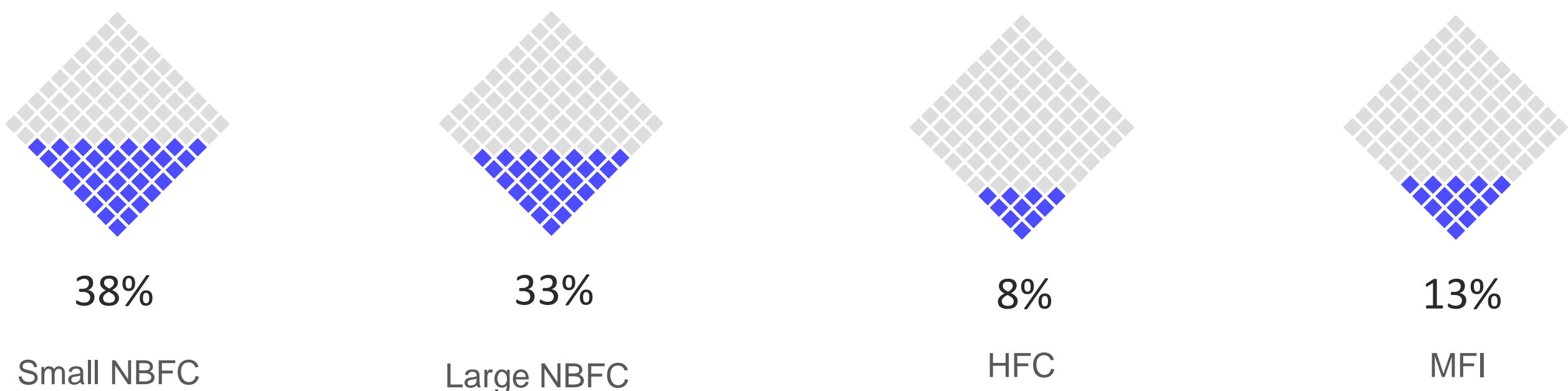
* Business leaders comprise of business heads for various products and vertical heads of business enabling functions

Segment Wise Analysis



* Fintech represents only lending led businesses

NBFC Category Split



Consumer Lending – Key Movements



















2024

<p>Rakesh Das Chief Credit Officer</p> <p>[Ex-Fincare Small Finance Bank]</p>	<p>Rajan Suri Chief Business Officer</p> <p>[Ex-L&T Finance]</p>	<p>Satish Nair CEO</p> <p>[Ex-Vastu Housing Finance]</p>	<p>Shweta Guru Chief Business Officer - Education Loans</p> <p>[Ex-Aditya Birla Finance]</p>
<p>Prasanna Kumar Chief Risk Officer</p> <p>[Ex-Bajaj Finance]</p>	<p>Sudipto Nag Head - Retail Portfolio Management Group</p> <p>[Ex-ICICI Bank]</p>	<p>Sai Giridhar CEO</p> <p>[Ex-IndusInd Bank]</p>	<p>Pawan Bhansali Head - Mortgages</p> <p>[Ex-ICICI HFC]</p>
<p>Neha Chotaliya HBB - Retail Assets & Mortgages</p> <p>[Ex-HDFC Bank]</p>	<p>Lalitha Natara CEO</p> <p>[Ex-IDFC First Bank]</p>	<p>Parthasaradhi Tulam Chief Risk Officer</p> <p>[Ex-Werize]</p>	<p>Parvez Mulla MD & CEO</p> <p>[Ex-HDFC Life]</p>
<p>Hemant Saklecha Chief Risk Officer</p> <p>[Ex-Hero Fincorp]</p>	<p>Mehernosh Tata CEO</p> <p>[Ex-ECL Finance]</p>	<p>Rajat Sharma Chief Collections & Operating Officer – HL & Cards</p> <p>[Ex-IndusInd Bank]</p>	<p>Jaswant Kumar Head Risk - Unsecured</p> <p>[Ex-Razorpay]</p>
<p>Saurabh Sainii Co-Founder and CPO</p> <p>[Ex-Suryoday Small Finance Bank]</p>	<p>S Anantharaman Group Chief Risk Officer</p> <p>[Ex-Bank of Baroda]</p>	<p>Anuradha V Chief Risk Officer</p> <p>[Ex-Cholamandalam Inv & Finance]</p>	<p>Nupur Sharma Head - Distribution</p> <p>[Ex-ICICI Bank]</p>

Consumer Lending – Key Movements

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2024

 Pranav Mishra President & Head – Distribution & Transformation [Ex-ICICI Bank]	 Bijoy Thaplial CBO- Leasing, Partnership & Payments [Ex-Axis Bank]	 Lending simplified. Growth amplified. Ravi Valia Chief Risk Officer [Ex-IDFC First Bank]	 Arun Bansal MD & CEO [Ex-IDBI Bank]
 Ashok Patil Chief Risk Officer [Ex-SMFG Grihashakti]	 Arvind Kapil MD & CEO [Ex-HDFC Bank]	 Anil Hospattankar Head - Debt Management [Ex-Yes Bank]	 CAPITAL FOR PROGRESS Ajay Kala Chief Risk Officer [Ex-Aditya Birla Finance]
 Vineet Tripathi Chief Business Officer [Ex-Poonawalla Fincorp]	 Kiran Vedula Chief Business Officer [Ex-IndusInd Bank]	 Priyam Alok Chief Business Officer [Ex-AU Small Finance Bank]	 Ashish Vijayakar MD & CEO [Ex-SCB]
 Dolphy Jose Executive Director [Ex-Karur Vyasa Bank]	 Neeraj Dhawan MD Designate [Ex-Jio Finance]	 Amit Mukherjee Chief Risk Officer [Ex-Bajaj Finance]	 Sandeep Joishy Chief Collections Officer [Ex-IndusInd Bank]
 Sumit Bali Head – Retail Assets & Debt Management [Ex-Axis Bank]	 Amit Labroo Head - Rural Lending, Wheels, EL, LAS [Ex-Axis Bank]		

Insurance

Talent Movements Summary 2024

85%

Senior moves in sales
and marketing vs 81% in
2023

34%

senior moves in
Non-Life vs 49%
in 2023

33%

senior moves
within Broking vs
24% in 2024

29%

moves at CXO
levels vs 20% in
2023

The movements have been summarised basis data recorded across leading General, Life, SAHI, Insure-Tech & Broking companies in India.

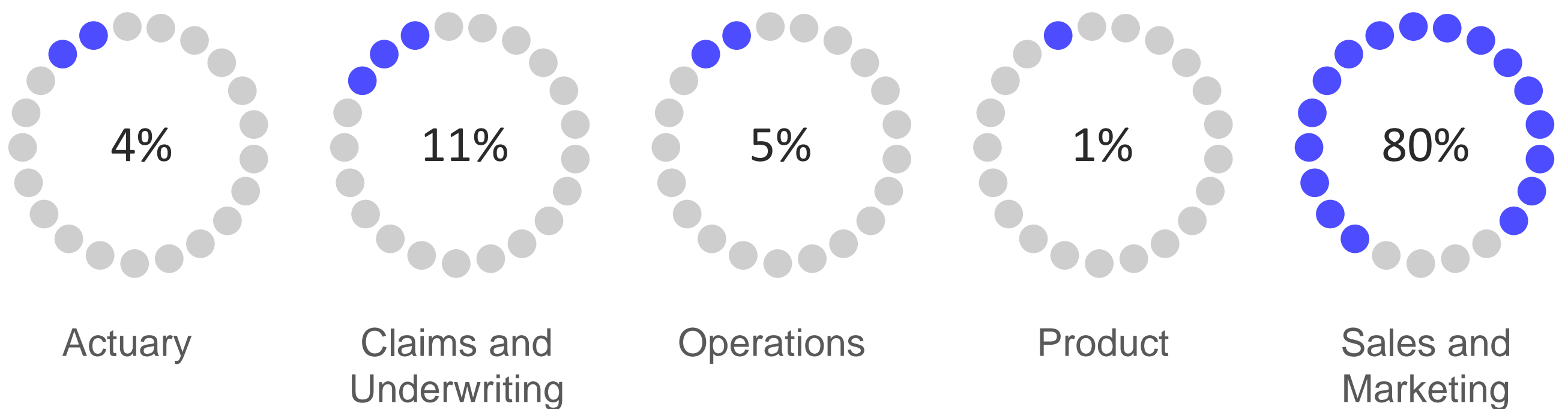
2024

Talent Movements Analysis

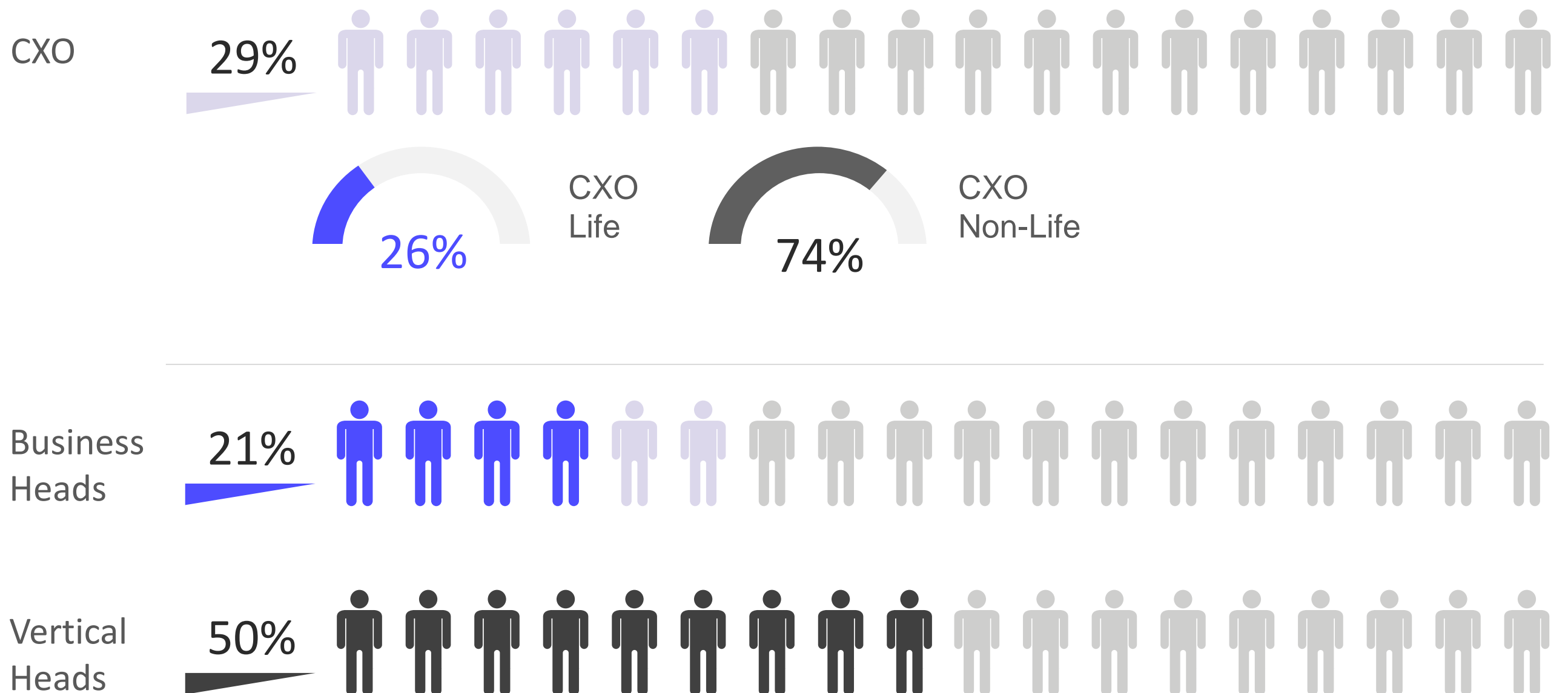
Segment Wise Movements



Functional Analysis 2024























Level Wise Movements



*Business Heads represents SVP / EVP and Vertical Heads represents VP


Insurance – Key Movements

2024

 <p>Ashok Suvarna Chief Executive Officer</p> <p>[Ex-Aditya Birla Sun Life]</p>	 <p>Saif Gondekar Chief Operating Officer</p> <p>[Ex-Reliance General Insurance]</p>	 <p>Shailesh Dubey Head - Claims, UW & FWA</p> <p>[Ex-ICICI Lombard]</p>	 <p>Sandeep Mishra Chief Distribution Officer - Proprietary</p> <p>[Ex-Bharti AXA Life]</p>
 <p>Jude Gomes MD & CEO</p> <p>[Ex-Ageas Group]</p>	 <p>Debashish Duttagupta Senior VP- Strategic Partnerships & New Initiatives</p> <p>[Ex-India-First Life]</p>	 <p>Suresh Pisipati VP & Head Persistency & Customer Retention</p> <p>[Ex-HDFC Life]</p>	 <p>Indranil Dutta CBO - Bancassurance</p> <p>[Ex-Max Life]</p>
 <p>Prasun Sikdar MD & CEO</p> <p>[Ex-Manipal Cigna Health Insurance]</p>	 <p>Chandra Shekhar Dwivedi Appointed Actuary</p> <p>[Ex-Star Health & Allied Insurance]</p>	 <p>Sundeep Bharadwaj Chief Business Officer - Retail</p> <p>[Ex-Reliance General Insurance]</p>	 <p>Sanjay Radhakrishnan Chief Executive Officer</p> <p>[Ex-Samara Capital]</p>
 <p>Santosh Dubey Head - Liability Underwriting</p> <p>[Ex-Gallagher]</p>	 <p>Akshay Manocha Executive Vice President</p> <p>[Ex-Marsh India]</p>	 <p>Anand Singhi Chief Retail & Government</p> <p>[Ex-Reliance General Insurance]</p>	 <p>Priya Deshmukh-Gilbile Head - Health Products, Operations & Services</p> <p>[Ex-Manipal Cigna Health]</p>
 <p>Subhasis Ghosh Chief Executive Officer</p> <p>[Ex-Kotak Life]</p>	 <p>Jayesh Khatri President Strategy & Retail Transformation</p> <p>[Ex-Tata AIG]</p>	 <p>Devendra Pawar President - Institutional Business</p> <p>[Ex-Future Generali India]</p>	 <p>Mukul Bhatia MD Sales</p> <p>[Ex-Aditya Birla Insurance Brokers]</p>


Insurance – Key Movements

2024




Sandeep Dadia
CEO

[Ex-Aditya Birla
Insurance Brokers]




Amit Agrawal
Chief Operating &
Financial Officer

[Ex-Aon India]




Priyanka Gautam
Chief Underwriting
Officer

[Ex-HDFC Ergo]



Garima Kripesh
Vice President

[Ex-IFFCO Tokio]




Nainoor Desai
Business Head -
Corporate

[Ex-Liberty General
Insurance]




Srikanth Varanasi
Senior VP-Group
Insurance and
International Business

[Ex-ICICI Lombard]



Swetaparna Mishra
VP - Group Business

[Ex-Bharti AXA Life]




Amit Ganorkar
MD & CEO

[Ex-Royal Sundaram]



Sai Penumarthy
Head - Claims

[Ex-HDFC Ergo]



Ravi Lal
Chief Actuary

[Ex-AXA XL]

Financial Services Natives



Ayesha D'Souza

Managing
Partner



Sonali Puri

Managing
Partner



Shuharshika Mishra

Partner
Banking, Insurance
and Markets



Shalinee Udmale

Partner
Tech, Digital
and Analytics



Arihant Barmecha

Director
Private Equity /
Venture Capital



Ruchi Thakkar

Director
Capital Markets &
Asset Management



Shujat Ali

Director
Wealth Management



Vinal Vikamshi

Director
Corporate Functions



Karan Dalal

Associate Director
Private Equity /
Venture Capital



Bhavik Doshi

Associate Director
Consumer Lending &
Insurance



Mansi Kanade

Associate Director
Asset Management



Soumyajit Paul

Principal
Wealth Management

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We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do.

We are **Native**

Native