

Sapphire Partners' research highlights continued growth of the executive pipeline in the latest quarter

February 2015

Key findings highlight 199 female "Movers & Shakers" in the most recent quarter: 171 appointments and 28 departures

- Good news
 - Female executive appointments up 19% (111 vs. 93 in prior three months)
 - 20% increase in female NED appointments (60 vs. 50 in prior three months)
 - 22% of NED appointments are women appointed to their first plc NED role, showing new talent is coming through
- Disappointing news
 - Female departures increased by 33% (28 vs. 21 in prior three months)
 - High profile departures: one fewer FTSE CEO and one fewer FTSE Chair

Executive Search firm Sapphire Partners today issues its twelfth quarterly edition of Movers & Shakers¹ which highlights the strong pipeline of women being appointed to executive, board, CEO and chairman roles.

Putting the quarter into context, over the last year, 595 women have been appointed to NED and executive positions, while 127 women have left senior roles in the FTSE 100, FTSE 250 as well as professional service companies and the not-for-profit sector.

Sapphire has been tracking moves by senior women for ten years and publishing a detailed analysis since 2012. These findings highlight that there is a large and growing number of highly experienced and qualified women increasingly moving into top management roles. This edition spotlights 199 female board and executive moves over the last three months, predominantly within the FTSE 100 and FTSE 250, but also selected roles outside the UK. It also includes 28 women who have stepped down from roles (3 Chairs, 2 CEOs, 1 SID, 6 NEDs and 16 executives).

While much focus has been on highly visible NED appointments, the 111 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 49 in financial services, 28 in companies, 26 in professional services and eight in the not-for-profit and charity sector.

"As the deadline approaches for Lord Davies' recommendations, the pace of appointments remains strong but several high profile women have made exits".

¹ Figures reflect appointments and departures announced between 1 November 2014 and 31 January 2015. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 August 2014 - 31 October 2014.

The results are broken down into three sections (board appointments, executive appointments and departures) across four sectors (financial services, companies, professional services and the charity/not for profit sector). Other key findings include:

- 111 senior female executive appointments in the last three months
- 60 female non-executive appointments in the last three months
- 28 significant female departures from senior roles vs. 171 joining new roles
- The average age of a new female NED is 53² vs. 58³ for men

- Ends-

Note to Editors:

Sapphire Partners is a unique executive search business founded in 2005. The firm has been a pioneer in working with leading UK companies to promote diversity in boardrooms as well as in executive roles. Sapphire has exceptional networks with senior executives and non-executives. The Company works in the UK and internationally across a range of sectors including FTSE firms and private companies keen to tap this wealth of talent.

About the survey

Many sources are consulted and all information is verified. The senior female appointments listed are a wide selection but cannot by their nature be exhaustive.

Media contacts:

Kate Grussing
Founder and Managing Director
T: +44 (0)20 7292 9970
kate@sapphirepartners.co.uk

Sally Springbett
Director
T: +44 (0)20 7292 9978
sally@sapphirepartners.co.uk

² 73% of female appointments disclose age.

³ 87% of male appointments disclose age.