

25X25 PRESS RELEASE
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25X25 appoints board of directors

And is also pleased to announce National Grid as its latest member

25x25 Limited (25x25) is delighted to announce its new board of directors and its Data Analytics Advisory Board (DAAB). 25X25 is also very pleased to announce that **National Grid** has become its latest member with **John Pettigrew, National Grid's CEO, as Lead Ambassador**.

25x25 is a not-for profit change management organisation, founded in November 2021 by 18 corporates committed to improving gender-balance at senior executive levels. Members include: BAE Systems, bp, Morgan Stanley International, NatWest Group and Unilever.

The appointments to the 25X25 board of directors are as follows:

1. Tara Cemlyn-Jones as CEO
2. Paras Anand, Chief Investment Officer, Artemis Investment Management, as Non-Executive Director
3. Simon Collins, Chair Big Technologies (former Chair KPMG), as Non-Executive Director
4. Karin Hoeing, Group Director ESG, Culture and Business Transformation, BAE Systems and Non-Executive Director at Smiths Group plc, as Non-Executive Director
5. Tracey McDermott, Group Head, Conduct, Financial Crime and Compliance, Standard Chartered (and former Deputy CEO at the FCA), as Non-Executive Director
6. Kathryn Parsons, Founder and co-CEO Decoded, as Non-Executive Director

In addition, 25X25 has appointed a Data Analytics Advisory Board (DAAB) to support both the main board and the management team with the development of the 25x25 private benchmarking tool. This tool is designed to assist members with the implementation of the 25x25 Framework, a set of best practice processes on succession and talent pipeline planning, accountability and targets.

The members of the DAAB are as follows:

1. Simon Collins, also 25x25 NED
2. Kathryn Parsons, also 25x25 NED
3. Katie Brewis, Finance director for EMEA Marketing, PR, Policy and Partnerships at Google and Cambridge University sustainability examiner
4. Raif Jacobs, EIR Inovia, former CFO Deliveroo, former Head of EMEA Finance Leadership at Google
5. Karima Noren, Co-Founder of The Privacy Compliance Hub, formerly at Google

Tara Cemlyn-Jones, CEO, 25x25 said:

"We are delighted with our new directors and data analytics advisors. Their commitment to 25x25 has been strong from the start and both these boards will help us grow and develop the support infrastructure and the data analytics tools to assist with the implementation of the 25x25 Framework."

Simon Collins, non-executive director 25x25 said:

"I am delighted to have joined the board of 25X25 and to be part of the critical work it is leading to address gender balance at senior executive levels across UK businesses."

John Pettigrew, CEO, National Grid said:

"Taking meaningful action to create company cultures that drive hiring, development and succession planning that is fair to all is critically important. It's clear that when leaders make these a priority there is a universally positive impact. I'm very proud that National Grid has joined 25x25 and am looking forward to being a part of the great work they are doing."

Notes to editors

To arrange an interview or for further information, please contact:

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About 25X25

25x25 Limited (25x25) is a not-for-profit change-management organisation founded and funded by companies that are committed to improving gender-balance at executive leadership levels.

25x25 members are companies working to improve succession and talent planning, targets and accountability within their own organisations; and sharing learning with sector peers with a view to increasing the number of senior women executives and women CEOs in UK business. The first directional target is 25 FTSE100 women CEOs by 2025, and 25% of the FTSE350 thereafter.

25x25 launched in November 2021 with 17 founding members including Admiral, BAE Systems, Baker & McKenzie, bp, British Land, Deloitte, GSK, IG Group, ITV, Linklaters, Lombard Odier, Morgan Stanley International, NatWest Group, Pennon Group, the Royal Air Force and Unilever. And a further two hundred corporates have expressed their interest in joining.

With funding raised from its founding members, 25x25 is developing proprietary data analytics tools to support members with the implementation of the 25x25 Framework. The first tool to be developed will be the 25x25 private benchmarking tool focused on aggregate and anonymised data from members relating to their senior executive leaders on **Pathways to CEO** with **Direct Profit Centre Experience (DPCE)** and respective pipelines as defined by the **25x25 Framework**.

The 25x25 Framework and tools provide processes and procedures to ensure that anyone who may wish to do so, regardless of gender or background, can be adequately supported and prepared for these senior and more demanding executive roles.

Key facts:

Women have for several years now represented ca. 50% of many firms' management programmes^[1]. Yet as of 30th June 2022, there were only 9 women CEOs in the FTSE100 and 10 in the FTSE250^[2].

Currently, the average gender pay gap is 7.9%^[3], but for FTSE350 financial services companies at director levels, the gap is 66%^[4]. This gap cannot be closed until there are more senior executive women with better remuneration, which generally means those with direct profit centre (DPCE) experience.

Women make-up 47.7% of the UK Workforce^[5]. This has come down from 48.6% for the equivalent period in 2021^[6], with the loss coming from women in full-time employment (women currently make-up 72% of the part-time labour force)^[7].

According to the February 2022 FTSE Women Leaders Report, within FTSE350 companies there were ca. 680 women at the Executive Committee level (i.e.: 24% of total) and ca 5,320 at the Direct Report level (i.e.: 30% of total) as at 30th June 2020^[8]. Within the FTSE100 however, the proportion of women on the Executive Committee has decreased by 0.6% from October 2020 to October 2021.

[1] Publicly available data.

[2] Clark, D. (2022). Female leadership roles in FTSE companies UK 2020. [online] Statista. Available at <https://www.statista.com/statistics/685195/share-of-female-ceo-positions-in-ftse-companies-uk/>.

[3] Office for National Statistics (2021). Gender Pay Gap in the UK - Office for National Statistics. [online] www.ons.gov.uk Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapinthek/2021>.

[4] Employment Law Specialists (2021) Fox and Partners research into gender pay disparity in financial services reported by The Guardian, Reuters and Personnel Today. [online] Available at: <https://www.foxlawyers.com/fox-research-into-gender-pay-disparity-in-financial-services-reported-by-the-guardian-reuters-and-personnel-today/>.

[5] Statista. (2018). Employment figures of the UK 2018 | Statista. [online] Available at: <https://www.statista.com/statistics/281998/employment-figures-in-the-united-kingdom-uk/>.

[6] Irvine, S. (2019). Women and the economy. [online] Parliament.uk. Available at: <https://researchbriefings.files.parliament.uk/documents/SN06838/SN06838.pdf>.

[7] Powell, A., Francis-Devine, B. and Clark, H. (2022). [online] Available at: <https://researchbriefings.files.parliament.uk/documents/CBP-9366/CBP-9366.pdf>

[8] FTSE Women Leaders Review Achieving Gender Balance. (2022). [online] Available at: https://ftsewomenleaders.com/wp-content/uploads/2022/05/2021_FTSE-Women-Leaders-Review_Final-Reportv1_WA.pdf

[9] FTSE Women Leaders Review Achieving Gender Balance. (2022). [online] Available at: https://ftsewomenleaders.com/wp-content/uploads/2022/05/2021_FTSE-Women-Leaders-Review_Final-Reportv1_WA.pdf.

For more details on membership, please register at [25x25 membership](#).