

Vivienne Artz is appointed as the new CEO of the FTSE Women Leaders Review

The Co-Chairs of the FTSE Women Leaders Review, Penny James and Nimesh Patel, are delighted to announce Vivienne Artz as the new CEO of the Review, the UK's Government-backed, business-led voluntary framework sponsored by KPMG and Lloyds Banking Group and focused on improving women's representation on the Boards and Leadership teams of the FTSE 350 and 50 of the UK's largest private companies. Vivienne is succeeding Denise Wilson, who has led the Review with distinction and dedication since 2011.

Vivienne brings a wealth of experience to the Review and currently holds a number of board and advisory roles supporting businesses in their data, privacy and digital transformation strategies, having previously been Managing Director and Chief Privacy Officer for London Stock Exchange Group. Prior to that, she also held senior leadership roles at Refinitiv, Thomson Reuters and Citibank.

She is a passionate advocate for gender balance in business and is the former CEO of Women in Banking and Finance. In 2021 Vivienne was awarded an OBE for services to Financial Services and Gender Diversity and will bring energy, drive and commitment to the Review.

Denise Wilson's contribution to the Review and towards gender equality in British business over the last 14 years, has been immense. Under her leadership the percentage of women serving on FTSE 350 Boards has risen from just 9% to over 42% today, and the number of women in senior roles below the Board has never been stronger.

The Review will continue to build on what has already been achieved, and drive for improved gender balance in leadership roles, especially the 'top four key roles' where there is more work to do.

Penny James and Nimesh Patel, Co-Chairs of the FTSE Women Leaders Review, said: "Vivienne has been a huge advocate for gender equality in business over many years and we are delighted that she will be leading the important work of the Review. While significant progress has been made there remains much to do to achieve gender balance particularly in the key leadership roles. With her extensive experience, Vivienne will play a critical role in delivering further progress and change at the top of British business.

"We would also like to thank Denise for her outstanding work over the last fourteen years and for being the driving force behind the success of the Review during this time. We wish her every success for the future."

Vivienne Artz, CEO of the FTSE Women Leaders Review, said: "Throughout my career I have championed the advancement of women in business and the importance of diversity of perspective in leadership. The work of the Review in harnessing the talent of women is key to the innovation, resilience and future success of British business. I am excited to be joining the Review and look forward to working with businesses across the UK to deliver on our ambitions."

The Co-Chairs of the Review would also like to thank the executive search firm, Sapphire Partners, for their generous counsel, commitment and support throughout the rigorous process of selecting the new CEO which they kindly provided on a pro-bono basis.

For further information:

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Notes to editors:

The FTSE Women Leaders Review is the independent, business-led framework supported by Government, which sets recommendations for Britain's biggest companies to improve the representation of women on their boards and leadership teams. The Review was formerly known as the Hampton Alexander Review and, before that, as the Davies Review.

The scope of the Review covers the FTSE 350 and 50 of the UK's biggest private companies, capturing and publishing progress on over 26,000 roles on boards and in leadership two layers below the board, across all sectors of British business on an annual basis.

There are four Recommendations that were announced in February 2022 to fuel further progress in delivering gender balance at the top of British business:

- The voluntary target for FTSE 350 Boards and Leadership teams was increased to a minimum of **40%** women's representation **by the end of 2025**.
- Companies should have at least one woman in the Chair, Senior Independent Director role on the Board and/or one woman in the Chief Executive Officer or Finance Director role **by the end of 2025**.
- Key stakeholders should continue to set best-practice guidelines or use alternative mechanisms to encourage any FTSE 350 Board that has not yet achieved the previous 33% target for the end of 2020, to do so.
- The scope of the Review is extended beyond FTSE 350 companies to include 50 of the UK's largest private companies.

Sapphire Partners is an award-winning executive search consultancy, established in London in 2005. Sapphire has an exceptional track record in promoting diversity in executive and non-executive roles and has been a champion and supporter of the FTSE Women Leaders Review from day one.