3rd EuropeanPWN BoardWomen Monitor 2008

In partnership with

Egon Zehnder International

BoardEx

www.europeanpwn.net
Agenda

● The Association – mission and activities
  ▪ Mirella Visser, President

● Results of the 3rd EuropeanPWN BoardWomen Monitor 2008, in partnership with Egon Zehnder
  ▪ Annalisa Gigante, Vice President Women on Boards

● Q&A
Facts on EuropeanPWN

- Founded in 2002, non-profit organisation, association in 2005
- The leading network for professional international women with:
  - More than 3,500 members
  - More than 90 nationalities
  - All sectors and industries: Consumer, Technology, Finance, Law...
  - Corporate (70%), entrepreneurs & self-employed (30%)
  - MBA or other higher degree
- 17 networks in main European cities connected by a state-of-the-art networking platform
- A volunteer-run (by professionals) organisation: European Board of 6, over 115 board members in the countries
- > 500 events per year
- 8 books published since 2003; ThinkTank Communities

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Corporate partnerships

Gold Partners

Deloitte

Book partners: Mexx, Amrop

Research partners: Egon Zehnder, BoardEx, Mercer

Silver Partners

IBM

Cisco

Mexx

Sodexo

MéXER

Coca-Cola

Aon

Alcatel-Lucent

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Growing recognition

Top 10 “Women Driving Change” in Europe

Nomination as European of the Year and Campaigner of the Year 2007

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Our Values

- WIN/ WIN
- Realistic
- Egalitarian
- Positive
- Generous, sharing, open
- Fact-based

Our Mission

- To promote the professional progress of women through all their career phases.
- To promote diverse management approaches at executive level.
- To encourage companies to recognise the necessity of diverse and innovative management approaches.
- To raise the volume of European women's voices.

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From Potential through Pipeline to Power

European Professional Women’s Network

VIP Club
Women on Boards

Events, Networking

MBAs

Potential
Pipeline
Power

Influence
Think Europe, Act local

LOCAL NETWORKS
- Events
- Mentoring Women on Boards
- Think Tank and Publications

EUROPE
- European web 2.0 site
- Platform management
- Corporate affairs, VIPs

Common initiatives: sharing knowledge and ideas

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New: EuropeanPWN Board Room Round Tables

- Aim to bring together board women of Europe’s international companies for the purpose of learning, exchanging experiences and networking across borders.

- 1st BRRT with IMD (Jan 2008) at ABNAMRO’s boardroom: Top 3 issues on Board’s agenda on *corporate governance*.

- 2nd BRRT with EU Commissioner Neelie Kroes at Egon Zehnder’s (Sept): Top 3 issues on Board’s agenda on *Europe’s competitive position*.

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Launch Board Women Monitor 2008

Annalisa Gigante, VP Women on Boards

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Our partners in the 3rd bi-annual study of gender and international diversity in the top 300 European companies
Definitions

One Tier Systems
• UK, US, Japan, Italy

Two Tier Systems:
• Ger, NL, Finland

Choice: France

COO = Chief Operating Officer (Direttore Generale)

Board committees:
  e.g.
  • Audit
  • Nomination & Compensation

CEO = Chief Executive Officer (Amministratore Delegto)

Top Management Team =
  • Executive Committee
  • Managing Board
Women on Boards: Progress is glacially slow

Of a total 5,146 board seats, women occupy 501


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Companies score better on international diversity than gender diversity

Average board: 15.1 members – 1.5 women

Board members age range from 24 to 94.

The average age board member is 58, a board woman is 53.

Companies with at least one woman on Board went up 62% -> 67.8%  

72%

Companies with more than one woman on Board increased slightly 28% -> 30.5%  

37%


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% Women board members by Country
Norway is Europe’s Champion with 44.2%


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Scandinavia’s acceleration

Companies with 3 or more women on board

- Norway 100%
- Sweden 69%
- Finland 67%

The ideal target for board gender diversity is three women or more
Diversity in nationality more popular, except in Scandinavian countries

Source: EuropeanPWN BoardWomen Monitor 2008
% International Board Women varies greatly
Norway’s home-grown talent vs. CH & NL

Source: EuropeanPWN BoardWomen Monitor 2008
The Executive Pipeline is small
7 Women CEO & Chairs, 38 Executive Directors (3.2%)

<table>
<thead>
<tr>
<th>Country</th>
<th>Company</th>
<th>Name</th>
<th>Title</th>
<th>Nationality</th>
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<tbody>
<tr>
<td>France</td>
<td>Alcatel-Lucent</td>
<td>Patricia Russo</td>
<td>CEO</td>
<td>American</td>
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<td>United Kingdom</td>
<td>Anglo American</td>
<td>Cynthia Carroll</td>
<td>CEO</td>
<td>American</td>
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<td>Spain</td>
<td>Banesto</td>
<td>Ana Patricia Botin</td>
<td>Executive Chair</td>
<td>Spanish</td>
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<td>Norway</td>
<td>DnB NOR</td>
<td>Benedicte Schilbred</td>
<td>Chair (shareholders rep.)</td>
<td>Norwegian</td>
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<td>Finland</td>
<td>Neste Oil OYJ</td>
<td>Heidi Hautala</td>
<td>Chair</td>
<td>Finnish</td>
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<td>United Kingdom</td>
<td>Pearson</td>
<td>Dame Marjorie Scardino</td>
<td>CEO</td>
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<td>The Netherlands</td>
<td>Wolters Kluwer</td>
<td>Nancy McKinstry</td>
<td>CEO/Chair</td>
<td>American</td>
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</table>
Women in specialised Board roles

Source: EuropeanPWN BoardWomen Monitor 2008
NEW: Profiling the power on boards
Women chairing Board Committees

<table>
<thead>
<tr>
<th>Board committee</th>
<th>Chair women</th>
<th>Chair men</th>
<th>Total chairs</th>
<th>% Chair women</th>
<th>% Chair men</th>
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<tbody>
<tr>
<td>Technology</td>
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<td>9</td>
<td>10</td>
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<td>CSR, ethics</td>
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<td>57</td>
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<td>5.0</td>
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<td>451</td>
<td>474</td>
<td>4.9</td>
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<td>Audit, IC, finance, risk</td>
<td>18</td>
<td>356</td>
<td>374</td>
<td>4.8</td>
<td>95.2</td>
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<tr>
<td>Strategy</td>
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<td>48</td>
<td>50</td>
<td>4.0</td>
<td>96.0</td>
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<tr>
<td>Presiding</td>
<td>1</td>
<td>66</td>
<td>67</td>
<td>1.5</td>
<td>98.5</td>
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<tr>
<td>Banking, safety, other</td>
<td>0</td>
<td>75</td>
<td>75</td>
<td>0.0</td>
<td>100</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>48</strong></td>
<td><strong>1062</strong></td>
<td><strong>1110</strong></td>
<td><strong>4.3%</strong></td>
<td><strong>95.7%</strong></td>
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Top industries for Female representation on Boards

Source: EuropeanPWN BoardWomen Monitor 2008
Thank You!

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