

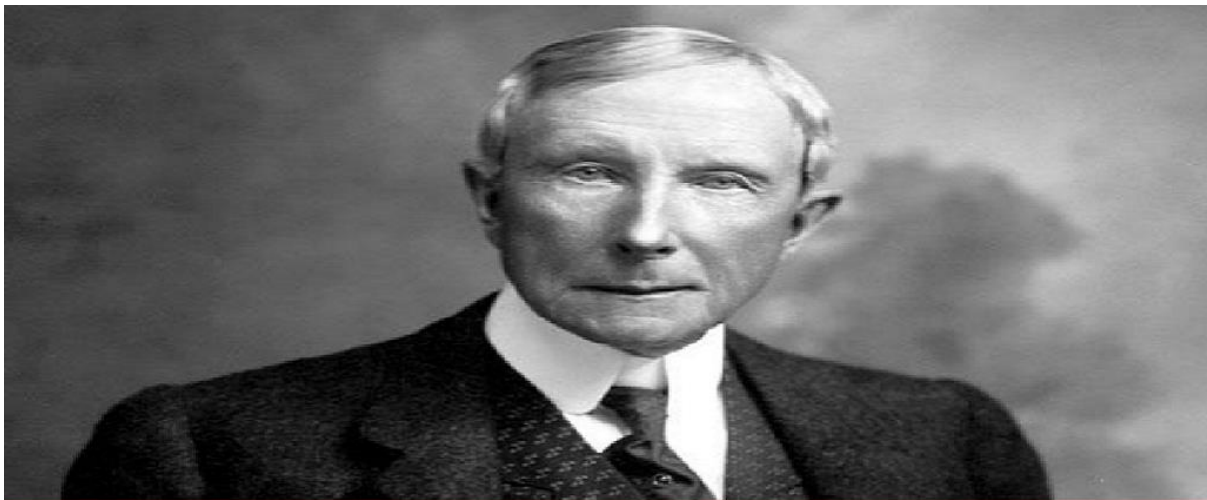


blenheim partners

no limitations

Executive Search & Board Advisory

AUSTRALIAN EXECUTIVE MARKET DIVERSITY AND TENURE SNAPSHOT – THIRD QUARTER CALENDAR YEAR 2017



"I do not think that there is any other quality so essential to success of any kind as the quality of perseverance. It overcomes everything, even nature" John D. Rockefeller

Diversity and Tenure of Current ASX100 Chair

- 8% of Chair are female.
- 2% of Chair are non-Caucasian.
- 38% of Chair have over five years in their current role.

Diversity and Tenure of Current ASX100 Chief Executive Officers

- 5% of Chief Executive Officers are female.
 - No change since second quarter calendar year 2017.
- 3% of Chief Executive Officers are non-Caucasian.
 - Decreased by 1% since second quarter calendar year 2017.
- 37% of Chief Executive Officers have more than five years in their current role.
 - No change since second quarter calendar year 2017.

Diversity and Tenure of Current ASX100 Chief Financial Officers

- 10% of Chief Financial Officers are female.
 - Increased by 1% since second quarter calendar year 2017.
- 2% of Chief Financial Officers are non-Caucasian.
 - Decreased by 2% since second quarter calendar year 2017.
- 37% of Chief Financial Officers have more than five years in their current role.
 - Decreased by 1% since second quarter calendar year 2017.

Diversity and Tenure of Current ASX100 Chief Information Officers

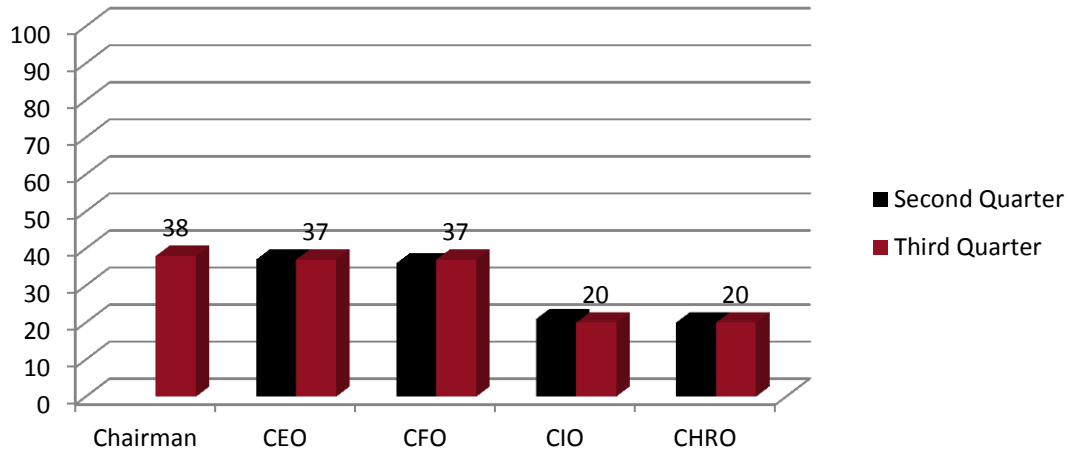
- 13% of Chief Information Officers are female.
 - No change since second quarter calendar year 2017.
- 2% of Chief Information Officers are non-Caucasian.
 - Decreased by 4% since second quarter calendar year 2017.
- 20% of Chief Information Officers have more than five years in their current role.
 - Decreased by 1% since second quarter calendar year 2017.

Diversity and Tenure of Current ASX100 Chief Human Resources Officers

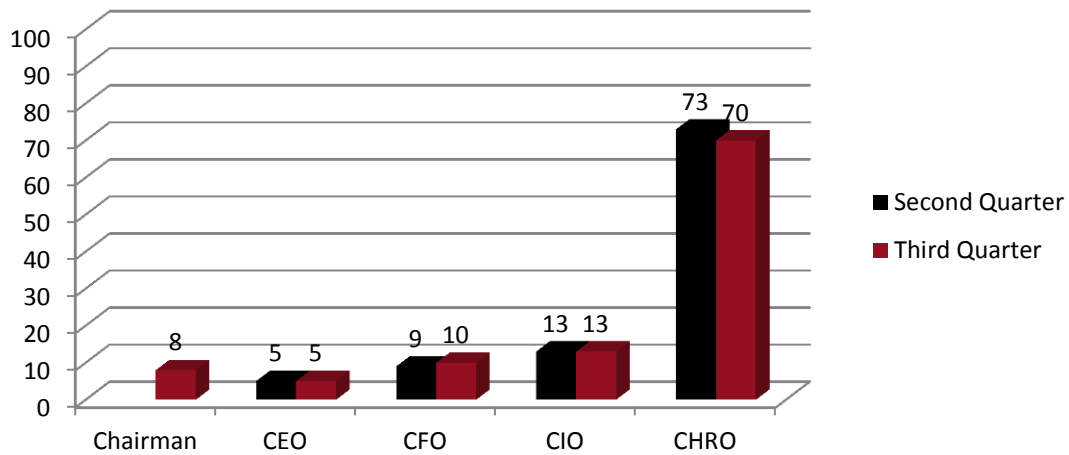
- 70% of Chief Human Resources Officers are female.
 - Decreased by 3% since second quarter calendar year 2017.
- 2% of Chief Human Resources Officers are non-Caucasian.
 - Decreased by 2% since second quarter calendar year 2017.
- 20% of Chief Human Resources Officers have more than five years in their current role.
 - No change since second quarter calendar year 2017.

AUSTRALIAN EXECUTIVE MARKET DIVERSITY AND TENURE GRAPHIC SNAPSHOT –
THIRD QUARTER CALENDAR YEAR 2017

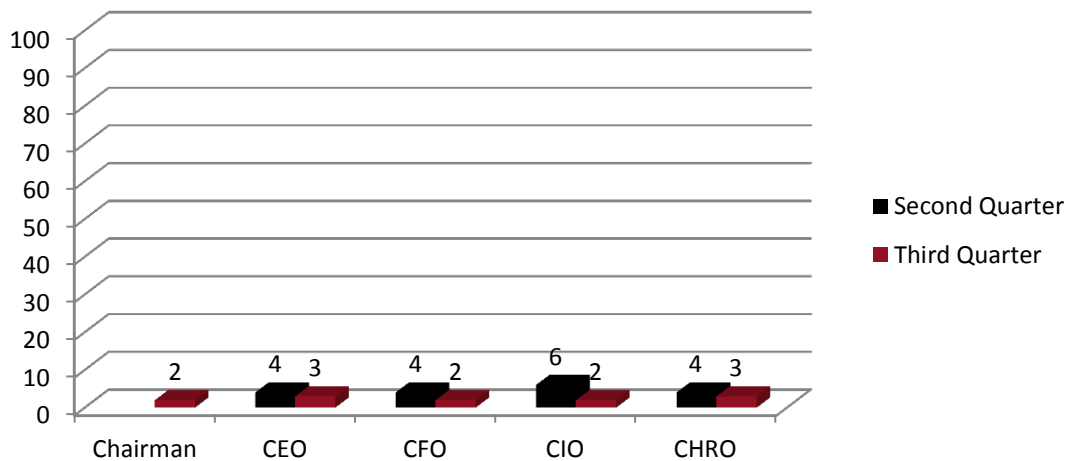
Tenure over five years in current role in the ASX100 (%)



Females in the ASX100 (%)



Non-Caucasians in the ASX100 (%)



Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

Confidentiality

This report and the information contained in it are confidential and proprietary information belonging to Blenheim Partners. The report contains confidential and proprietary information based on data from public and private sources, including Blenheim Partners' proprietary database of information. The recipient will not use or disclose, or permit the use or disclosure of, this Report by any other person or for any other purpose. The information contained in this report is preliminary in nature and subject to verification by Blenheim Partners. Blenheim Partners does not guarantee its accuracy or completeness.



blenheim partners

no limitations

Executive Search & Board Advisory

Contact us

Sydney p +61 2 9253 0950

Melbourne p +61 3 9653 9510

w www.blenheimpartners.com