Just a third of UK tech scale-ups boast AI expertise on their boards – lagging behind FTSE 350 tech giants

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- **Four in ten (40%) of the FTSE 350's largest tech companies have appointed advisers with Artificial Intelligence (AI) to their boards**
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- **UK scale-ups are at risk of failing to fulfil their growth potential by not effectively leveraging this knowledge and gaining a competitive edge**

UK tech scale-ups are at risk of failing to meet their growth potential by not appointing artificial intelligence (AI) experts to their boards, according to new research from global growth consultancy, Think & Grow.

Just a third (32%) of the UK's fastest-growing technology scale-ups boast AI expertise on their boards compared to four in ten (40%) of the largest tech companies on the FTSE 350 index.

The findings highlight a trend between AI expertise and revenue - FTSE 350 tech companies with AI expertise on their boards generate an average revenue of £6.8 billion, dwarfing an average of £953 million for those companies without AI knowledge.

Similarly, half (50%) of UK tech scale-ups with annual revenue greater than £50 million boast AI expertise on their boards compared to just 15% of companies with revenue below that level.

Efforts to appoint AI expertise to boards has increased in recent years as companies look to upskill their boards and leverage growth opportunities. The research findings show that the average tenure of board directors with AI expertise is three years, compared to five years across all board directors.

Additional research from Think & Grow reveals that a third (32%) of technology companies plan to appoint individuals with AI expertise to their boards in the next 12 months. Surprisingly, given the clear investor appetite for AI - UK AI companies secured £2.9 billion in private investment in 2024* - 13% of technology companies have no plans to appoint AI expertise to their boards in the next year.

Figures from the Department for Science, Innovation and Technology and HM Treasury indicate that UK AI companies secured £2.9 billion in private investment in 2024 – with average deals worth £5.9 million – with companies in the AI industry contributing £11.8 billion to the UK*.

Think & Grow explains that AI expertise is becoming increasingly sought-after as growth companies compete for funding and market share as they look to scale at pace.

Jonathan Jeffries, Co-Founder of Think & Grow, says: *"Companies without AI expertise on their boards risk losing ground to competitors and stifling growth.*

"It's a challenging climate for many sectors but there is huge investor appetite for high-growth tech companies – the issue is that many of those who secure funding are unable to maximise the opportunity to propel growth as they lack key expertise on their boards. AI is transforming business and society – ambitious tech companies won't fulfil their potential if they don't embrace it.

"The most successful companies weaponise their board connections and expertise to gain a competitive edge – UK tech companies need to ensure that they are building boards that are capable of overcoming upcoming challenges and leveraging commercial opportunities if they're going to scale effectively."

These research findings are part of an upcoming report from Think & Grow titled *Breaking & Remaking the Next Generation of High Impact Boards* which will be published in November.

Think & Grow is a global growth consultancy built to support high-growth tech companies through today's unpredictable and competitive market realities. Over 11 years, it has supported some of tech's most innovative companies—including Spotify, Stripe, Square, Dropbox, Peloton, Datadog, Canva and Etsy —to successfully scale their businesses and solve unique growth challenges.

ENDS

Notes to editors:

* Figures from the Department for Science, Innovation and Technology and HM Treasury:

Methodology

Based on analysis of the board composition of the UK's 25 fastest-growing technology scale-ups headquartered in the UK (according to the Sifted 100) and the 25 largest tech companies currently listed on the UK's FTSE 350 index, based on market capitalization.

Research conducted by independent research agency Opinium which surveyed 400 board members or senior decision makers in UK and US technology companies with up to 500 employees between 14th August - 22th September 2025.

About Think and Grow

Think & Grow is a global growth consultancy based in Sydney, Australia, and operating internationally including in the UK, the US, Singapore and Dubai.

It helps leaders attract top talent, build innovative cultures and scale effectively offering growth strategies and executive search to help businesses fulfil their potential.

Since launch, Think & Grow has supported over 650 companies —including Spotify, Stripe, Square, Dropbox, Peloton, Datadog, Canva and Etsy — filled over 1,000 positions at fast-growth tech companies and held over 1,000 growth workshops across 22 countries.

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