

## **Australia's top boards close to 40% women**

The Australian Institute of Company Directors (AICD) has today released data showing continued progress towards gender balance across Australia's top listed companies, with women now holding close to 40 per cent of board positions on the ASX 100.

As at 30 June 2025, women comprised 39.3 per cent of ASX 100 directors and 38.1 per cent of directors on ASX 200 boards.

The Gender Diversity Snapshot also revealed a modest increase on the ASX 300, with women making up 37.5 per cent of all directors.

While progress has varied across segments of the index, the overall trend remains positive, with incremental gains in women board representation over the past year.

### **Key Percentages**

<b>ASX group</b>	<b>Female Directorships (June 2024)</b>	<b>Female Directorships (June 2025)</b>
ASX 300	37.3%	37.5%
ASX 200	37.8%	38.1%
ASX 100	39.3%	39.3%
ASX 50	42.0%	41.0%
ASX 20	43.9%	42.0%

AICD Managing Director and CEO, Mark Rigotti, said, "We are encouraged by the steady increase in the number of women serving on Australia's largest boards. This reflects the sustained focus by chairs, boards, regulators, investors, and search firms.

"Maintaining a strong and diverse pipeline of board-ready women is essential to sustaining this momentum and ensuring inclusive leadership across all levels of corporate Australia."

30%+ Club Australia Chair, Nicola Wakefield Evans, said, "It's pleasing to see continued progress on board gender diversity across the ASX 200.

*The Australian Institute of Company Directors (AICD) is a not-for-profit organisation committed to strengthening society through world-class governance. A trusted voice in national policy creation and roll-out, the AICD advocates for, informs and empowers those leading, influencing and shaping the future of contemporary governance.*

*Its flagship Company Directors Course™ has been the gold standard in practical, real-world governance education for over 50 years—equipping leaders across all sectors with the skills and confidence to navigate complex boardroom challenges and lead their organisations with impact. The AICD is also home to the world's largest community of professionals committed to better governance for a better future. To learn more, visit [aicd.com.au](http://aicd.com.au)*

However, the potential plateauing at the ASX 50 and ASX 20 levels highlights the need for continued vigilance to ensure that progress does not stall. Boards must remain focused on succession planning, inclusive search processes, and identifying emerging female talent to maintain momentum."

Earlier this year, the AICD announced the 2025 cohort for the [Chair's Mentoring Program](#) – an initiative credited for playing a critical role in developing the pipeline of board-ready women.

The program's alumni - 419 women and growing - continue to make their mark across listed companies and the broader board landscape.

As part of the AICD's commitment to monitoring diversity trends, the Institute recently partnered with Deloitte Australia on the 11th edition of the [Watermark Board Diversity Index](#), which provides a comprehensive analysis of ASX 300 board composition, examining diversity across multiple dimensions including gender and culture.

**Media Contact: Maegen Sykes +61 2 8248 8447**

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