



Gender Diversity Progress Report

August to October 2020

“Our investors and the community have made clear that company performance on leadership diversity is important, and reflective of a readiness to face future challenges of a modern world. They are demanding action, and the risk for companies who continue to ignore these shifting expectations is significant.”

Angus Armour FAICD

CEO and Managing Director,
Australian Institute of Company Directors

Staying on target

Towards gender parity on boards

Despite the challenges faced by businesses in 2020, the representation of women on Australia's top 200 boards has risen more than two percentage points in the last 12 months*, reaching 32.1 per cent this quarter.

Since our last report, another eight companies in the ASX 200 have joined the ranks of leading organisations by reaching at least 30 per cent women on their boards, taking the number of companies to 113. Notably, 76 boards are just one female appointment away from reaching 30 per cent.

On the ASX 300 we have also seen steady progress maintained this year, with a similar increase of two percentage points since October 2019, to 29.6 per cent this month. I am confident that we will see the ASX 300 reach the aggregate target in the very near future.

These numbers are particularly pleasing given not only the huge disruptions caused by COVID-19 this year, but also the disproportionate impacts on women from the pandemic. Now, more than ever, the representation of women in leadership is critical to ensure an effective post-COVID recovery.

I believe that the message about diversity is being heard. Boards have been forced to adapt to disruption as an inherent feature of the 'new normal', with implications ranging from new technologies, digitisation and AI to financial and political uncertainty.

Under such circumstances, diversity of thought can only be an asset, enabling fresh insights and challenging thinking: prerequisites for both adaptation and innovation.

As always, the data tells a number of stories. While progress continues at an aggregate level, there are still 87 boards in the ASX 200 that have not yet reached 30 per cent women. The 76 companies who are one more female director away from the target may wish to consider whether the current composition of their board is reflective of the culture and values that are now expected.

Our investors and the community have made clear that company performance on leadership diversity is important, and reflective of a readiness to face future challenges of a modern world. They are demanding action, and the risk for companies who continue to ignore these shifting expectations is significant.

We are calling on those boards who have not yet made active steps towards a gender-balanced board to consider the full pool of board-ready candidates for their next appointment.

*The proportion of women on the ASX 200 at October 2019 was 29.8 per cent.



Angus Armour FAICD
CEO and Managing Director,
Australian Institute
of Company Directors

30% Club update

Focus on the pipeline



Nicola Wakefield Evans FAICD
Chair, 30% Club Australian
Chapter Non-Executive Director

It is pleasing to note that during 2020 the representation of women on Australian listed boards has continued to increase. Since our last report in August, we have seen companies on both the ASX 200 and 300 continue to inch closer to reaching the 30 per cent voluntary target for women on their boards.

While it is important to recognise this progress, the recent ASX 200 Senior Executive Census by Chief Executive Women has revealed a significant failing of efforts to increase women in senior leadership ranks.

In 2020, only five per cent of ASX 200 CEOs are women, and nearly two-thirds of ASX 200 companies have no women in their talent pipeline. Many senior women are in areas such as human resources or marketing, and not in line roles with profit and loss responsibility; those that lead to promotion to CEO levels.

These statistics highlight an imminent threat to the continued pipeline of women on boards. Recent research¹ conducted by EY and the 30% Club revealed that, “despite the clear dividing line between management and governance, the most important and desirable experience for ASX 200 boards is senior executive experience, in particular line roles with significant profit and loss (P&L) responsibility”. In 2019, only four per cent of ASX 200 companies had gender balance in their line roles.

¹Pathways to ASX 200 board roles, EY and 30% Club Australia, 2018

The report also noted that “a company that includes CEO experience in its list of non-negotiable requirements will struggle to achieve a balanced shortlist. Additionally, many chairs are concerned that a board comprising entirely former CEOs will fail to provide diversity in terms of background, perspective and skill. As a result, a high number are now acknowledging the benefits of looking further afield.”

The dramatic changes to directorial responsibilities in the wake of the COVID pandemic has further highlighted the need for Chairs to carefully assess whether the range of skills and experience currently at their board table will prepare them for future challenges.

Up until now, the 30% Club Australia has focused its advocacy on increasing women on boards. To maintain the pipeline of board-ready women, the 30% Club will expand its focus to support the pipeline of female CEOs as a critical pathway to the board.

We have engaged our colleagues at Chief Executive Women and Male Champions of Change to consider ways in which we can work as a coalition to better support that pipeline. The 30% Club will also continue the exchange of information and knowledge with its international counterparts to investigate ways in which other countries have been able to shift the dial at the executive level.

The BCEC/WGEA report² released earlier this year provided empirical evidence proving that outcomes, profitability, performance and productivity increase under female leadership, with female top-tier managers adding 6.6 per cent to the market value of ASX companies.

Our economy will be stronger if we harness the best talent and leadership available and recognise the competitive advantage of a diverse workforce. Until we identify the systemic barriers to this change, we are failing to harness the full potential of this country’s talent.

²Gender Equity Insights 2020, BCEC WGEA, 2020

Progress Report (ASX 200)

The full list of ASX 200 companies with the number of women on their boards is listed below. Individual chairs with an asterisk next to their name are members of the 30% Club. They are committed to ensuring a minimum representation of 30 per cent female directors on their boards.

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Auckland International Airport Limited	Patrick Strange	5	62.5%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
Abacus Property Group	Myra Salkinder	3	50.0%
ADBRI Limited	Raymond Barro	3	50.0%
Blackmores Limited	Anne Templeman-Jones	2	50.0%
BlueScope Steel Limited	John Bevan	4	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
CSR Limited	John Gillam	3	50.0%
Incitec Pivot Limited	Brian Kruger	3	50.0%
Lynas Corporation Limited	Kathleen Conlon	3	50.0%
Medibank Private Limited	Michael Wilkins	4	50.0%
Spark New Zealand Limited	Justine Smyth	4	50.0%
Unibail-Rodamco-Westfield N.V.	Colin Dyer	5	45.5%
Ansell Limited	John Bevan	4	44.4%
Atlas Arteria Limited	Nora Scheinkestel	4	44.4%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	4	44.4%
Commonwealth Bank of Australia	Catherine Livingstone*	4	44.4%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Macquarie Group Limited	Peter Warne*	4	44.4%
Mirvac Limited	John Mulcahy*	4	44.4%
Treasury Wine Estates Limited	Paul Rayner	4	44.4%
Wesfarmers Limited	Michael Chaney*	4	44.4%
Alumina Limited	William Day	3	42.9%
Appen Limited	Christopher Vonwiller	3	42.9%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Bapcor Limited	Andrew Harrison	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin*	3	42.9%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
G8 Education Limited	Mark Johnson*	3	42.9%
InvoCare Limited	Bart Vogel*	3	42.9%
MetCash Limited	Robert Murray	3	42.9%
NIB Holdings Ltd	Steven Crane*	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
ResMed Inc	Peter Farrell	3	42.9%
SEEK Limited	Graham Goldsmith*	3	42.9%
Shopping Centres Australasia Property Group	Philip Clark	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
Altium Limited	Samuel Weiss*	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Elders Limited	Ian Wilton	2	40.0%
G.U.D. Holdings Limited	Graeme Billings	2	40.0%
Insurance Australia Group Limited	Elizabeth Bryan	4	40.0%
IPH Limited	Richard Grellman	2	40.0%
National Australia Bank Limited	Philip Chronican	4	40.0%
QANTAS Airways Limited	Richard Goyder	4	40.0%
Resolute Mining Limited	Marthinus Botha	2	40.0%
Skycity Entertainment Group Limited	Robert Campbell*	2	40.0%
The A2 Milk Company Limited	David Hearn	2	40.0%
AGL Energy Limited	Graeme Hunt*	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
ANZ Banking Group Limited	Paul O'Sullivan	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Bank of Queensland Limited	Patrick Allaway	3	37.5%
Boral Limited	Kathryn Fagg*	3	37.5%
Chorus Limited	Patrick Strange	3	37.5%
Coca-Cola Amatil Limited	Ilana Atlas*	3	37.5%
Coles Group Limited	James Graham	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Cooper Energy Limited	John Conde	3	37.5%
Dexus Property Group	Wallace Sheppard*	3	37.5%
GPT Group	Vicki McFadden*	3	37.5%
Inghams Group Limited	Peter Bush*	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Oil Search Limited	Richard Lee*	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Ramsay Health Care Limited	Michael Siddle	3	37.5%
Sims Metal Management Limited	Geoffrey Brunsdon*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Stockland Corporation Ltd	Thomas Pockett*	3	37.5%
Super Retail Group Limited	Sally Pitkin*	3	37.5%
Xero Australia Pty Ltd	David Thodey	3	37.5%
Brambles Limited	John Mullen*	4	36.4%
Telstra Corporation Limited	John Mullen*	4	36.4%
AMP Limited	Debra Hazelton	2	33.3%
AUB Group Limited	David Clarke	2	33.3%
Aurizon Holdings Limited	Timothy Poole*	3	33.3%
Bega Cheese Limited	Barry Irvin	2	33.3%
BHP Group Limited	Kenneth MacKenzie*	4	33.3%
Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%
Costa Group Holdings Limited	Neil Chatfield*	2	33.3%
Credit Corp Group Limited	Donald McLay	2	33.3%
Cromwell Property Group	Leon Blitz	3	33.3%
CSL Limited	Brian McNamee	3	33.3%
Downer EDI Limited	Richard Harding	2	33.3%
Gold Road Resources Limited	Timothy Netscher	2	33.3%
IGO Limited	Peter Bilbe	2	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%
IRESS Limited	Anthony D'Aloisio	3	33.3%
JB Hi-Fi Limited	Stephen Goddard	2	33.3%
Lendlease Group Services Pty Limited	Michael Ullmer	3	33.3%
Nearmap Ltd	Peter James	2	33.3%
Netwealth Group Limited	Jane Tongs	2	33.3%
Newcrest Mining Limited	Peter Hay*	3	33.3%
Northern Star Resources Ltd	William Beament	2	33.3%
Orora Limited	Alan Sindel	2	33.3%
OZ Minerals Limited	Rebecca McGrath*	2	33.3%
QBE Insurance Group Limited	Michael Wilkins	3	33.3%
Regis Resources Limited	James Mactier	2	33.3%
Rio Tinto Limited	Simon Thompson	4	33.3%
Santos Limited	Keith Spence	3	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
St Barbara Limited	Timothy Netscher	2	33.3%
Suncorp Group Limited	Christine McLoughlin*	3	33.3%
Waypoint REIT Limited	Laurence Brindle	1	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
ASX Limited	Roderic Holliday-Smith*	3	30.0%
Crown Resorts Limited	Helen Coonan	3	30.0%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	30.0%
Platinum Asset Management Ltd	Michael Cole	3	30.0%
Qube Holdings Limited	Allan Davies	3	30.0%
Westpac Banking Corporation	John McFarlane	3	30.0%
Woodside Petroleum Ltd	Richard Goyder	3	30.0%
Afterpay Limited	Elana Rubin	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Bingo Industries Limited	Michael Coleman*	2	28.6%
Breville Group Limited	Steven Fisher	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Charter Hall Group	David Clarke*	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
EML Payments Limited	Peter Martin	2	28.6%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
Iluka Resources Limited	Gregory Martin*	2	28.6%
Ingenia Communities Group Ltd	James Hazel*	2	28.6%
Monadelphous Group Limited	Calogero Rubino	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
Omni Bridgeway Limited	Michael Kay	2	28.6%
Perenti Global Limited	Ian Cochrane	2	28.6%
Perpetual Limited	Anthony D'Aloisio*	2	28.6%
Reliance Worldwide Corporation Limited	William Crosby	2	28.6%
Saracen Mineral Holdings Limited	Anthony Kiernan*	2	28.6%
Steadfast Group Limited	Francis O'Halloran	2	28.6%
Sydney Airport Limited	Trevor Gerber*	2	28.6%
Tassal Group Limited	Allan McCallum*	2	28.6%
The Star Entertainment Group	John O'Neill*	2	28.6%
United Malt Group Limited	Graham Bradley	2	28.6%
Virgin Money UK PLC	David Bennet	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Western Areas Limited	Ian Macliver	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
James Hardie Industries PLC	Michael Hammes	3	27.3%
Worley Limited	John Grill	3	27.3%
Brickworks Ltd	Robert Millner	2	25.0%
Challenger Limited	Peter Polson	2	25.0%
Charter Hall Long Wale REIT	Peeyush Gupta	1	25.0%
Cleanaway Waste Management Limited	Mark Chellew	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	2	25.0%
GWA Group Limited	Darryl McDonough	2	25.0%
Megaport Limited	Bevan Slattery	1	25.0%
Nufarm Limited	John Gillam	2	25.0%
Origin Energy Limited	Scott Perkins	2	25.0%
Ramelius Resources Limited	Michael Bohm	1	25.0%
REA Group Ltd	Hamish McLennan	2	25.0%
Smartgroup Corporation Ltd	Michael Carapiet	2	25.0%
Tabcorp Holdings Limited	Paula Dwyer*	2	25.0%
Transurban Limited	Lindsay Maxsted*	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Westgold Resources Limited	Peter Cook	1	25.0%
AusNet Services Ltd	Peter Mason	2	22.2%
Beach Energy Limited	Glenn Davis*	2	22.2%
Cochlear Limited	Roderic Holliday-Smith*	2	22.2%
Polynovo Limited	David Williams	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Scentre Group Limited	Brian Schwartz*	2	22.2%
Seven Group Holdings Limited	Kerry Stokes	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
Amcor Plc	Graeme Liebelt*	2	20.0%
Centuria Industrial REIT	Roger Dobson	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Eagers Automotive Limited	Timothy Crommelin	2	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
GrainCorp Limited	Peter Richards*	1	20.0%
Healius Limited	Robert Hubbard	1	20.0%

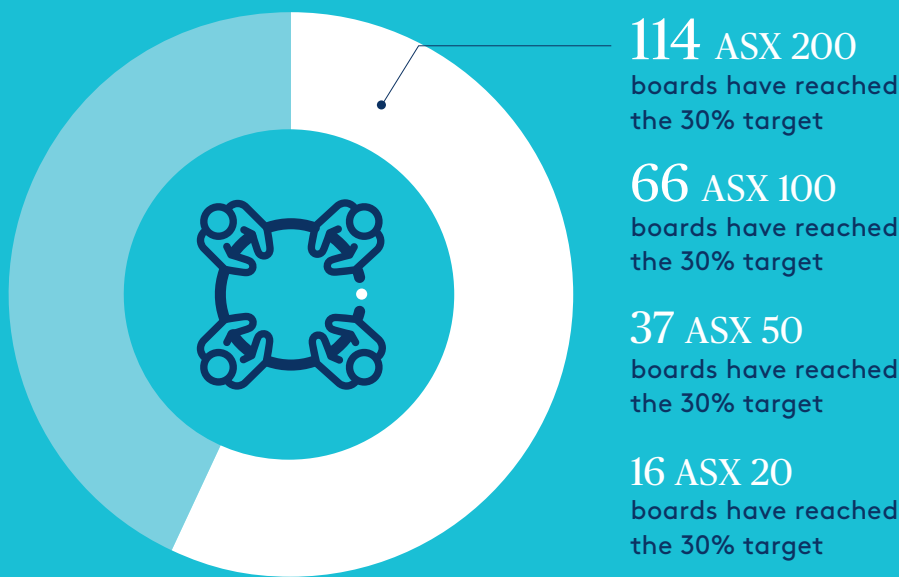
ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Janus Henderson Group PLC	Richard Gillingwater	2	20.0%
Mineral Resources Limited	Peter Wade	1	20.0%
NRW Holdings Limited	Michael Arnett	1	20.0%
Zip Co Limited	Philip Crutchfield	1	20.0%
Goodman Group	Ian Ferrier	2	18.2%
Austal Limited	John Rothwell	1	16.7%
Avita Medical Ltd	Louis Panaccio	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Pro Medicus Limited	Peter Kempen	1	16.7%
Sandfire Resources Limited	Derek La Ferla*	1	16.7%
Service Stream Limited	Brett Gallagher	1	16.7%
Spark Infrastructure Trust	Douglas McTaggart*	1	16.7%
TPG Telecom Limited	David Teoh	2	16.7%
ARB Corporation Limited	Roger Brown	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Magellan Financial Group Ltd	Hamish Douglass	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	14.3%
CIMIC Group Limited	Marcelino Fernandez-Verdes	1	12.5%
Vocus Group Limited	Robert Mansfield	1	12.5%
Harvey Norman Holdings Ltd	Gerald Harvey	1	10.0%
Perseus Mining Limited	Terence Harvey	0	0.0%
Silver Lake Resources Limited	David Quinlivan	0	0.0%

These figures correct as at 31 October 2020.

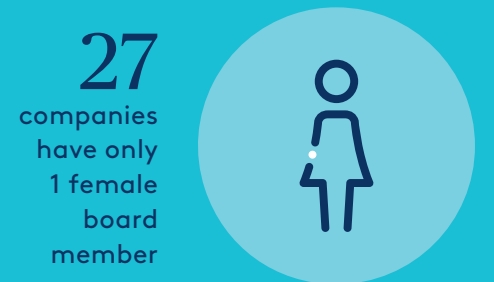
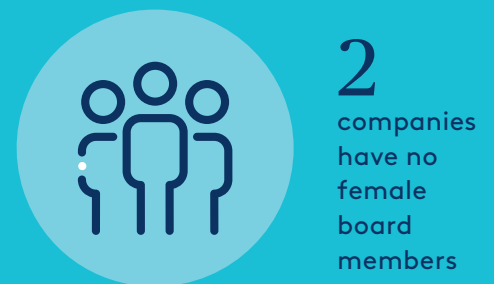
*Members of the 30% Club

Progress Statistics (ASX 200)

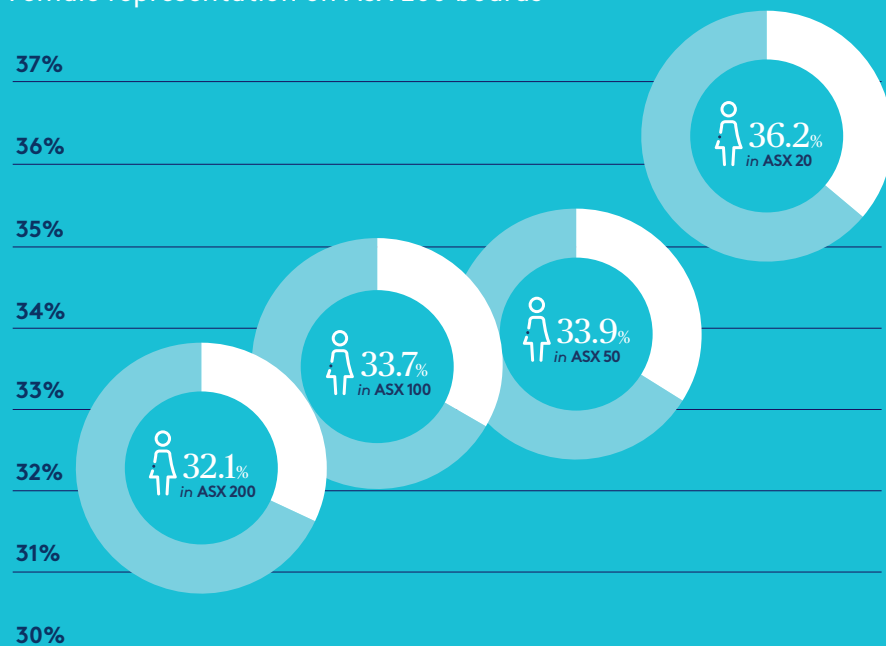
The number of boards that have reached the 30 per cent target, and their position within the ASX 200.



ASX 200 Companies under the 30 per cent target



Female representation on ASX 200 boards



Number of female Chairs:



Progress Report (ASX 300)

The 30% Club is tracking the progress of S&P/ASX 300 (ASX 300) companies in reaching the 30 per cent target by the end of 2021.

For the purposes of tracking progress, we looked at the statistics of:

- i. Those companies in the ASX 300; and
- ii. Those companies that feature in the ASX 300 but not in the S&P/ASX 200 (ASX 200)

Methodology

The constituents of the ASX 200 & 300 are based on the September 2020 Quarterly Rebalance of the S&P/ASX Indices.

Statistics

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 29.6 per cent. The percentage of female directors on the boards on the companies that only feature in the ASX 300 is 23 per cent. This 23 per cent equates to 141 female directors out of a total of 603 directors.

The percentage difference highlights that ASX 200 companies, particularly those ranked in the top 100, are lifting the overall percentage of both the ASX 200 and ASX 300 indexes.

The company rankings of the below companies have been included in the table as not all companies listed feature in the 201 – 300 rankings of the ASX 300. This is due to the different liquidity requirements for company inclusion in the ASX 200 versus ASX 300 index, which causes a company to be ranked differently when included in the ASX 200 versus the ASX 300.

The rankings and companies in the table below are from the ASX 300 only and do not sit within the ASX200. Individual chairs with an asterisk next to their name are members of the 30% Club. They are committed to ensuring a minimum representation of 30 per cent female directors on their boards.

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
269	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	60.0%
195	Lifestyle Communities Ltd	Philippa Kelly*	3	50.0%
199	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
256	Asaleo Care Limited	Harry Boon*	3	50.0%
267	Flexigroup Limited	Andrew Abercrombie	3	50.0%
270	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
279	Elmo Software Limited	Barry Lewin	2	50.0%
166	Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
173	Dicker Data Limited	David Dicker	3	42.9%
226	Integral Diagnostics Limited	Helen Kurincic	3	42.9%
288	Estia Health Limited	Gary Weiss	3	42.9%
212	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
228	Jumbo Interactive Limited	Susan Forrester	2	40.0%
229	Lovisa Holdings Limited	No Chair	2	40.0%
275	Eclix Group Limited	Kerry Roxburgh	2	40.0%
283	Village Roadshow Limited	Robert Kirby	3	37.5%
285	Southern Cross Media Group Limited	Robert Murray	3	37.5%
219	Freedom Foods Group Limited	Perry Gunner	2	33.3%
243	BWX Limited	Ian Campbell	2	33.3%
249	Starpharma Holdings Limited	Robert Thomas	2	33.3%
254	Infomedia Ltd	Bart Vogel	2	33.3%
257	Baby Bunting Group Limited	Ian Cornell	2	33.3%
260	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	3	33.3%
272	Australian Finance Group Ltd	Anthony Gill	2	33.3%
280	Cedar Woods Properties Limited	William Hames*	2	33.3%
292	Virtus Health Limited	Sonia Petering	2	33.3%
300	Phoslock Environmental Technologies Limited	Laurence Freedman	1	33.3%
49	Reece Australia Limited	Leslie Wilson	2	28.6%
155	Tyro Payments Limited	David Thodey	2	28.6%
186	Sealink Travel Group Limited	Jeffrey Ellison	2	28.6%
209	Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
227	Investec Australia Property Fund	Richard Longes	2	28.6%
231	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder	2	28.6%
244	McMillan Shakespeare Limited	Helen Kurincic	2	28.6%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
245	Sigma Healthcare Limited	Raymond Gunston	2	28.6%
261	Select Harvests Limited	Michael Iwaniw	2	28.6%
273	Senex Energy Limited	Trevor Bourne	2	28.6%
289	MyState Limited	Miles Hampton	2	28.6%
296	Monash IVF Group Limited	Richard Davis	2	28.6%
168	Champion Iron Limited	William O'Keeffe	2	25.0%
177	Temple & Webster Group Ltd	Stephen Heath	1	25.0%
201	Synlait Milk Limited	Graeme Milne	2	25.0%
239	City Chic Collective Limited.	Michael Kay	1	25.0%
263	Paradigm Biopharmaceuticals Limited	Paul Rennie	1	25.0%
264	Imdex Australia	Anthony Wooles	1	25.0%
274	Bubs Australia Limited	Dennis Lin	1	25.0%
287	Money3 Corporation Limited	Stuart Robertson	1	25.0%
276	SSR Mining Inc.	A E Michael Anglin	3	23.1%
253	oOh!Media Limited	Tony Faure	2	22.2%
144	Codan Limited	David Simmons	1	20.0%
178	Aventus Group	Bruce Carter	1	20.0%
206	Data#3 Limited	Richard Anderson	1	20.0%
222	Pilbara Minerals Limited	Anthony Kiernan*	1	20.0%
233	Opthea Limited	Jeremy Levin	1	20.0%
237	Uniti Group Limited	Graeme Barclay	1	20.0%
241	Nick Scali Limited	John Ingram	1	20.0%
258	GDI Property Group Limited	Gina Anderson	1	20.0%
266	APN Industria REIT	Geoffrey Brunson*	1	20.0%
282	Aurelia Metals Limited	Colin Johnstone	1	20.0%
293	OFX Group Limited	Steven Sargent*	1	20.0%
154	Pointsbet Holdings Pty Ltd	Brett Paton	1	16.7%
192	HUB24 Limited	Bruce Higgins	1	16.7%
198	New Hope Corporation Limited	Robert Millner	1	16.7%
207	Arena REIT	David Ross	1	16.7%
208	West African Resources Ltd	Richard Hyde	1	16.7%
220	Kathmandu Holdings Limited	David Kirk*	1	16.7%
221	Accent Group Limited	David Gordon*	1	16.7%
225	Electro Optic Systems Holdings Limited	Frederick Bart	1	16.7%
250	Integrated Research Limited	Paul Brandling	1	16.7%
251	Galaxy Resources Limited	Martin Rowley	1	16.7%
277	AMA Group Limited	Anthony Day	1	16.7%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
278	Audinate Group Limited	David Krall	1	16.7%
290	Medical Developments International Limited	David Williams	1	16.7%
291	Carnarvon Petroleum Limited	Peter Leonhardt	1	16.7%
294	Navigator Global Investments Limited	Michael Shepherd	1	16.7%
295	MACA Limited	Andrew Edwards	1	16.7%
184	Centuria Capital Limited	Garry Charny*	1	14.3%
232	Hansen Technologies Limited	David Trude	1	14.3%
262	Macmahon Holdings Limited	Eva Skira	1	14.3%
286	Superloop Limited	Bevan Slattery	1	14.3%
211	Orocobre Limited	Robert Hubbard	1	12.5%
246	Mayne Pharma Group Limited	Roger Corbett	1	12.5%
284	Karoon Energy Ltd	Bruce Phillips	1	12.5%
170	Nickel Mines Limited	Robert Neale	1	11.1%
242	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
271	Hotel Property Investments Ltd	John Russell	1	11.1%
135	Kogan.Com Ltd	Gregory Ridder	0	0.0%
152	De Grey Mining Ltd	Simon Lill	0	0.0%
193	Centuria Office REIT	Peter Done	0	0.0%
216	Alkane Resources Ltd	Ian Gandel	0	0.0%
217	Mount Gibson Iron Limited	Seng Lee	0	0.0%
224	Rural Funds Group	Leslie Paynter	0	0.0%
240	Capricorn Metals Ltd	Mark Clark	0	0.0%
247	Red 5 Limited	Kevin Dundo	0	0.0%
265	Jupiter Mines Limited	Brian Gilbertson	0	0.0%
268	Redcape Hotel Group	Nicholas Collishaw	0	0.0%
281	Emeco Holdings Limited	Peter Richards	0	0.0%
297	Ardent Leisure Group Limited	Gary Weiss	0	0.0%
298	Dacian Gold Ltd	Ian Cochrane	0	0.0%
299	Ioneer Ltd	James Calaway	0	0.0%

These figures correct as at 31 October 2020.

*Members of the 30% Club

For more information, please contact

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aicd.com.au/advocacy/board-diversity
