



Gender Diversity Progress Report

September to November 2021

“I welcome the continued commitment to diversity by companies across the listed sector at a time when there was a risk of diversity being deprioritised.”

Angus Armour FAICD

CEO and Managing Director,
Australian Institute of Company Directors

Creating pathways to the board for women

As we near the end of 2021 we are pleased to report continued and consistent improvement across a number of board gender diversity metrics that the AICD has been monitoring in this reporting series.

The proportion of women on ASX 200 boards has been increasing about two percentage points per year since reaching the 30 per cent target in December 2019, hitting 34.2 per cent this month.

We have also witnessed a narrowing gap between companies at the top of the ASX 100 and those further down the index. In the last two years we have seen a jump of more than seven percentage points in the proportion of women occupying positions on ASX 201-300 company boards (from 21.3 per cent in December 2019 to 28.8 per cent this month).

The appointment rate of women across the All Ords has held steady in 2021 at nearly 50 per cent, while the appointment rate of ASX 200 companies has hovered closer to 42 per cent.

I welcome the continued commitment to diversity by companies across the listed sector at a time when there was a risk of diversity being deprioritised.

AICD's latest Director Sentiment Index tells us that directors are not yet satisfied with the diversity on Australian boards, with half (51 per cent) of respondents seeking a greater balance of gender, specifically, and identifying greater skills diversity on boards as a priority (73 per cent).

Our diversity initiatives geared at redressing the under-representation of women on Australian boards are helping to reveal the depth of skills and expertise available within the female talent pool.

The next Chair's Mentoring Program is set to launch in early 2022 with the selected Mentees representing a future cohort of female NEDs with broad-ranging and sought-after expertise across sectors.

The calibre of the 550+ applications that the AICD received for the program this year leaves no doubt about the depth of the female talent pool that is still being underutilised by corporate Australia.

Similarly, the recent launch of our Regional, Rural and Remote Women's Diversity Scholarship Program, made possible with support of the Prime Minister and Cabinet's Office for Women, has identified a diverse group of emerging female leaders looking to further their governance education.

From the nearly 600 applications the AICD received, 54 women have been selected from across states and territories, including women with disability, from First Nations and diverse cultural backgrounds and from the not-for-profit sector.

We look forward to furthering the progress of women in leadership through these important programs in 2022.

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

30% Club Australia update

Gender balance across all senior decision-making forums is the 30% Club Australia's key goal. Our strategy since launching in 2015 has centred on engaging top companies to set an achievable target for women's participation on boards, to kick-start action and momentum towards gender parity.

In the two years since achieving the 30 per cent aggregate target in the ASX 200, this momentum has continued, with the proportion of women increasing by two percentage points each year.

With a third of ASX 200 boards still at less than 30 per cent women on their boards, our focus remains on ensuring each company adopts this target as the minimum acceptable threshold.

Perhaps surprisingly, the most significant improvement we have seen in this time is across companies in the ASX 201-300 category, with the proportion of women increasing by more than seven percentage points in the past two years.

The 2020 report by KPMG and the 30% Club Australia **Building gender diversity on ASX 300 boards** noted that diversity can signal to the market that an organisation is set up to take on growth, which can drive investor interest, enhance reputation and can create stronger relationships with customers.

We will continue to monitor and engage with smaller cap companies making their way up the index and applaud those who have already prioritised diversity as part of their governance and growth strategy.

Boards going through the IPO process represent another important opportunity to shift the dial. In the new year, we will shine a spotlight on companies entering the index and look at how diversity can become a key consideration for each director appointment during the earliest part of the IPO process.

This includes engaging with those managing the IPO process for boards through the 30% Club Australia Investment Banking and Private Equity Working Group.

The 30% Club Australia Education Working Group will launch a report that engages leading directors to consider the skills and attributes of future boards, and how boards are looking to harness the appropriate talent.

We believe that supporting all aspects of diversity – of thought, experience, expertise and background – can help boards properly equip themselves for future challenges.

Ensuring that women are adequately represented indicates that companies are having those conversations and thinking about how diverse talent can support them in responding to those challenges.

Earlier this year the 30% Club Australia joined others including Chief Executive Women and the investor-led 40:40:20 Vision in calling for targets to be set for women in senior executive roles. This includes encouraging organisations to further invest in talent pipeline for women and creating cultures in which women are able to thrive and progress into leadership roles.

In 2022 we will look at ways of further supporting the leadership pipeline including emerging female directors through our continued partnership with the AICD and supported by the 30% Club Executive Search Working Group.

Despite the many challenges that the pandemic has presented for organisations, we are very encouraged by the continued progress we've seen.

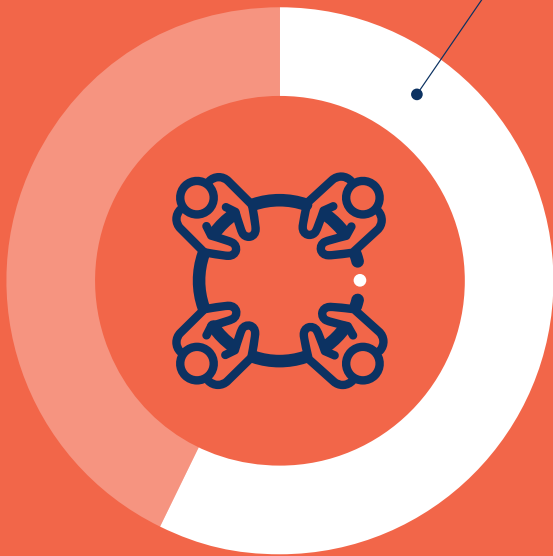
I would like to take this opportunity to thank members of the 30% Club Australia and the members of its Working Groups who continue to agitate for change and demand greater diversity – in their boards, from their clients, in their supply chains and within their organisations.

It is only through this coordinated approach that success is possible.

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

ASX Progress Statistics

The number of ASX boards that have reached the 30 per cent target.



172 ASX 300
boards have reached the 30% target

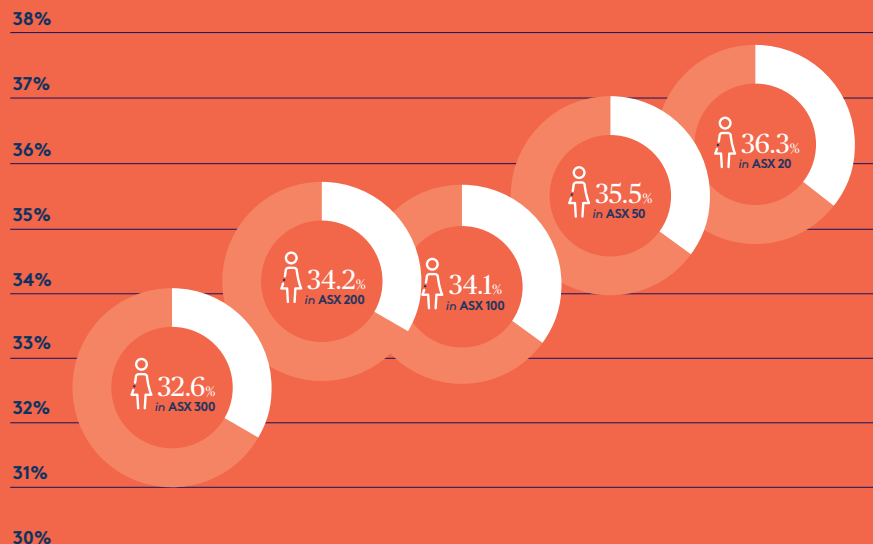
132 ASX 200
boards have reached the 30% target

69 ASX 100
boards have reached the 30% target

40 ASX 50
boards have reached the 30% target

16 ASX 20
boards have reached the 30% target

Female representation on ASX boards



ASX 200 | ASX 300



0
all-male boards

8
all-male boards



18
boards with only one female

54
boards with only one female



20
female chairs

29
female chairs

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%
Deterra Royalties Limited	Jennifer Seabrook	3	60.0%
Blackmores Limited	Anne Templeman-Jones*	4	57.1%
Unibail-Rodamco-Westfield N.V.	Leon Bressler	5	55.6%
Woolworths Group Ltd	Gordon Cairns	5	55.6%
AGL Energy Limited	Peter Botten	3	50.0%
AMP Limited	Debra Hazelton	4	50.0%
Appen Limited	Richard Freudenstein	3	50.0%
Bapcor Limited	Margaret Haseltine	3	50.0%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	4	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
CSR Limited	John Gillam	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Macquarie Group Limited	Peter Warne*	5	50.0%
Mirvac Limited	John Mulcahy*	4	50.0%
Sims Metal Management Limited	Geoffrey Brunsdon*	4	50.0%
Skycity Entertainment Group Limited	Robert Campbell*	3	50.0%
The A2 Milk Company Limited	David Hearn	3	50.0%
Commonwealth Bank of Australia	Catherine Livingstone	5	45.5%
ANZ Banking Group Limited	Paul O'Sullivan	4	44.4%
Atlas Arteria Limited	Debra Goodin	4	44.4%
Bank of Queensland Limited	Patrick Allaway	4	44.4%
CSL Limited	Brian McNamee	4	44.4%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Abacus Property Group	Myra Salkinder	3	42.9%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
BlueScope Steel Limited	John Bevan	3	42.9%
Chorus Limited	Patrick Strange	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin	3	42.9%
GPT Group	Vicki McFadden*	3	42.9%
Healius Limited	Robert Hubbard	3	42.9%
IGO Limited	Michael Nossal	3	42.9%
Iluka Resources Limited	Gregory Martin*	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
Inghams Group Limited	Peter Bush*	3	42.9%
IRESS Limited	Roger Sharp*	3	42.9%
Medibank Private Limited	Michael Wilkins	3	42.9%
Megaport Limited	Bevan Slattery	3	42.9%
MetCash Limited	Robert Murray	3	42.9%
NIB Holdings Ltd	David Gordon	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
Oil Search Limited	Richard Lee*	3	42.9%
OZ Minerals Limited	Rebecca McGrath	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
Reliance Worldwide Corporation Limited	William Crosby	3	42.9%
Spark New Zealand Limited	Justine Smyth	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
Xero Australia Pty Ltd	David Thodey	3	42.9%
Altium Limited	Samuel Weiss*	2	40.0%
Centuria Industrial REIT	Roger Dobson	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Credit Corp Group Limited	Eric Dodd	2	40.0%
Gold Road Resources Limited	Timothy Netscher	2	40.0%
Lifestyle Communities Ltd	Philippa Kelly	2	40.0%
Redbubble Limited	Anne Ward	2	40.0%
Wesfarmers Limited	Michael Chaney	4	40.0%
Zip Co Limited	Diane Smith-Gander	2	40.0%
ADBRI Limited	Raymond Barro	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
Ansell Limited	John Bevan	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Cochlear Limited	Alison Deans	3	37.5%
Coles Group Limited	James Graham	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Computershare Limited	Simon Jones*	3	37.5%
Cromwell Property Group	Gary Weiss	3	37.5%
Dexus Property Group	Wallace Sheppard*	3	37.5%
Endeavour Drinks Group	Peter Hearl	3	37.5%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
Lendlease Group Services Pty Limited	Michael Ullmer	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Newcrest Mining Limited	Peter Tomsett	3	37.5%
Northern Star Resources Ltd	Michael Chaney*	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%
Perpetual Limited	Anthony D'Aloisio	3	37.5%
Platinum Asset Management Ltd	Guy Strapp	3	37.5%
QANTAS Airways Limited	Richard Goyder	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
Santos Limited	Keith Spence	3	37.5%
SEEK Limited	Graham Goldsmith*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Steadfast Group Limited	Francis O'Halloran	3	37.5%
Super Retail Group Limited	Sally Pitkin*	3	37.5%
Treasury Wine Estates Limited	Paul Rayner	3	37.5%
Rio Tinto Limited	Simon Thompson	4	36.4%
Westpac Banking Corporation	John McFarlane	4	36.4%
Woodside Petroleum Ltd	Richard Goyder	4	36.4%
Alumina Limited	William Day	2	33.3%
ASX Limited	Damian Roche	3	33.3%
AUB Group Limited	David Clarke	2	33.3%
Aurizon Holdings Limited	Timothy Poole	3	33.3%
Brambles Limited	John Mullen*	3	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
Challenger Limited	Peter Polson	3	33.3%
Charter Hall Group	David Clarke*	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%
Downer EDI Limited	Mark Chellew	2	33.3%
EML Payments Limited	Peter Martin	2	33.3%
G.U.D. Holdings Limited	Graeme Billings	2	33.3%
HUB24 Limited	Bruce Higgins	2	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
IPH Limited	Richard Grellman	2	33.3%
Mineral Resources Limited	Peter Wade	2	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Nearmap Ltd	Peter James	2	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	33.3%
Omni Bridgeway Limited	Michael Kay	2	33.3%
Origin Energy Limited	Scott Perkins	3	33.3%
Orora Limited	Alan Sindel	2	33.3%
Pilbara Minerals Limited	Anthony Kiernan*	2	33.3%
Regis Resources Limited	James Mactier	2	33.3%
Sandfire Resources Limited	Derek La Ferla	2	33.3%
Shopping Centres Australasia Property Group	Philip Clark	2	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
Stockland Corporation Ltd	Thomas Pockett*	3	33.3%
Sydney Airport Limited	David Gonski	2	33.3%
Tyro Payments Limited	David Thodey	2	33.3%
United Malt Group Limited	Graham Bradley	2	33.3%
Virgin Money UK PLC	David Bennet	3	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
Worley Limited	John Grill	4	33.3%
James Hardie Industries PLC	Michael Hammes	3	30.0%
Janus Henderson Group PLC	Richard Gillingwater	3	30.0%
QBE Insurance Group Limited	Michael Wilkins	3	30.0%
ResMed Inc	Peter Farrell	3	30.0%
Scentre Group Limited	Brian Schwartz*	3	30.0%
Suncorp Group Limited	Christine McLoughlin	3	30.0%
Telstra Corporation Limited	John Mullen*	3	30.0%
Afterpay Limited	Elana Rubon	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Beach Energy Limited	Glenn Davis	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
Breville Group Limited	Timothy Antonie	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Centuria Capital Limited	Garry Charny	2	28.6%
Costa Group Holdings Limited	Neil Chatfield*	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
GrainCorp Limited	Peter Richards	2	28.6%
InvoCare Limited	Bart Vogel*	2	28.6%
Kelsian Group Limited	Jeffrey Ellison	2	28.6%
Magellan Financial Group Ltd	Hamish Douglass	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%
Perseus Mining Limited	Terence Harvey	2	28.6%
Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
Polynovo Limited	David Williams	2	28.6%
Pro Medicus Limited	Peter Kempen	2	28.6%
REA Group Ltd	Hamish McLennan	2	28.6%
Reece Australia Limited	Leslie Wilson	2	28.6%
The Star Entertainment Group	John O'Neill	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Arcor Plc	Graeme Liebelt	3	27.3%
Insurance Australia Group Limited	Thomas Pockett*	3	27.3%
Champion Iron Limited	William O'Keeffe	2	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%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Premier Investments Limited	Solomon Lew	2	25.0%
Qube Holdings Limited	Allan Davies	2	25.0%
Seven Group Holdings Limited	Terry Davis	2	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
Tabcorp Holdings Limited	Steven Gregg*	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Waypoint REIT Limited	Laurence Brindle	1	25.0%
AusNet Services Ltd	Peter Mason	2	22.2%
Eagers Automotive Limited	Timothy Crommelin	2	22.2%
Nufarm Limited	John Gillam	2	22.2%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Orocobre Limited	Martin Rowley	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
BHP Group Limited	Kenneth MacKenzie*	2	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Codan Limited	David Simmons	1	20.0%
Crown Resorts Limited	Zygmunt Switkowski	1	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
Ramelius Resources Limited	Robert Vassie	1	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Transurban Limited	Lindsay Maxsted*	2	20.0%
Uniti Group Limited	Graeme Barclay	1	20.0%
ARB Corporation Limited	Roger Brown	1	16.7%
Boral Limited	Ryan Stokes	1	16.7%
Chalice Mining Limited	Derek La Ferla	1	16.7%
Kogan.Com Ltd	Gregory Ridder	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
CIMIC Group Limited	Juan Santamaria Cases	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	12.5%
Nickel Mines Limited	Robert Neale	1	12.5%
Goodman Group	Stephen Johns	1	11.1%

These figures correct as at 30 November 2021.

* Members of the 30% Club Australia.

Progress Report (ASX 300)

The 30% Club has been tracking the progress of S&P/ASX 300 (ASX 300) companies in reaching the 30 per cent target.

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 and ASX 300 are based on the September 2021 Quarterly Rebalance of the S&P/ASX Indices. The ASX All Ords are based on the March 2021 Quarterly Rebalance of the S&P/ASX Indices.

The ASX 200 & ASX 300 rankings are based on the data provided by MarketIndex.com.au at 29 September 2021 (by Market Cap). ASX All Ords rankings are based on the data provided by MarketIndex.com.au as per 22 March 2021 (by Market Cap).

Statistics

The rankings and companies in the table below are from the ASX 300 only that do not sit within the ASX 200. 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.

For the purposes of our analysis of ASX 300 companies, we have removed the companies that feature in both the ASX 200 and ASX 300 indexes.

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 32.6 per cent.

The percentage of female directors on the boards of the companies that feature only in the ASX 300 and not the ASX 200 is 28.8 per cent. This equates to 173 female directors out of a total 601 directors.

The rankings and companies in the table below are from the ASX 300 only and do not sit within the ASX 200. 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
292	Marley Spoon AG	Deena Shiff	4	66.7%
264	Eclixp Group Limited	Gail Pemberton	4	66.7%
289	Virtus Health Limited	Sonia Petering*	4	66.7%
281	Starpharma Holdings Limited	Robert Thomas	3	60.0%
161	Dicker Data Limited	David Dicker	4	57.1%
249	G8 Education Limited	David Foster	4	57.1%
273	Infomedia Ltd	Bart Vogel	2	50.0%
192	Vulcan Energy Resources Limited	Gavin Rezos	3	50.0%
207	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
246	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	3	50.0%
175	Lovisa Holdings Limited	No Chair	2	50.0%
214	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
243	Jumbo Interactive Limited	Susan Forrester*	2	50.0%
149	Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
276	Estia Health Limited	Gary Weiss	3	42.9%
240	Integral Diagnostics Limited	Helen Kurincic*	3	42.9%
263	Tassal Group Limited	James Fazzino	3	42.9%
295	Opthea Limited	Jeremy Levin	3	42.9%
262	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	42.9%
266	Baby Bunting Group Limited	Melanie Wilson	3	42.9%
245	Imdex Australia	Anthony Wooles	2	40.0%
220	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.0%
252	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
156	Paladin Energy Ltd	Mark Lawrenson	2	40.0%
199	City Chic Collective Limited.	Michael Kay	2	40.0%
145	Imugene Limited	Paul Hopper	2	40.0%
296	Paradigm Biopharmaceuticals Limited	Paul Rennie	2	40.0%
272	Sigma Healthcare Limited	Raymond Gunston	2	40.0%
234	Irongate Group	Richard Longes	2	40.0%
193	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
300	Cooper Energy Limited	John Conde	3	37.5%
282	Southern Cross Media Group Limited	Robert Murray	3	37.5%
229	oOh!Media Limited	Tony Faure	3	37.5%
254	Dexus Industria REIT	Geoffrey Brunson*	2	33.3%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
242	Western Areas Limited	Ian Macliver	2	33.3%
212	Ioneer Ltd	James Calaway	2	33.3%
231	Smartgroup Corporation Ltd	Michael Carapiet	3	33.3%
259	Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
279	Perenti Global Limited	Robert Cole	2	33.3%
288	Cedar Woods Properties Limited	William Hames*	2	33.3%
260	Australian Finance Group Ltd	Anthony Gill	2	28.6%
290	Service Stream Limited	Brett Gallagher	2	28.6%
157	Home Consortium Limited	Christopher Saxon	2	28.6%
94	Spark Infrastructure Trust	Douglas McTaggart	2	28.6%
283	Mayne Pharma Group Limited	Frank Condella	2	28.6%
232	McMillan Shakespeare Limited	Helen Kurincic*	2	28.6%
251	Nuix Ltd	Jeffrey Bleich	2	28.6%
235	Select Harvests Limited	Michael Iwaniw	2	28.6%
299	Aurelia Metals Limited	Peter Botten	2	28.6%
208	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder*	2	28.6%
275	Senex Energy Limited	Trevor Bourne	2	28.6%
270	Adairs Limited	Brett Chenoweth	2	25.0%
269	GWA Group Limited	Darryl McDonough	2	25.0%
200	Life360 Inc.	John Coghlan	2	25.0%
202	Centuria Office REIT	Matthew Hardy	1	25.0%
287	MyState Limited	Miles Hampton	2	25.0%
271	Hotel Property Investments Ltd	Raymond Gunston	1	25.0%
268	Money3 Corporation Limited	Stuart Robertson	1	25.0%
181	Aventus Group	Bruce Carter	1	20.0%
274	GDI Property Group Limited	Gina Anderson	1	20.0%
256	BWX Limited	Ian Campbell	1	20.0%
241	Nick Scali Limited	John Ingram	1	20.0%
233	Rural Funds Group	Leslie Paynter	1	20.0%
261	NRW Holdings Limited	Michael Arnett	1	20.0%
267	Westgold Resources Limited	Peter Cook	1	20.0%
284	Electro Optic Systems Holdings Limited	Peter Leahy	1	20.0%
206	Johns Lyng Group Limited	Peter Nash	2	20.0%
255	Data#3 Limited	Richard Anderson	1	20.0%
184	New Hope Corporation Limited	Robert Millner	1	20.0%
187	PPK Group Limited	Robin Levison	1	20.0%
211	HomeCo Daily Needs REIT	Simon Shakesheff	1	20.0%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
298	Carnarvon Energy Limited	William Foster	1	20.0%
203	Fineos Corporation Holdings PLC	Anne O'Driscoll	1	16.7%
294	AMA Group Limited	Anthony Day	1	16.7%
257	Karoon Energy Ltd	Bruce Phillips	1	16.7%
217	Sezzle Inc	Charles Youkim	1	16.7%
258	Audinate Group Limited	David Krall	1	16.7%
198	Arena REIT	David Ross	1	16.7%
178	Telix Pharmaceuticals Limited	Harry McCann	1	16.7%
297	Piedmont Lithium Ltd	Jeffrey Armstrong	1	16.7%
278	Strike Energy Limited	John Poynton	1	16.7%
277	Austal Limited	John Rothwell	1	16.7%
286	Red 5 Limited	Kevin Dundo	1	16.7%
293	Resolute Mining Limited	Marthinus Botha	1	16.7%
250	West African Resources Ltd	Richard Hyde	1	16.7%
150	Novonix Limited	Robert Natter	1	16.7%
132	Liontown Resources Limited	Timothy Goyder	1	16.7%
169	Coronado Global Resources Inc	William Koeck	1	16.7%
218	Accent Group Limited	David Gordon*	1	14.3%
222	Hansen Technologies Limited	David Trude	1	14.3%
291	SSR Mining Inc.	A E Michael Anglin	1	12.5%
248	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
265	Brainchip Holdings Ltd	Emmanuel Hernandez	0	0.0%
201	Australian Strategic Materials Limited	Ian Gandel	0	0.0%
253	Capricorn Metals Ltd	Mark Clark	0	0.0%
236	Betmakers Technology Group Ltd	Nicholas Chan	0	0.0%
221	Dubber Corporation Limited	Peter Clare	0	0.0%
280	Emeco Holdings Limited	Peter Richards	0	0.0%
285	Mount Gibson Iron Limited	Seng Lee	0	0.0%
210	De Grey Mining Ltd	Simon Lill	0	0.0%

These figures correct as at 30 November 2021.

* Members of the 30% Club Australia.

For more information, please contact

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