



Gender Diversity Progress Report

March to May 2021

“A decade on from the launch of the AICD’s Chairs Mentoring Program, it is pleasing to see that many of the program’s 343 alumni now sit on listed company boards across a range of sectors. Of particular note are the eleven alumni that hold chair roles on the boards of ASX 200 companies...

Ensuring accomplished women are visible and connected to executive search consultants, ASX 200 chairs and boards is one of the program’s key objectives.”

Louise Petschler GAICD

General Manager Advocacy

Australian Institute of Company Directors

Championing future leaders

Since the AICD first launched its landmark Chair's Mentoring Program in 2010, we have worked to bolster the visibility of board ready women by supporting highly experienced and qualified women to be mentored by some of Australia's leading chairs and senior directors.

In 2010, women held just 8.3 per cent of the director seats on ASX 200 boards.

Today that figure sits at over 33 per cent – a clear sign of the commitment of chairs, directors and stakeholders to more gender diverse boards at our largest listed entities.

A decade on from the launch of the AICD's Chairs Mentoring Program, it is pleasing to see that many of the program's 343 alumni now sit on listed company boards across a range of sectors. Of particular note are the eleven alumni that hold chair roles on the boards of ASX 200 companies.

The achievements of the Chair's Mentoring Program alumni are testament to the talent that exists among the ranks of senior women in corporate Australia.

Ensuring accomplished women are visible and connected to executive search consultants, ASX 200 chairs and boards is one of the program's key objectives.

With women currently occupying only 21 of the ASX 200 chair positions (10 per cent), this work continues to be of critical importance.

The AICD will be launching the next iteration of the Chair's Mentoring Program in early 2022, with applications opening in August 2021. We look forward to welcoming the next cohort of qualified, board-ready women to undertake the year-long program, connecting them with some of Australia's most experienced chairs and directors.

The AICD is also delighted to be able to announce a new partnership with the Federal Office for Women through a three-year diversity scholarship program.

This program is being made possible by funding under the Federal Government's *Women's Leadership and Development Program*. More than 100 full scholarships will be offered to women in regional and rural Australia to undertake the AICD's *Company Director Course* and *Foundations of Directorship* course.

Consideration will be given to those who face additional barriers to participation. Scholarship applications will open in the latter part of 2021.

The AICD is committed to helping promote participation in governance leadership by under-represented groups and welcomes this new partnership through the *Women's Leadership and Development Program*.

Louise Petschler GAICD
General Manager Advocacy
Australian Institute of
Company Directors

30% Club Australia update

Securing the talent pipeline

We are pleased to note that the appointment rate of women and men to ASX 200 boards has been almost equal in first half of 2021, at 48 and 52 per cent respectively. A similar pattern has been seen in appointments to boards in the ASX 300 and All Ords.

This represents the highest sustained rate of female appointments since the AICD and 30% Club Australia commenced tracking this figure six years ago.

Our colleagues in the 30% Club Australia Executive Search Working Group report that a focus on more diverse, gender-balanced candidate lists has become par for the course for top companies.

This is encouraging and should enable the expansion of candidate lists to include high-performing directors that may not be well connected or well known. Through these strategic and intentional efforts, boards can seek beyond familiar networks to identify the most qualified directors from the broadest talent pool.

It is also pleasing to note this quarter that the proportion of female directors in the ASX 200 continues to climb, reaching 33.6 per cent at the end of May.

Disappointingly, despite the gains made in board gender diversity, the representation of women in executive roles remains very low. Last year's ASX 200 Senior Executive Census by Chief Executive Women revealed that women are still underrepresented in line roles, which are a critical pathway to the CEO position.

The business case for gender equality across leadership roles is clear. In 2020, the WGEA and the Bankwest Curtin Economics Centre released research demonstrating the tangible, positive improvements in company productivity and profitability that correspond with greater female representation in ELT positions.¹

The research linked an increase in the share of female 'top-tier' managers by 10 percentage points or more to a 6.6 per cent increase in the market value of Australian ASX-listed companies, worth the equivalent of A\$104.7 million.

Yet the Census reported that nearly two-thirds (65 per cent) of ASX 200 companies still have no women in roles with profit and loss responsibility on their ELT.²

We were encouraged to note the first 10 companies to sign up to the 40:40 Vision initiative led by our colleagues in the 30% Club Investors Working Group. We applaud the leadership of these companies and their commitment to achieving gender balance (40:40:20) in their executive ranks by 2030.

The 30% Club Australia is supportive of this ambitious initiative. Through our network of executive search firms, investment banks, chairs, directors and key organisations we will expand our reach to influence change at the executive levels of the ASX 200.

Active steps are required to ensure the equitable advancement of qualified, high-performing women in the leadership of our organisations.

It is up to boards to hold management accountable for developing a deep and diverse pool of internal talent to deliver on their organisation's business strategy, supplement existing skills set and capabilities and facilitate better decision making and governance leadership.

This is a timely reminder for boards to ensure that diversity remains a key consideration in all executive appointments as well as decisions around board composition.

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

1. R Cassells and A Duncan, 2020, Gender Equity Insights 2020: Delivering the Business Outcomes, BCEC|WGEA Gender Equity Series, Issue #5, March 2020.

2. Chief Executive Women, Bain & Company and Spencer Stuart, 2020, Chief Executive Women ASX200 Senior Executive Census 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
Crown Resorts Limited	Helen Coonan	3	75.0%
Blackmores Limited	Anne Templeman-Jones	4	66.7%
Auckland International Airport Limited	Patrick Strange	5	62.5%
Deterra Royalties Limited	Jennifer Seabrook	3	60.0%
Spark New Zealand Limited	Justine Smyth	4	57.1%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
Macquarie Group Limited	Peter Warne*	5	50.0%
Mirvac Limited	John Mulcahy*	4	50.0%
BlueScope Steel Limited	John Bevan	4	50.0%
The A2 Milk Company Limited	David Hearn	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
MetCash Limited	Robert Murray	4	50.0%
Bapcor Limited	Margaret Haseltine	3	50.0%
Skycity Entertainment Group Limited	Robert Campbell*	2	50.0%
Abacus Property Group	Myra Salkinder	3	50.0%
ADBRI Limited	Raymond Barro	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
G.U.D. Holdings Limited	Graeme Billings	3	50.0%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Rio Tinto Limited	Simon Thompson	4	44.4%
Medibank Private Limited	Michael Wilkins	4	44.4%
Treasury Wine Estates Limited	Paul Rayner	4	44.4%
Atlas Arteria Limited	Debra Goodin	4	44.4%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	4	44.4%
Ansell Limited	John Bevan	4	44.4%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
SEEK Limited	Graham Goldsmith*	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
Lendlease Group Services Pty Limited	Michael Ullmer	3	42.9%
GPT Group	Vicki McFadden*	3	42.9%
ResMed Inc	Peter Farrell	3	42.9%
OZ Minerals Limited	Rebecca McGrath*	3	42.9%
AGL Energy Limited	Peter Botten	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
AMP Limited	Debra Hazelton	3	42.9%
Reliance Worldwide Corporation Limited	William Crosby	3	42.9%
Iluka Resources Limited	Gregory Martin*	3	42.9%
CSR Limited	John Gillam	3	42.9%
Shopping Centres Australasia Property Group	Philip Clark*	3	42.9%
Healius Limited	Robert Hubbard	3	42.9%
NIB Holdings Ltd	Steven Crane*	3	42.9%
Appen Limited	Christopher Vonwiller	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
IRESS Limited	Roger Sharp	3	42.9%
Inghams Group Limited	Peter Bush*	3	42.9%
Commonwealth Bank of Australia	Catherine Livingstone*	4	40.0%
Insurance Australia Group Limited	Elizabeth Bryan	4	40.0%
QANTAS Airways Limited	Richard Goyder	4	40.0%
Redbubble Limited	Anne Ward	2	40.0%
Zip Co Limited	Diane Smith-Gander	2	40.0%
Altium Limited	Samuel Weiss*	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
Credit Corp Group Limited	Eric Dodd	2	40.0%
IPH Limited	Richard Grellman	2	40.0%
Unibail-Rodamco-Westfield N.V.	Leon Bressler	4	40.0%
Perenti Global Limited	Robert Cole	2	40.0%
CSL Limited	Brian McNamee	3	37.5%
ANZ Banking Group Limited	Paul O'Sullivan	3	37.5%
Coles Group Limited	James Graham	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Xero Australia Pty Ltd	David Thodey	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Santos Limited	Keith Spence	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Stockland Corporation Ltd	Thomas Pockett*	3	37.5%
Domino's Pizza Enterprises Limited	John Cowin*	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Boral Limited	Kathryn Fagg*	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%
Bank of Queensland Limited	Patrick Allaway	3	37.5%
IGO Limited	Peter Bilbe	3	37.5%
Steadfast Group Limited	Francis O'Halloran	3	37.5%
Chorus Limited	Patrick Strange	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Sims Metal Management Limited	Geoffrey Brunsdon*	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
Telstra Corporation Limited	John Mullen*	4	36.4%
Brambles Limited	John Mullen*	4	36.4%
BHP Group Limited	Kenneth MacKenzie*	4	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Wesfarmers Limited	Michael Chaney*	3	33.3%
Woodside Petroleum Ltd	Richard Goyder	3	33.3%
James Hardie Industries PLC	Michael Hammes	4	33.3%
Sydney Airport Limited	David Gonski	2	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
QBE Insurance Group Limited	Michael Wilkins	3	33.3%
ASX Limited	Damian Roche	3	33.3%
Suncorp Group Limited	Christine McLoughlin*	3	33.3%
Northern Star Resources Ltd	William Beament	3	33.3%
Dexus Property Group	Wallace Sheppard*	3	33.3%
Mineral Resources Limited	Peter Wade	2	33.3%
Aurizon Holdings Limited	Timothy Poole*	3	33.3%
Worley Limited	John Grill	4	33.3%
Alumina Limited	William Day	2	33.3%
Challenger Limited	Peter Polson	3	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
Downer EDI Limited	Richard Harding	2	33.3%
Virgin Money UK PLC	David Bennet	3	33.3%
Platinum Asset Management Ltd	Guy Strapp	3	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Orora Limited	Alan Sindel	2	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%
Cromwell Property Group	Gary Weiss	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
Waypoint REIT Limited	Laurence Brindle	1	33.3%
Costa Group Holdings Limited	Neil Chatfield*	2	33.3%
InvoCare Limited	Bart Vogel*	2	33.3%
Regis Resources Limited	James Mactier	2	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
AUB Group Limited	David Clarke	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%
United Malt Group Limited	Graham Bradley	2	33.3%
Gold Road Resources Limited	Timothy Netscher	2	33.3%
Nearmap Ltd	Peter James	2	33.3%
G8 Education Limited	Mark Johnson*	2	33.3%
Resolute Mining Limited	Marthinus Botha	2	33.3%
Scentre Group Limited	Brian Schwartz*	3	30.0%
Cochlear Limited	Roderic Holliday-Smith*	3	30.0%
Oil Search Limited	Richard Lee*	3	30.0%
Origin Energy Limited	Scott Perkins	3	30.0%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	30.0%
Janus Henderson Group PLC	Richard Gillingwater	3	30.0%
Afterpay Limited	Elana Rubin	2	28.6%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	2	28.6%
Reece Australia Limited	Leslie Wilson	2	28.6%
JB Hi-Fi Limited	Stephen Goddard	2	28.6%
Charter Hall Group	David Clarke*	2	28.6%
Ampol Limited	Steven Gregg*	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Cleanaway Waste Management Limited	Mark Chellew	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Breville Group Limited	Steven Fisher	2	28.6%
Spark Infrastructure Trust	Douglas McTaggart*	2	28.6%
The Star Entertainment Group	John O'Neill*	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Viva Energy Group Limited	Robert Hill	2	28.6%
Super Retail Group Limited	Sally Pitkin*	2	28.6%
Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Bingo Industries Limited	Michael Coleman*	2	28.6%
Perpetual Limited	Anthony D'Aloisio*	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
EML Payments Limited	Peter Martin	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
Polynovo Limited	David Williams	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Monadelphous Group Limited	Calogero Rubino	2	28.6%
Omni Bridgeway Limited	Michael Kay	2	28.6%
Westpac Banking Corporation	John McFarlane	3	27.3%
Newcrest Mining Limited	Peter Hay*	2	25.0%
Magellan Financial Group Ltd	Hamish Douglass	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Qube Holdings Limited	Allan Davies	2	25.0%
Champion Iron Limited	William O'Keefe	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	2	25.0%
Nufarm Limited	John Gillam	2	25.0%
Westgold Resources Limited	Peter Cook	1	25.0%
Seven Group Holdings Limited	Kerry Stokes	2	22.2%
AusNet Services Ltd	Peter Mason	2	22.2%
Beach Energy Limited	Glenn Davis*	2	22.2%
Eagers Automotive Limited	Timothy Crommelin	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
Transurban Limited	Lindsay Maxsted*	2	20.0%
Goodman Group	Stephen Johns	2	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Ancor Plc	Graeme Liebelt*	2	20.0%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%

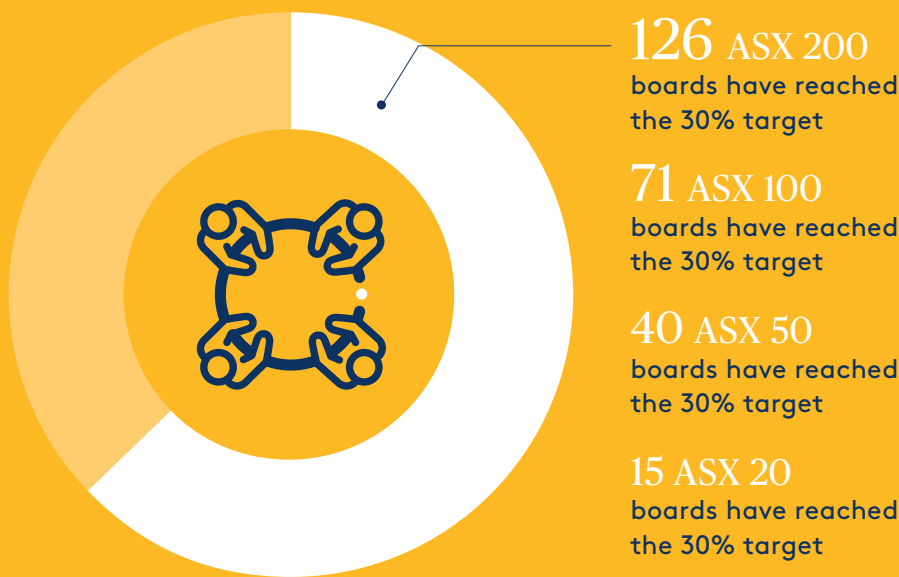
ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Pilbara Minerals Limited	Anthony Kiernan*	1	20.0%
Codan Limited	David Simmons	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Megaport Limited	Bevan Slattery	1	20.0%
Centuria Industrial REIT	Roger Dobson	1	20.0%
Nuix Ltd	Jeffrey Bleich	1	20.0%
HUB24 Limited	Bruce Higgins	1	20.0%
Ramelius Resources Limited	Robert Vassie	1	20.0%
GrainCorp Limited	Peter Richards*	1	20.0%
NRW Holdings Limited	Michael Arnett	1	20.0%
Pro Medicus Limited	Peter Kempen	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Kogan.Com Ltd	Gregory Ridder	1	16.7%
Austal Limited	John Rothwell	1	16.7%
Tabcorp Holdings Limited	Steven Gregg	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
CIMIC Group Limited	Juan Santamaria Cases	1	14.3%
ARB Corporation Limited	Roger Brown	1	14.3%
Vocus Group Limited	Robert Mansfield	1	12.5%
Mesoblast Ltd	Joseph Swedish	1	12.5%
Nickel Mines Limited	Robert Neale	1	11.1%
Silver Lake Resources Limited	David Quinlivan	0	0.0%

These figures correct as at 31 May 2021.

*Members of the 30% Club

Progress Statistics (ASX 200)

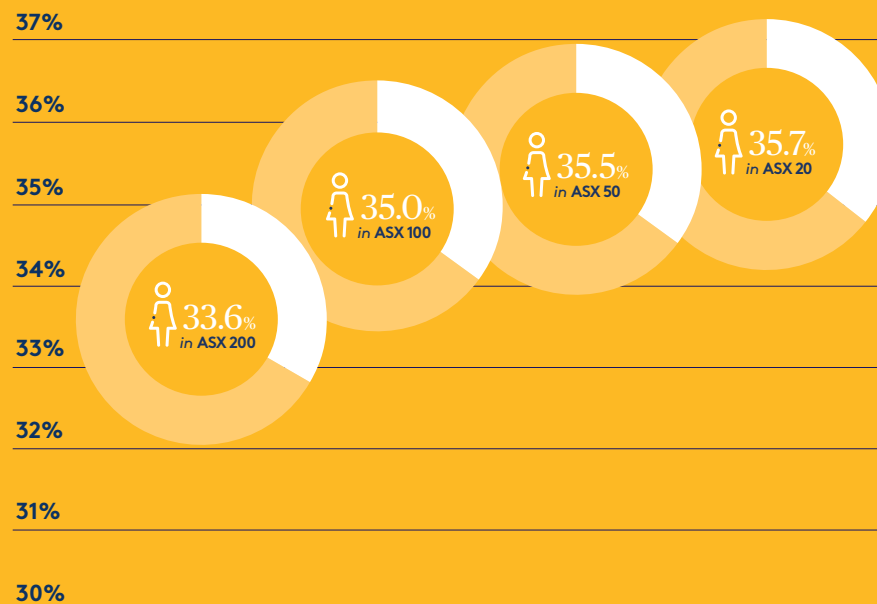
The number of boards that have reached the 30 per cent target, and their position within the ASX 200.



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

The ASX 200, ASX 300 and ASX All Ords rankings based on market cap, as provided by Market Index.

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. This accounts for the 99 companies in the ASX 300 list below.

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 31.6 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 26.3 per cent. This equates to 158 female directors out of a total 599 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 indices.

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
259	Marley Spoon AG	Deena Shiff	4	66.7%
168	Dicker Data Limited	David Dicker	4	57.1%
185	Lifestyle Communities Ltd	Philippa Kelly*	3	50.0%
214	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
237	Jumbo Interactive Limited	Susan Forrester	2	50.0%
241	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
249	Asaleo Care Limited	Harry Boon*	3	50.0%
267	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	50.0%
160	Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
219	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	3	42.9%
232	Integral Diagnostics Limited	Helen Kurincic	3	42.9%
277	Estia Health Limited	Gary Weiss	3	42.9%
184	Lovisa Holdings Limited	No Chair	2	40.0%
204	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
218	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.0%
236	Starpharma Holdings Limited	Robert Thomas	2	40.0%
242	Irongate Group	Richard Longes	2	40.0%
253	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
264	Imdex Australia	Anthony Wooles	2	40.0%
271	Eclix Group Limited	Kerry Roxburgh	2	40.0%
274	Paradigm Biopharmaceuticals Limited	Paul Rennie	2	40.0%
276	Infomedia Ltd	Bart Vogel	2	40.0%
287	Virtus Health Limited	Sonia Petering	2	40.0%
169	Tyro Payments Limited	David Thodey	3	37.5%
283	Southern Cross Media Group Limited	Robert Murray	3	37.5%
239	Ioneer Ltd	James Calaway	2	33.3%
251	Select Harvests Limited	Michael Iwaniw	2	33.3%
252	Baby Bunting Group Limited	Ian Cornell	2	33.3%
258	Sigma Healthcare Limited	Raymond Gunston	2	33.3%
260	Australian Finance Group Ltd	Anthony Gill	2	33.3%
262	Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
266	Western Areas Limited	Ian Macliver	2	33.3%
273	Cedar Woods Properties Limited	William Hames*	2	33.3%
285	Humm Group Limited	Andrew Abercrombie	2	33.3%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
288	Aurelia Metals Limited	Susie Corlett	2	33.3%
154	Sealink Travel Group Limited	Jeffrey Ellison	2	28.6%
171	Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
199	Home Consortium Limited	Christopher Saxon	2	28.6%
211	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder*	2	28.6%
224	Sandfire Resources Limited	Derek La Ferla*	2	28.6%
234	McMillan Shakespeare Limited	Helen Kurincic	2	28.6%
248	GWA Group Limited	Darryl McDonough	2	28.6%
254	Tassal Group Limited	Allan McCallum*	2	28.6%
286	Cooper Energy Limited	John Conde	2	28.6%
291	MyState Limited	Miles Hampton	2	28.6%
300	Senex Energy Limited	Trevor Bourne	2	28.6%
173	Orocobre Limited	Robert Hubbard	2	25.0%
191	Centuria Capital Limited	Garry Charny*	2	25.0%
226	oOh!Media Limited	Tony Faure	2	25.0%
230	City Chic Collective Limited.	Michael Kay	1	25.0%
235	Smartgroup Corporation Ltd	Michael Carapiet	2	25.0%
244	Synlait Milk Limited	Graeme Milne	2	25.0%
255	Life360 Inc.	John Coghlan	2	25.0%
261	Adairs Limited	Brett Chenoweth	2	25.0%
268	Money3 Corporation Limited	Stuart Robertson	1	25.0%
282	Hotel Property Investments Ltd	Raymond Gunston	1	25.0%
293	Medical Developments International Limited	Gordon Naylor	2	25.0%
298	Bubs Australia Limited	Dennis Lin	1	25.0%
297	SSR Mining Inc.	A E Michael Anglin	3	23.1%
176	Uniti Group Limited	Graeme Barclay	1	20.0%
178	Aventus Group	Bruce Carter	1	20.0%
213	New Hope Corporation Limited	Robert Millner	1	20.0%
245	Data#3 Limited	Richard Anderson	1	20.0%
246	Nick Scali Limited	John Ingram	1	20.0%
263	BWX Limited	Ian Campbell	1	20.0%
265	APN Industria REIT	Geoffrey Brunson*	1	20.0%
275	GDI Property Group Limited	Gina Anderson*	1	20.0%
279	Opthea Limited	Jeremy Levin	1	20.0%
292	Carnarvon Petroleum Limited	William Foster	1	20.0%
296	Avita Medical Inc	Louis Panaccio	1	20.0%
192	Coronado Global Resources Inc	William Koeck	1	16.7%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
198	Fineos Corporation Holdings PLC	Anne O'Driscoll	1	16.7%
205	Galaxy Resources Limited	Martin Rowley	1	16.7%
209	Telix Pharmaceuticals Limited	Harry McCann	1	16.7%
216	Arena REIT	David Ross	1	16.7%
240	Electro Optic Systems Holdings Limited	Frederick Bart	1	16.7%
247	West African Resources Ltd	Richard Hyde	1	16.7%
269	Karoon Energy Ltd	Bruce Phillips	1	16.7%
278	Audinate Group Limited	David Krall	1	16.7%
284	Service Stream Limited	Brett Gallagher	1	16.7%
294	Integrated Research Limited	Peter Lloyd	1	16.7%
295	MACA Limited	Geoffrey Baker	1	16.7%
299	Red 5 Limited	Kevin Dundo	1	16.7%
201	Accent Group Limited	David Gordon*	1	14.3%
217	Hansen Technologies Limited	David Trude	1	14.3%
289	AMA Group Limited	Anthony Day	1	14.3%
270	Mayne Pharma Group Limited	Roger Corbett	1	12.5%
257	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
177	Chalice Mining Limited	Timothy Goyder	0	0.0%
187	Piedmont Lithium Ltd	Jeffrey Armstrong	0	0.0%
190	De Grey Mining Ltd	Simon Lill	0	0.0%
215	Brainchip Holdings Ltd	Emmanuel Hernandez	0	0.0%
222	Centuria Office REIT	Peter Done	0	0.0%
227	Mount Gibson Iron Limited	Seng Lee	0	0.0%
243	Rural Funds Group	Leslie Paynter	0	0.0%
272	Jupiter Mines Limited	Brian Gilbertson	0	0.0%
280	Emeco Holdings Limited	Peter Richards	0	0.0%
281	Capricorn Metals Ltd	Mark Clark	0	0.0%
290	Alkane Resources Ltd	Ian Gandel	0	0.0%

These figures correct as at 31 May 2021.

*Members of the 30% Club

For more information, please contact

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aicd.com.au/advocacy/board-diversity
