



# Gender Diversity Progress Report

November 2020 to February 2021

“Australian women’s voices are rising on issues of sexual assault, sexual harassment and gender equality.

Increasing the representation of women in leadership positions across the community - including corporate Australia - is a critical part of this conversation.”

**Louise Petschler GAICD**  
General Manager Advocacy  
Australian Institute of Company Directors

# Momentum is key

Australia's largest companies continue to make welcome progress on gender diversity at the board table, as this latest AICD quarterly review shows.

This is important at a time when Australian women's voices are rising on issues of sexual assault, sexual harassment and gender equality.

Increasing the representation of women in leadership positions across the community – including corporate Australia – is a critical part of this conversation.

In positive news, women directors now hold a third (32.9 per cent) of the seats at ASX 200 board tables.

This is a significant uplift from five years ago, when women held around 20 per cent (22.7 per cent) of ASX 200 directorships, and an achievement to celebrate. But it remains a long way short of parity, and a third of ASX 200 companies are still yet to reach the minimum 30 per cent diversity threshold.

Maintaining momentum is key.

On this front, the strong appointment rate of women to ASX 200 and 300 boards in this reporting period is worth highlighting.

Of the 30 appointments to ASX 200 boards since the beginning of the year, nearly half have been women (47 per cent). There are also now 123 ASX 200 companies that have reached 30 per cent representation of women on their boards.

The improvement is outstanding considering that five years ago women accounted for around 35 per cent of ASX 200 board appointments. At that time, only 38 of the ASX 200 boards had reached the 30 per cent target.

It is also encouraging to see this thinking extending beyond the ASX 200, with women making up just over half of ASX 300 board appointments in the first two months of 2021.

And while these figures continue to move in the right direction, the work does not stop at 30 per cent. The 30 per cent threshold represents a point where women are not only included but heard, making it a critical tipping point.

The AICD recommends that all organisations adopt a gender parity – or 40:40:20 model – for board composition. Under this approach, boards aim for at least 40 per cent of director seats to be held by both men and women on a consistent basis, with flexibility over the remaining 20 per cent of seats.

While momentum on board diversity must be maintained, there is considerable work to be done to address the systemic barriers to women's inclusion and success across the community, including sexual harassment.

The Australian Human Rights Commission's 2020 **Respect@Work report** into workplace sexual harassment noted the important governance role for boards on this systemic and serious issue. The AICD will be investing in resources to support directors in meeting this challenge.

The importance of women participating in all levels of leadership has never been clearer.

The AICD will continue to work with the 30% Club to focus on the 77 ASX 200 boards who have yet to reach their individual 30 per cent gender diversity threshold.

We encourage all companies to include gender diversity in considering how the composition of their boards will adapt to meet the challenges of today and the future.

**Louise Petschler GAICD**  
General Manager Advocacy  
Australian Institute of  
Company Directors

# 30% Club update

As International Women's Day wound up in Australia on 8 March this year, a chorus was assembling to demand that the voices of women be heard by the country's leadership and be respected and treated fairly at work.

While this turning point – as Sex Discrimination Commissioner Kate Jenkins has described it – has focused on Canberra, it is also a point in time that corporate Australia should note.

A key theme emerging from this discourse is inclusive leadership. The 30% Club's focus on improving the representation of women on ASX 200 boards was built on the belief that diversity helps drive cultural change that can lead to improved outcomes for organisations and their employees.

Two years ago, the 30% Club increased its advocacy to set a voluntary 30 per cent target for women on ASX 300 boards. In December 2020, the ASX 300 reached 30 per cent women on boards at an aggregate level. This is a very exciting achievement and further evidence that meaningful change can be achieved without quotas, and that the strategy to engage leading companies to set the tone from the top is proving to be effective.

I applaud the efforts of these companies. As noted in last year's research by KPMG and the 30% Club **Building Gender Diversity on ASX 300 Boards**, achieving board diversity is a different challenge for mid-cap companies and companies joining the ASX who may have less robust organisational governance and resourcing to support this shift.

Investors are increasingly looking to diversity on boards and in leadership as a key indicator of good governance and a signal that an organisation is well set up to take on growth. Consumers, stakeholders, employees and our communities are coming to expect it.

We are also encouraged by the recent lift in the appointment rate of women to board positions in ASX 200 and 300 companies to 47 per cent and 52 per cent, respectively, in the period since January.

At this point in time, we should also expect women to be appointed at the same rate as men. We know that a shortage of qualified, board-ready women has never been the problem. One of the most significant barriers to women's progression to boards has been unconscious bias in recruitment practices and a tendency to rely on personal networks.

The 30% Club campaign works by aligning interests of investors, executive search firms, investment banks, chairs, CEOs and aligned partners in advocating for improved processes including recruitment and board renewal. We believe that it is the combined force of these groups that really results in shifting the dial.

The University of Queensland in partnership with the AICD and 30% Club are currently undertaking a study of the campaign towards 30 per cent women in ASX boards. Through this work we are hoping to understand the real drivers of change to this point and draw out the lessons that can guide our future work.

The ethos of the 30% Club remains that companies who have made the leap in understanding to achieve 30 per cent women will have the understanding and momentum to move towards parity.

We will continue to focus our attention on the numerous companies who have not yet reached the 30 per cent target. Our work is still far from done.

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

# 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%
Auckland International Airport Limited	Patrick Strange	5	62.5%
Deterra Royalties Limited	Jennifer Seabrook	3	60.0%
Cromwell Property Group	Jane Tongs	3	60.0%
Spark New Zealand Limited	Justine Smyth	4	57.1%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
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%
Medibank Private Limited	Michael Wilkins	4	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Bapcor Limited	Margaret Haseltine	3	50.0%
Abacus Property Group	Myra Salkinder	3	50.0%
ADBRI Limited	Raymond Barro	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Blackmores Limited	Anne Templeman-Jones	2	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
Macquarie Group Limited	Peter Warne*	5	45.5%
Commonwealth Bank of Australia	Catherine Livingstone*	4	44.4%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Treasury Wine Estates Limited	Paul Rayner	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%
SEEK Limited	Graham Goldsmith*	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
ResMed Inc	Peter Farrell	3	42.9%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
GPT Group	Vicki McFadden*	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin*	3	42.9%
AMP Limited	Debra Hazelton	3	42.9%
Alumina Limited	William Day	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
MetCash Limited	Robert Murray	3	42.9%
Appen Limited	Christopher Vonwiller	3	42.9%
NIB Holdings Ltd	Steven Crane*	3	42.9%
Shopping Centres Australasia Property Group	Philip Clark*	3	42.9%
CSR Limited	John Gillam	3	42.9%
Healius Limited	Robert Hubbard	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
G8 Education Limited	Mark Johnson*	3	42.9%
Rio Tinto Limited	Simon Thompson	4	40.0%
Insurance Australia Group Limited	Elizabeth Bryan	4	40.0%
QANTAS Airways Limited	Richard Goyder	4	40.0%
Altium Limited	Samuel Weiss*	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Skycity Entertainment Group Limited	Robert Campbell*	2	40.0%
IPH Limited	Richard Grellman	2	40.0%
Unibail-Rodamco-Westfield N.V.	Leon Bressler	4	40.0%
G.U.D. Holdings Limited	Graeme Billings	2	40.0%
Resolute Mining Limited	Marthinus Botha	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%
Xero Australia Pty Ltd	David Thodey	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Coca-Cola Amatil Limited	Ilana Atlas*	3	37.5%
Lendlease Group Services Pty Limited	Michael Ullmer	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
AGL Energy Limited	Graeme Hunt*	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
Charter Hall Group	David Clarke*	3	37.5%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Atlas Arteria Limited	Debra Goodin	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%
Boral Limited	Kathryn Fagg*	3	37.5%
IGO Limited	Peter Bilbe	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%
Inghams Group Limited	Peter Bush*	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%
James Hardie Industries PLC	Michael Hammes	4	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
Santos Limited	Keith Spence	3	33.3%
QBE Insurance Group Limited	Michael Wilkins	3	33.3%
Suncorp Group Limited	Christine McLoughlin*	3	33.3%
Dexus Property Group	Wallace Sheppard*	3	33.3%
Stockland Corporation Ltd	Thomas Pickett*	3	33.3%
Northern Star Resources Ltd	William Beament	3	33.3%
Oil Search Limited	Richard Lee*	3	33.3%
Aurizon Holdings Limited	Timothy Poole*	3	33.3%
Mineral Resources Limited	Peter Wade	2	33.3%
OZ Minerals Limited	Rebecca McGrath*	2	33.3%
Worley Limited	John Grill	4	33.3%
Incitec Pivot Limited	Brian Kruger	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%
Zip Co Limited	Diane Smith-Gander	2	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
Orora Limited	Alan Sindel	2	33.3%
Platinum Asset Management Ltd	Guy Strapp	3	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%
Waypoint REIT Limited	Laurence Brindle	1	33.3%
Credit Corp Group Limited	Eric Dodd	2	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Regis Resources Limited	James Mactier	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
InvoCare Limited	Bart Vogel*	2	33.3%
Costa Group Holdings Limited	Neil Chatfield*	2	33.3%
Bega Cheese Limited	Barry Irvin	2	33.3%
United Malt Group Limited	Graham Bradley	2	33.3%
AUB Group Limited	David Clarke	2	33.3%
Gold Road Resources Limited	Timothy Netscher	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%
Nearmap Ltd	Peter James	2	33.3%
Perenti Global Limited	Ian Cochrane	2	33.3%
Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
Woodside Petroleum Ltd	Richard Goyder	3	30.0%
ASX Limited	Roderic Holliday-Smith*	3	30.0%
Cochlear Limited	Roderic Holliday-Smith*	3	30.0%
Origin Energy Limited	Scott Perkins	3	30.0%
IRESS Limited	Anthony D'Aloisio	3	30.0%
Janus Henderson Group PLC	Richard Gillingwater	3	30.0%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	30.0%
Afterpay Limited	Elana Rubin	2	28.6%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	2	28.6%
Sydney Airport Limited	Trevor Gerber*	2	28.6%
Reece Australia Limited	Leslie Wilson	2	28.6%
JB Hi-Fi Limited	Stephen Goddard	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
Breville Group Limited	Steven Fisher	2	28.6%
Bank of Queensland Limited	Patrick Allaway	2	28.6%
The Star Entertainment Group	John O'Neill*	2	28.6%
Steadfast Group Limited	Francis O'Halloran	2	28.6%
Reliance Worldwide Corporation Limited	William Crosby	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
Iluka Resources Limited	Gregory Martin*	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Polynovo Limited	David Williams	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
Super Retail Group Limited	Sally Pitkin*	2	28.6%
Virgin Money UK PLC	David Bennet	2	28.6%
Perpetual Limited	Anthony D'Aloisio*	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Bingo Industries Limited	Michael Coleman*	2	28.6%
EML Payments Limited	Peter Martin	2	28.6%
Monadelphous Group Limited	Calogero Rubino	2	28.6%
Omni Bridgeway Limited	Michael Kay	2	28.6%
Sandfire Resources Limited	Derek La Ferla*	2	28.6%
GWA Group Limited	Darryl McDonough	2	28.6%
Tassal Group Limited	Allan McCallum*	2	28.6%
Newcrest Mining Limited	Peter Hay*	2	25.0%
Magellan Financial Group Ltd	Hamish Douglass	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Qube Holdings Limited	Allan Davies	2	25.0%
Technology One Limited	Adrian Di Marco	2	25.0%
Megaport Limited	Bevan Slattery	1	25.0%
Nufarm Limited	John Gillam	2	25.0%
Westgold Resources Limited	Peter Cook	1	25.0%
Smartgroup Corporation Ltd	Michael Carapiet	2	25.0%
Scentre Group Limited	Brian Schwartz*	2	22.2%
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%
Premier Investments Limited	Solomon Lew	2	22.2%
Westpac Banking Corporation	John McFarlane	2	20.0%
Transurban Limited	Lindsay Maxsted*	2	20.0%
Goodman Group	Stephen Johns	2	20.0%
Ancor Plc	Graeme Liebelt*	2	20.0%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
Eagers Automotive Limited	Timothy Crommelin	2	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Centuria Industrial REIT	Roger Dobson	1	20.0%
Ramelius Resources Limited	Robert Vassie	1	20.0%
NRW Holdings Limited	Michael Arnett	1	20.0%
GrainCorp Limited	Peter Richards*	1	20.0%
TPG Telecom Limited	David Teoh	2	16.7%
Pointsbet Holdings Pty Ltd	Brett Paton	1	16.7%
Spark Infrastructure Trust	Douglas McTaggart*	1	16.7%
Pro Medicus Limited	Peter Kempen	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Perseus Mining Limited	Terence Harvey	1	16.7%
Austral Limited	John Rothwell	1	16.7%
Service Stream Limited	Brett Gallagher	1	16.7%
Tabcorp Holdings Limited	Steven Gregg	1	14.3%
CIMIC Group Limited	Juan Santamaria Cases	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Cleanaway Waste Management Limited	Mark Chellew	1	14.3%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	1	14.3%
ARB Corporation Limited	Roger Brown	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	14.3%
Vocus Group Limited	Robert Mansfield	1	12.5%
Kogan.Com Ltd**	Gregory Ridder	0	0.0%
Silver Lake Resources Limited	David Quinlivan	0	0.0%

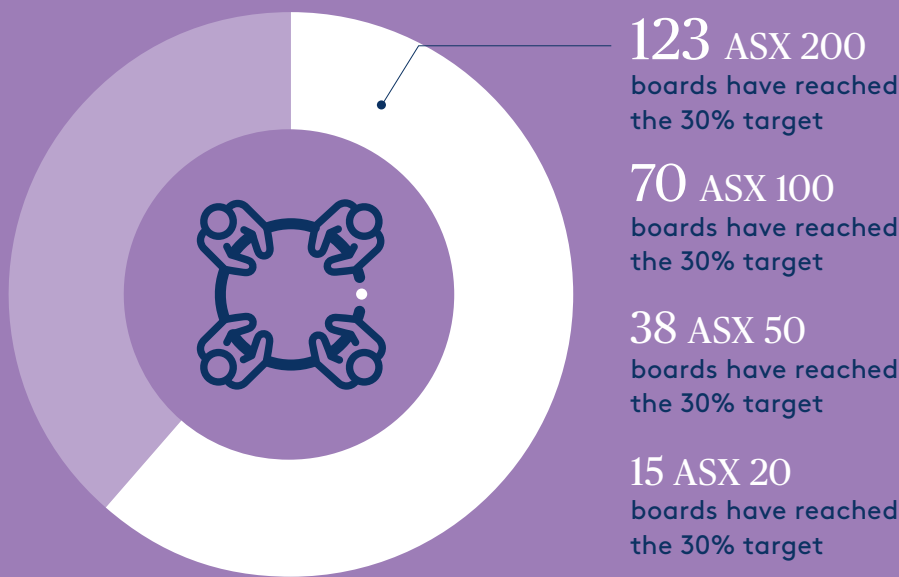
These figures correct as at 28 February 2021.

\*Members of the 30% Club

\*\* Kogan.Com Ltd has announced the appointment of a woman to their board, effective 1 April 2021.

# 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 are based on the December 2020 Quarterly Rebalance of the S&P/ASX Indices.

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

The constituents of the ASX All Ords are based on the June 2020 Quarterly Rebalance of the S&P/ASX Indices.

## 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 30.8 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 25.5 per cent. This 25.5 per cent equates to 149 female directors out of a total of 584 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
256	Asaleo Care Limited	Harry Boon	3	50.0%
270	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
269	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	50.0%
199	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
173	Dicker Data Limited	David Dicker	3	50.0%
279	Elmo Software Limited	Barry Lewin	2	50.0%
219	Freedom Foods Group Limited	Genevieve Gregor	2	50.0%
195	Lifestyle Communities Ltd	Philippa Kelly*	3	50.0%
288	Estia Health Limited	Gary Weiss	3	42.9%
166	Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
226	Integral Diagnostics Limited	Helen Kurincic	3	42.9%
212	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
280	Cedar Woods Properties Limited	William Hames*	2	40.0%
275	Eclixp Group Limited	Kerry Roxburgh	2	40.0%
267	Humm Group Limited	Andrew Abercrombie	2	40.0%
264	Imdex Australia	Anthony Wooles	2	40.0%
254	Infomedia Ltd	Bart Vogel	2	40.0%
227	Irongate Group	Richard Longes	2	40.0%
228	Jumbo Interactive Limited	Susan Forrester	2	40.0%
229	Lovisa Holdings Limited	No Chair	2	40.0%
263	Paradigm Biopharmaceuticals Limited	Paul Rennie	2	40.0%
249	Starpharma Holdings Limited	Robert Thomas	2	40.0%
177	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
292	Virtus Health Limited	Sonia Petering	2	40.0%
285	Southern Cross Media Group Limited	Robert Murray	3	37.5%
272	Australian Finance Group Ltd	Anthony Gill	2	33.3%
257	Baby Bunting Group Limited	Ian Cornell	2	33.3%
243	BWX Limited	Ian Campbell	2	33.3%
260	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	3	33.3%
293	OFX Group Limited	Steven Sargent*	2	33.3%
253	oOh!Media Limited	Tony Faure	3	33.3%
261	Select Harvests Limited	Michael Iwaniw	2	33.3%
252	Western Areas Limited	Ian Macliver	2	33.3%
282	Aurelia Metals Limited	Colin Johnstone	2	28.6%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
259	Cooper Energy Limited	John Conde	2	28.6%
299	Ioneer Ltd	James Calaway	2	28.6%
244	McMillan Shakespeare Limited	Helen Kurincic	2	28.6%
296	Monash IVF Group Limited	Richard Davis	2	28.6%
289	MyState Limited	Miles Hampton	2	28.6%
231	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder	2	28.6%
209	Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
186	Sealink Travel Group Limited	Jeffrey Ellison	2	28.6%
245	Sigma Healthcare Limited	Raymond Gunston	2	28.6%
155	Tyro Payments Limited	David Thodey	2	28.6%
274	Bubs Australia Limited	Dennis Lin	1	25.0%
168	Champion Iron Limited	William O'Keeffe	2	25.0%
239	City Chic Collective Limited.	Michael Kay	1	25.0%
271	Hotel Property Investments Ltd	Raymond Gunston	1	25.0%
287	Money3 Corporation Limited	Stuart Robertson	1	25.0%
211	Orocobre Limited	Robert Hubbard	2	25.0%
300	Phoslock Environmental Technologies Limited	Laurence Freedman	1	25.0%
201	Synlait Milk Limited	Graeme Milne	2	25.0%
276	SSR Mining Inc.	A E Michael Anglin	3	23.1%
184	Centuria Capital Limited	Garry Charny*	2	22.2%
277	AMA Group Limited	Anthony Day	1	20.0%
266	APN Industria REIT	Geoffrey Brunson*	1	20.0%
178	Aventus Group	Bruce Carter	1	20.0%
255	Avita Medical Inc	Louis Panaccio	1	20.0%
291	Carnarvon Petroleum Limited	William Foster	1	20.0%
144	Codan Limited	David Simmons	1	20.0%
206	Data#3 Limited	Richard Anderson	1	20.0%
258	GDI Property Group Limited	Gina Anderson*	1	20.0%
295	MACA Limited	Geoffrey Baker	1	20.0%
198	New Hope Corporation Limited	Robert Millner	1	20.0%
241	Nick Scali Limited	John Ingram	1	20.0%
233	Opthea Limited	Jeremy Levin	1	20.0%
222	Pilbara Minerals Limited	Anthony Kiernan*	1	20.0%
237	Uniti Group Limited	Graeme Barclay	1	20.0%
221	Accent Group Limited	David Gordon*	1	16.7%
207	Arena REIT	David Ross	1	16.7%
278	Audinate Group Limited	David Krall	1	16.7%



ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
251	Galaxy Resources Limited	Martin Rowley	1	16.7%
192	HUB24 Limited	Bruce Higgins	1	16.7%
250	Integrated Research Limited	Paul Brandling	1	16.7%
284	Karoon Energy Ltd	Bruce Phillips	1	16.7%
220	Kathmandu Holdings Limited	David Kirk*	1	16.7%
290	Medical Developments International Limited	Gordon Naylor	1	16.7%
294	Navigator Global Investments Limited	Michael Shepherd	1	16.7%
247	Red 5 Limited	Kevin Dundo	1	16.7%
273	Senex Energy Limited	Trevor Bourne	1	16.7%
286	Superloop Limited	Bevan Slattery	1	16.7%
208	West African Resources Ltd	Richard Hyde	1	16.7%
225	Electro Optic Systems Holdings Limited	Frederick Bart	1	14.3%
232	Hansen Technologies Limited	David Trude	1	14.3%
262	Macmahon Holdings Limited	Eva Skira	1	14.3%
246	Mayne Pharma Group Limited	Roger Corbett	1	12.5%
242	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
170	Nickel Mines Limited	Robert Neale	1	11.1%
216	Alkane Resources Ltd	Ian Gandel	0	0.0%
297	Ardent Leisure Group Limited	Gary Weiss	0	0.0%
240	Capricorn Metals Ltd	Mark Clark	0	0.0%
193	Centuria Office REIT	Peter Done	0	0.0%
298	Dacian Gold Ltd	Ian Cochrane	0	0.0%
152	De Grey Mining Ltd	Simon Lill	0	0.0%
281	Emeco Holdings Limited	Peter Richards	0	0.0%
265	Jupiter Mines Limited	Brian Gilbertson	0	0.0%
217	Mount Gibson Iron Limited	Seng Lee	0	0.0%
268	Redcape Hotel Group	Nicholas Collishaw	0	0.0%
224	Rural Funds Group	Leslie Paynter	0	0.0%

These figures correct as at 28 February 2021.

\*Members of the 30% Club

For more information, please contact

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