



Australian  
Institute of  
**Company  
Directors**

# Gender Diversity Progress Report

September 2022 to November 2022

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“Given the critical role of the chair in guiding decision-making and setting the culture and tone for boardroom discussions, chair appointments should also be recognised as a key opportunity for setting the standard on leadership diversity.”

— **Mark Rigotti**  
AICD CEO and Managing Director





# Setting the standard

It is pleasing to see continued momentum on the appointment of women as non-executive directors this quarter. Our latest statistics reveal that women account for 35.7 per cent of ASX 200 directorships, and 34.9 per cent of ASX 300 directorships.

In this report, we've taken a gender lens to current chairs of ASX 300 boards and their key committees. This is the first time we have reported this data, and the insights provide further guidance for bolstering our efforts and increasing gender balance on boards.

Between 2019 and 2022, the proportion of female ASX 200 chairs increased from 7.5 per cent to 10.5 per cent – six additional chair roles.

Over the same period, the proportion of female chairs in the ASX 300 grew from 6.3 per cent to 11.3 per cent.

**This lack of growth is stark – in contrast to the impressive increase in gender balance at director level.**

Given the critical role of the chair in guiding decision-making and setting the culture and tone for boardroom discussions, chair appointments should also be recognised as a key opportunity for setting the standard on leadership diversity.

Analysis by OpenDirector reveals that 51 per cent of current ASX chairs have a career background as a CEO. At the same time, we know that the number of women CEOs in the ASX300 is not balanced and more progress on women reaching the most senior leadership roles in corporate Australia is needed<sup>1</sup>.

This is further evidence that, while great progress has been made to advance female representation at board level, more needs to be done to improve gender representation at the executive level, and in turn at the ASX chair level.

Despite the lack of women chairing ASX 300 boards, gender representation is more balanced at the committee level. Women currently chair 39 per cent of key committees, including almost half of audit and risk committees (48 per cent).

As this recent [Company Director](#) article noted, chairs tend to be appointed from the existing board, and participation on board committees is often perceived as a potential pathway to chair roles.

It should follow that an expanded talent pool and improved gender diversity on boards translates to an increased number of women chairs. However, our analysis indicates that is not coming through proportionally.

This is an opportunity. Applying a diversity lens to every chair appointment will require intentional focus.

We will continue to work hand in hand with boards to educate and equip them to realise the full potential of all directors as part of meeting their business goals and diversity goals.

As we conclude this year, I am also pleased to reflect on some of the tangible work and success we have achieved through our diversity program to advance women onto boards.

Most notably, we recently wrapped up the seventh round of the flagship **Chair's Mentoring Program**. The program matched board-ready women with a senior ASX chair or director over a 12-month period. Since its launch in 2010, 389 women have participated in this world-leading program.

I thank our extraordinary 2022 Mentors for their continued commitment to this program. Many choose to return, year after year, to offer Mentees guidance and support on their leadership journey. Their contribution is invaluable.

To the 46 Mentees in the 2022 program, I wish you the very best and look forward to seeing your continued success.

**Mark Rigotti MAICD**

Managing Director &  
Chief Executive Officer,  
Australian Institute of  
Company Directors

# 30% Club Australia update



As 2022 draws to a close it is heartening to see the continued increase of women on ASX boards.

A trajectory of growth this year has continued across the ASX, with women's participation increasing at around 2 per centage points per annum in the ASX 200 and 300. At the end of November 2022 women occupy 35.7 per cent of board seats in the ASX 200 and 34.9 per cent in the ASX 300.

These figures reflect the hard work and dedication of the director community and advocates to progress gender diversity.

The 30% Club Australia campaign objective set in 2015 was for listed boards to reach a minimum of 30 per cent women, and this target has been surpassed by a commendable 141 companies in the ASX 200, and 134 in the ASX 300.

Our report this quarter shines a light on the disappointing lack of progress at the chair level, with only ten percent of ASX 200 and 300 boards chaired by women.

The data in this report shows that women chairs have an impact: 17 of the 21 ASX 200 boards currently chaired by women have achieved 40 per cent women on the board. That also suggests that intent is the true driver of change.

Disappointingly, the number of all-male boards in the ASX 200 has increased to four this quarter. This regression stands as an important reminder about the fragility of progress, and the importance of transparent and regular reporting to ensure continued accountability. We achieved no all-male boards in August 2021 and we can do it again.

As we progress towards a new minimum standard of 40 per cent women in the ASX 200 and 300, the 30% Club Australia is reframing efforts to address challenges including the under representation of women in chair roles and in the c-suite.

It is clear that a ceiling exists for women's participation at the top of boards as well as at the top of our largest organisations. Results of the 2022 Chief Executive Women Census revealed only 18 women CEOs in the ASX 300, and three quarters of executive leadership roles are held by men.

Data released by the Workplace Gender Equality Agency (WGEA) this week revealed a similarly bleak picture of gender equality beyond the ASX, at both executive and board level. WGEA's data set captures 40 per cent of Australian workplaces





and revealed that only one in five boards are currently gender balanced, and one in five boards have no women at all.

This shocking lack of progress points to the entrenched, systemic drivers of gender inequality that exists in Australia's workplaces, including a persistent gender pay gap and the dominance of men in leadership pipeline.

These challenges are not unique to Australia. The UK Chapter of the 30% Club reported recently that, while they have almost reached 40 per cent women on their top boards, there are also too few women in chair roles and only ten women CEOs in the FTSE 100.

In the European Union, following more than a decade of negotiation in the European Parliament, a Women on Boards Directive has been introduced. It means enforceable quotas and penalties for non-compliance by large and listed companies with less than 40 per cent of non-executive directors or 33 per cent of all directorships held by women. This will be an interesting development to watch.

As the Australian Government works towards developing its first national gender equality strategy and the 30% Club Australia considers the next phase of its change campaign, there is an opportunity to ensure the alignment of efforts between key changemakers for increased impact.

Company directors and chairs, executive search companies, institutional investors and members of the investment banking and private equity community will continue to play key roles in business-led change.

Boards need to hold themselves accountable for identifying potential female CEOs, as well as the barriers to advancement for women within their organisations. The momentum that has been generated on boards can serve as a lesson for what's possible when there is real and meaningful action.

Further engagement by organisations to better nurture diverse talent and understand barriers to women's participation in the c-suite is urgently required. Not only attracting but retaining the full breadth of diverse talent in the leadership pipeline requires inclusive workplaces and practices, bolstered with programs to redress imbalance.

And where barriers to equality prove impenetrable, more serious interventions to redress the imbalance should not be ruled out. Sustainable change requires commitment and intent at all levels of business. We look forward to resuming this work together in 2023.

#### **Nicola Wakefield Evans FAICD**

Non-Executive Director,  
Chair, 30% Club Australia

# ASX Progress Statistics



 THE NUMBER OF ASX BOARDS THAT HAVE REACHED THE 30 PER CENT TARGET

## 195 ASX 300

boards have reached the 30% target



## 141 ASX 200

boards have reached the 30% target



## 81 ASX 100

boards have reached the 30% target



## 45 ASX 50

boards have reached the 30% target



## 19 ASX 20

boards have reached the 30% target



 COMPARISON OF ASX 200 AND ASX 300 BOARDS

## ASX 200

## ASX 300

4

All-male  
boards

7

12

Boards  
with only  
one female

30

21

Female  
chairs

35





♀ PROPORTION OF WOMEN ON ASX BOARDS



## DATA SPOTLIGHT

# Gender diversity of chairs in the ASX 300

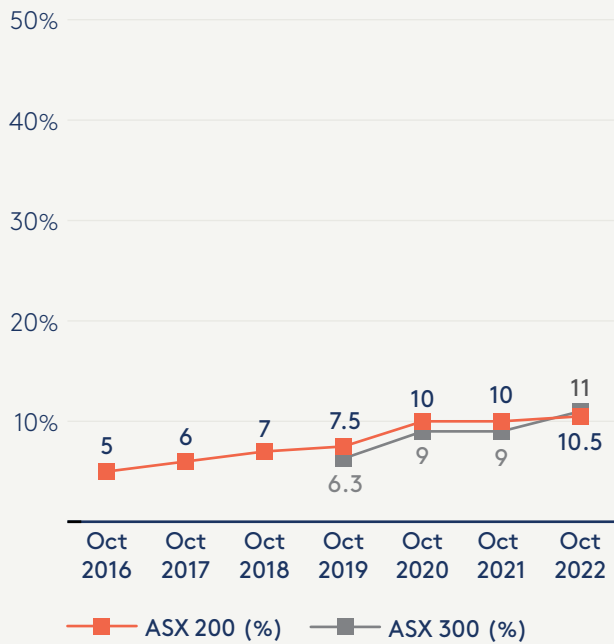


Since 2019, the AICD has been tracking the progress of women in ASX 300 chair roles. This quarter, we commissioned OpenDirector to look at the representation of women chairs at both the company and committee level. Key insights from the data include:

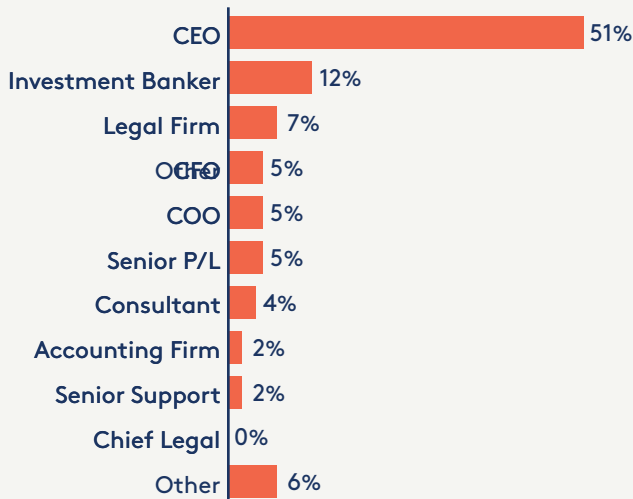
- **Women are persistently under-represented at chair level (Figure 1)**  
Women currently account for only 10 per cent of chair roles in both the ASX 200 and 300. There have been minimal change in these figures since 2019, with the proportion of women chairs in the ASX 200 increasing from 7.5 to 10.5 between November 2019 and November 2022, and from 6.3 per cent to 11.3 per cent in the ASX 300 in the same period.
- **Chairs are predominantly ex-CEOs (Figure 2)**  
OpenDirector analysis reveals that 51 per cent of ASX 300 chairs have a career background as a CEO from a listed, private or subsidiary company. Women who chair committees are unlikely to come from CEO career roles but tend to have executive experience with profit and loss responsibility, or come from an accounting firm, investment bank or CFO position.
- **Women are well represented as chairs of key committees, particularly audit and risk (Figure 3)**  
Women account for 39 per cent of all ASX 300 committee chairs, 48 per cent of audit and risk committee chairs, and 40 per cent of remuneration and people committees. Fewer women chair nominations only committees as they tend to be chaired by the main board chair, and so are predominantly men.
- **Women serve on boards for less time before being appointed to chair a committee (Figure 4)**  
Women chairs tend to have spent less time on a board than their male counterparts before being appointed to chair committees. This may indicate purposeful action by chairs to ensure gender diversity in the board's senior leadership.



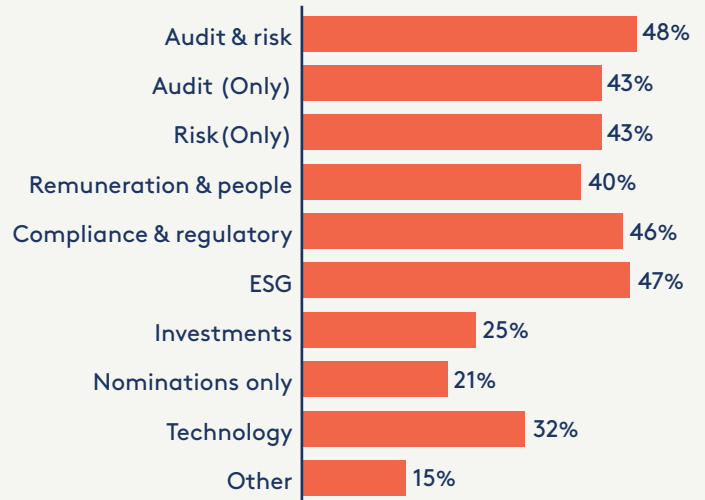
**FIGURE 1: PROPORTION OF FEMALE ASX CHAIRS**



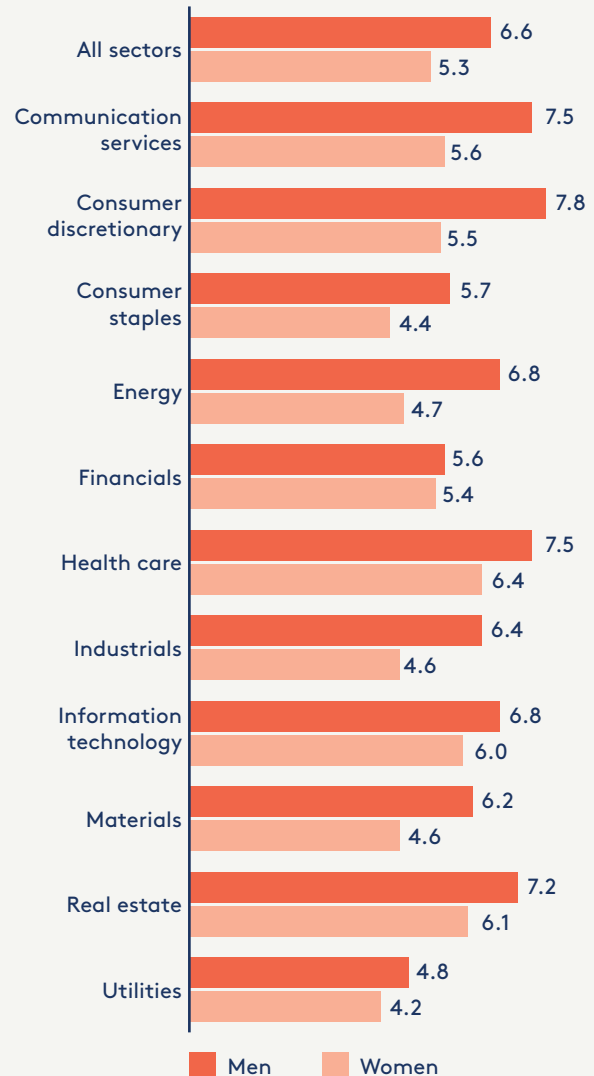
**FIGURE 2: CAREER BACKGROUND OF ASX 300 CHAIRS (MEN AND WOMEN)**



**FIGURE 3: WOMEN CHAIRING ASX 300 BOARD COMMITTEES**



**FIGURE 4: BOARD TENURE AT THE TIME OF COMMITTEE CHAIR APPOINTMENT (YEARS)**



# 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 Australia. 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
Fortescue Metals Group Ltd	Andrew Forrest*	5	62.5%
Macquarie Group Limited	Glenn Stevens	5	62.5%
Blackmores Limited	Wendy Stops	3	60.0%
Bank of Queensland Limited	Patrick Allaway	4	57.1%
GPT Group	Vicki McFadden*	4	57.1%
Woolworths Group Ltd	Scott Perkins	4	57.1%
ASX Limited	Damian Roche	5	50.0%
BlueScope Steel Limited	John Bevan	5	50.0%
Commonwealth Bank of Australia	Paul O'Malley	5	50.0%
ADBRI Limited	Raymond Barro	4	50.0%
AMP Limited	Debra Hazelton	4	50.0%
Auckland International Airport Limited	Patrick Strange	4	50.0%
Inghams Group Limited	Helen Nash	4	50.0%
Steadfast Group Limited	Francis O'Halloran	4	50.0%
APA Group	Michael Fraser*	3	50.0%
BWP Trust	Anthony Howarth	3	50.0%
Corporate Travel Management Limited	Ewen Crouch	3	50.0%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Deterra Royalties Limited	Jennifer Seabrook	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
EVT Limited	Alan Rydge	3	50.0%
Healius Limited	Jennifer Macdonald	3	50.0%
IGO Limited	Michael Nossal	3	50.0%
Iluka Resources Limited	Robert Cole	3	50.0%
IPH Limited	Peter Warne*	3	50.0%
Lifestyle Communities Ltd	Philippa Kelly	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	50.0%
Pendal Group Limited	Deborah Page	3	50.0%
Sandfire Resources Limited	John Richards	3	50.0%
Brambles Limited	John Mullen*	5	45.5%
AGL Energy Limited	Patricia McKenzie	4	44.4%
Atlas Arteria Limited	Debra Goodin	4	44.4%
Bendigo and Adelaide Bank Limited	Jacqueline Hey	4	44.4%
CSL Limited	Brian McNamee	4	44.4%
James Hardie Industries PLC	Anne Lloyd	4	44.4%
Medibank Private Limited	Michael Wilkins	4	44.4%
Mirvac Limited	John Mulcahy*	4	44.4%
Origin Energy Limited	Scott Perkins	4	44.4%
QBE Insurance Group Limited	Michael Wilkins	4	44.4%
Sims Metal Management Limited	Geoffrey Brunsdon*	4	44.4%
Sonic Healthcare Limited	Mark Compton	4	44.4%
Spark New Zealand Limited	Justine Smyth	4	44.4%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Chorus Limited	Andrew Cross	3	42.9%
Computershare Limited	Paul Reynolds	3	42.9%
Dexus Property Group	Warwick Negus	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin*	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
IRESS Limited	Roger Sharp*	3	42.9%
Megaport Limited	Bevan Slattery	3	42.9%
MetCash Limited	Peter Birtles	3	42.9%
OZ Minerals Limited	Rebecca McGrath*	3	42.9%
Super Retail Group Limited	Sally Pitkin*	3	42.9%
The A2 Milk Company Limited	David Hearn	3	42.9%
The Lottery Corporation Limited	Steven Gregg*	3	42.9%
Treasury Wine Estates Limited	Paul Rayner	3	42.9%
Webjet Limited	Roger Sharp*	3	42.9%
Whitehaven Coal Limited	Mark Vaile	3	42.9%

## GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
BHP Group Limited	Kenneth MacKenzie*	4	40.0%
Cochlear Limited	Alison Deans	4	40.0%
Santos Limited	Keith Spence	4	40.0%
Wesfarmers Limited	Michael Chaney*	4	40.0%
Westpac Banking Corporation	John McFarlane	4	40.0%
Centuria Industrial REIT	Roger Dobson	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	40.0%
CSR Limited	John Gillam	2	40.0%
Gold Road Resources Limited	Timothy Netscher	2	40.0%
Paladin Energy Ltd	Mark Lawrenson	2	40.0%
Ramellus Resources Limited	Robert Vassie	2	40.0%
St Barbara Limited	Timothy Netscher	2	40.0%
The Star Entertainment Group	Benjamin Heap	2	40.0%
Waypoint REIT Limited	Laurence Brindle	2	40.0%
Ansell Limited	John Bevan	3	37.5%
Aurizon Holdings Limited	Timothy Poole	3	37.5%
Challenger Limited	Duncan West	3	37.5%
Cromwell Property Group	Gary Weiss	3	37.5%
Downer EDI Limited	Mark Chellew	3	37.5%
Endeavour Drinks Group	Peter Hearl	3	37.5%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	3	37.5%
IDP Education Limited	Peter Polson	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Newcrest Mining Limited	Peter Tomsett	3	37.5%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	37.5%
Northern Star Resources Ltd	Michael Chaney*	3	37.5%
Nufarm Limited	John Gillam	3	37.5%
Perpetual Limited	Anthony D'Aloisio	3	37.5%
QANTAS Airways Limited	Richard Goyder	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Reliance Worldwide Corporation Limited	William Crosby	3	37.5%
SEEK Limited	Graham Goldsmith*	3	37.5%
Smartgroup Corporation Ltd	Michael Carapiet	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Telstra Corporation Limited	John Mullen*	3	37.5%
Virgin Money UK PLC	David Bennet	3	37.5%
Washington H. Soul Pattinson and Company Limited	Robert Millner	3	37.5%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Xero Australia Pty Ltd	David Thodey	3	37.5%
Scentre Group Limited	Brian Schwartz*	4	36.4%
Woodside Energy Group Ltd	Richard Goyder	4	36.4%
Worley Limited	John Grill	4	33.3%
Ampol Limited	Steven Gregg*	3	33.3%
ANZ Banking Group Limited	Paul O'Sullivan	3	33.3%
Cleanaway Waste Management Limited	Mark Chellew	3	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Orica Limited	Malcolm Broomhead	3	33.3%
Seven Group Holdings Limited	Terry Davis	3	33.3%
Stockland Corporation Ltd	Thomas Pockett*	3	33.3%
Vicinity Centres RE Ltd	Trevor Gerber*	3	33.3%
Abacus Property Group	Myra Salkinder	2	33.3%
Alumina Limited	William Day	2	33.3%
Beach Energy Limited	Glenn Davis*	2	33.3%
Brainchip Holdings Ltd	Antonio Viana	2	33.3%
Brickworks Ltd	Robert Millner	2	33.3%
Charter Hall Group	David Clarke*	2	33.3%
Costa Group Holdings Limited	Neil Chatfield*	2	33.3%
Credit Corp Group Limited	Eric Dodd	2	33.3%
Flight Centre Travel Group Limited	Gary Smith	2	33.3%
G.U.D. Holdings Limited	Graeme Billings	2	33.3%
GrainCorp Limited	Peter Richards	2	33.3%
HUB24 Limited	Bruce Higgins	2	33.3%
Imugene Limited	Paul Hopper	2	33.3%
Insignia Financial Ltd	Allan Griffiths*	2	33.3%
Lovisa Holdings Limited	Brett Blundy	2	33.3%
Mineral Resources Limited	James McClements	2	33.3%
Nanosonics Limited	Steven Sargent	2	33.3%
National Storage REIT	Anthony Keane	2	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
NIB Holdings Ltd	David Gordon*	2	33.3%
Orora Limited	Alan Sindel	2	33.3%
Pilbara Minerals Limited	Anthony Kiernan	2	33.3%
Pinnacle Investment Management Group Limited	Alan Watson	2	33.3%
Regis Resources Limited	James Mactier	2	33.3%
Telix Pharmaceuticals Limited	Harry McCann	2	33.3%
Amcort Plc	Graeme Liebelt*	3	30.0%
Coles Group Limited	James Graham	3	30.0%
ResMed Inc	Peter Farrell	3	30.0%

## GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Rio Tinto Limited	Dominic Barton	3	30.0%
Suncorp Group Limited	Christine McLoughlin*	3	30.0%
Transurban Limited	Craig Drummond	3	30.0%
ARB Corporation Limited	Robert Fraser	2	28.6%
AUB Group Limited	David Clarke*	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Centuria Capital Limited	Garry Charny	2	28.6%
Chalice Mining Limited	Derek La Ferla*	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson	2	28.6%
HMC Capital	Christopher Saxon	2	28.6%
HomeCo Daily Needs REIT	Simon Shakesheff	2	28.6%
InvoCare Limited	Bart Vogel*	2	28.6%
Kelsian Group Limited	Jeffrey Ellison	2	28.6%
Liontown Resources Limited	Timothy Goyder	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Pro Medicus Limited	Peter Kempen	2	28.6%
Region RE Limited	Steven Crane*	2	28.6%
Tabcorp Holdings Limited	Bruce Akhurst	2	28.6%
United Malt Group Limited	Graham Bradley*	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
WiseTech Global Limited	Andrew Harrison	2	28.6%
Block, Inc.	Jack Dorsey	3	27.3%
Goodman Group	Stephen Johns*	3	27.3%
Allkem Limited	Peter Coleman	2	25.0%
ALS Limited	Bruce Phillips	2	25.0%
Boral Limited	Ryan Stokes	2	25.0%
Breville Group Limited	Timothy Antonie	2	25.0%
Champion Iron Limited	William O'Keeffe	2	25.0%
Eagers Automotive Limited	Timothy Crommelin	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Lendlease Group Services Pty Limited	Michael Ullmer*	2	25.0%
Novonix Limited	Robert Natter	2	25.0%
Technology One Limited	Patrick O'Sullivan	2	25.0%
Lake Resources N.L.	Geoffrey Crow	1	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
Premier Investments Limited	Solomon Lew	2	22.2%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Qube Holdings Limited	Allan Davies	2	22.2%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
Insurance Australia Group Limited	Thomas Pockett*	2	20.0%
Johns Lyng Group Limited	Peter Nash	2	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Altium Limited	Samuel Weiss*	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Magellan Financial Group Ltd	Hamish McLennan	1	20.0%
Arena REIT	David Ross	1	16.7%
Bapcor Limited	Margaret Haseltine	1	16.7%
Collins Foods Limited	Robert Kaye	1	16.7%
Coronado Global Resources Inc	William Koeck	1	16.7%
New Hope Corporation Limited	Robert Millner	1	16.7%
Reece Australia Limited	Timothy Poole	1	16.7%
West African Resources Ltd	Richard Hyde	1	16.7%
Karoon Energy Ltd	Bruce Phillips	1	14.3%
Nickel Industries Limited	Robert Neale	1	12.5%
Capricorn Metals Ltd	Mark Clark	0	0.0%
Core Lithium Ltd	Gregory English	0	0.0%
De Grey Mining Ltd	Simon Lill	0	0.0%
Sayona Mining Limited	No Chair	0	0.0%

These figures correct as at 30 November 2022

\*Members of the 30% Club Australia.



# Progress Report (ASX 300)



Since 2015 the AICD and 30% Club Australia have 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 2022 Quarterly Rebalance of the S&P/ASX Indices. The ASX All Ords are based on the March 2022 Quarterly Rebalance of the S&P/ASX Indices.

The ASX 200 and ASX 300 rankings are based on the data provided by MarketIndex.com.au at 20 September 2022 (by Market Cap). The ASX All Ords rankings are based on the data provided by MarketIndex.com.au at 29 March 2022 (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 34.9 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 33.1 per cent. This equates to 202 female directors out of a total 610 directors.

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
240	Dexus Industria REIT	Jennifer Horrigan	4	80.0%
255	Eclix Group Limited	Gail Pemberton	4	66.7%
290	Bravura Solutions Limited	Neil Broekhuizen	2	66.7%
167	Dicker Data Limited	David Dicker	4	57.1%
242	G8 Education Limited	David Foster	4	57.1%
259	Tyro Payments Limited	David Thodey	4	57.1%
43	Unibail-Rodamco-Westfield N.V.	Leon Bressler	5	55.6%
287	Appen Limited	Richard Freudenstein	4	50.0%
219	Helia Group Limited	Ian MacDonald	4	50.0%
267	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
270	OFX Group Limited	Patricia Cross	3	50.0%
159	Skycity Entertainment Group Limited	Julian Cook	3	50.0%
243	Imdex Australia	Anthony Wooles	2	50.0%
241	Jumbo Interactive Limited	Susan Forrester*	2	50.0%
277	Baby Bunting Group Limited	Melanie Wilson	3	42.9%
215	Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	42.9%
278	Estia Health Limited	Gary Weiss	3	42.9%
269	Integral Diagnostics Limited	Helen Kurincic	3	42.9%
185	Judo Capital Holdings Limited	Peter Hodgson	3	42.9%
213	McMillan Shakespeare Limited	Helen Kurincic	3	42.9%
244	oOh!Media Limited	Tony Faure	3	42.9%
286	Service Stream Limited	Brett Gallagher	3	42.9%
143	Ventia Services Group Limited	David Moffatt	3	42.9%
80	Janus Henderson Group PLC	Richard Gillingwater	5	41.7%
220	29Metals Limited	Owen Hegarty	2	40.0%
249	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
289	City Chic Collective Limited.	Michael Kay	2	40.0%
216	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.0%
294	EML Payments Limited	David Liddy	2	40.0%
239	Grange Resources Limited	Michelle Li	2	40.0%
279	Infomedia Ltd	Bart Vogel*	2	40.0%
230	Mincor Resources NL	Brett Lambert	2	40.0%
236	Neuren Pharmaceuticals Limited	Patrick Davies	2	40.0%
221	Omni Bridgeway Limited	Michael Kay	2	40.0%
251	Sigma Healthcare Limited	Michael Sammells	2	40.0%
271	Zip Co Limited	Diane Smith-Gander	2	40.0%
262	Cooper Energy Limited	John Conde	3	37.5%
282	Mayne Pharma Group Limited	Frank Condella	3	37.5%
136	Pexa Group Limited	Mark Joiner	3	37.5%
224	Platinum Asset Management Ltd	Guy Strapp	3	37.5%

## GENDER DIVERSITY PROGRESS REPORT

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
203	Vulcan Energy Resources Limited	Gavin Rezos	3	37.5%
116	APM Human Services International Limited	Megan Wynne	3	33.3%
298	Aurelia Metals Limited	Peter Botten	2	33.3%
248	Australian Clinical Labs Limited	Michael Alscher	2	33.3%
295	Betmakers Technology Group Ltd	Nicholas Chan	2	33.3%
228	Data#3 Limited	Richard Anderson	2	33.3%
193	Monadelphous Group Limited	Robert Velletri	2	33.3%
256	Neometals Ltd	Steven Cole	2	33.3%
237	Polynovo Limited	David Williams	2	33.3%
261	Select Harvests Limited	Travis Dillon	2	33.3%
194	Syrah Resources Limited	James Askew	2	33.3%
293	Westgold Resources Limited	Cheryl Edwardes	2	33.3%
268	Hotel Property Investments Ltd	Giselle Collins	1	33.3%
296	Adairs Limited	Brett Chenoweth	2	28.6%
283	Australian Finance Group Ltd	Anthony Gill	2	28.6%
247	Deep Yellow Limited	Christopher Salisbury	2	28.6%
183	Ioneer Ltd	James Calaway	2	28.6%
283	MyState Limited	Vaughn Richtor	2	28.6%
218	Nearmap Ltd	Peter James	2	28.6%
260	Perenti Limited	Robert Cole	2	28.6%
265	Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
275	Red 5 Limited	Kevin Dundo	2	28.6%
299	Southern Cross Media Group Limited	Robert Murray	2	28.6%
281	GWA Group Limited	Darryl McDonough	2	25.0%
245	MA Financial Group Limited	Jeffrey Browne	2	25.0%
254	Seven West Media Limited	Kerry Stokes	2	25.0%
231	Siteminder Limited	Patrick O'Sullivan	2	25.0%
292	Australian Strategic Materials Limited	Ian Gandel	1	25.0%
229	Centuria Office REIT	Matthew Hardy	1	25.0%
206	Codan Limited	David Simmons	1	25.0%
285	Money3 Corporation Limited	Stuart Robertson	1	25.0%
276	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder*	1	25.0%
225	PWR Holdings Pty Ltd	Teresa Handicott	1	25.0%
257	Temple & Webster Group Ltd	Stephen Heath	1	25.0%
209	Australian Agricultural Company Limited	Donald McGauchie	2	22.2%
226	Life360 Inc.	John Coghlan	2	22.2%
95	SSR Mining Inc.	A E Michael Anglin	2	22.2%
233	Boss Energy Ltd	Peter O'Connor	1	20.0%
297	Carnarvon Energy Limited	William Foster	1	20.0%
284	GDI Property Group Limited	Gina Anderson	1	20.0%



Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
238	Nick Scali Limited	John Ingram	1	20.0%
200	NRW Holdings Limited	Michael Arnett	1	20.0%
227	Rural Funds Group	Leslie Paynter	1	20.0%
195	5E Advanced Materials Inc	David Salisbury	1	16.7%
266	Arafura Rare Earths Limited	Mark Southey	1	16.7%
264	Audinate Group Limited	David Krall	1	16.7%
273	Aussie Broadband Limited	Adrian Fitzpatrick	1	16.7%
232	Austal Limited	John Rothwell	1	16.7%
196	Calix Ltd	Peter Turnbull	1	16.7%
291	Kogan.Com Ltd	Gregory Ridder	1	16.7%
205	Maas Group Holdings Limited	Stephen Bizzell	1	16.7%
274	Strike Energy Limited	John Poynton	1	16.7%
252	Accent Group Limited	David Gordon	1	14.3%
235	Hansen Technologies Limited	David Trude	1	14.3%
258	Mesoblast Ltd	Joseph Swedish	1	12.5%
250	Argosy Minerals Limited	Malcolm Randall	0	0.0%
280	Incannex Healthcare Limited	Troy Valentine	0	0.0%
246	Jervois Global Limited	Peter Johnston	0	0.0%

These figures correct as at 30 November 2022.

\* Members of the 30% Club Australia.

For more information:

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