



# Gender Diversity Progress Report

March 2022 to May 2022

“Boards cannot afford to be complacent about their diversity goals, and continued progress towards parity cannot be assumed. There are 53 ASX 300 boards with one or no women at all; progress made can be easily lost. A continued focus is needed to ensure women’s participation on every board”

— Louise Petschler  
General Manager  
Governance and Policy Leadership  
Australian Institute of Company Directors



# 30 per cent reached on ASX 201-299 boards

This quarter saw the 30 per cent aggregate milestone for women on boards reached in companies in the ASX 201-300 ranks. This is a significant achievement for smaller cap companies who may have less robust organisational governance, culture and strategy towards achieving gender diversity.

The AICD and 30% Club Australia commenced reporting on the boards in the ASX 201-300 several years ago. Women's representation in these smaller boards was significantly lagging, a fact that was being masked by reporting of ASX 300 aggregate figures.

A 2021 report by KPMG in partnership with the 30% Club Australia<sup>1</sup> called on these boards to set diversity targets and ensure that diversity is prioritised on the board's agenda.

Bolstered by a significant uptick in the appointment rate of women to ASX 300 boards (from 36 to 47 per cent in the two years to May 2022), we have witnessed a steady increase in the number of women on ASX 201-300 boards, jumping from 28.6 per cent in May 2020 to 30.7 per cent this month.

These companies are to be commended for their efforts, and their success is testament to the fact that there is no shortage of qualified, board-ready women.

Last August, the AICD was pleased to report no all-male boards in the ASX 200 for the first time in history. Disappointingly, following the most recently ASX rebalance, we have seen an all-male board enter the ASX 200 once again.

This regression serves as a reminder that boards cannot afford to be complacent about their diversity goals, and continued progress towards parity cannot be assumed. There are still 127 ASX 300 boards with less than 30 per cent women, and 53 of them have only one or no women at all; progress made can be easily lost. A continued focus is needed to ensure women's participation on every board.

1. Building gender diversity on ASX 300 boards <https://home.kpmg/au/en/home/insights/2020/07/asx-300-board-gender-diversity.html>

# Spotlight on new appointments

This quarter we took a closer look at the NED appointments to ASX 300 boards over the past year with particular focus on directors joining the index for the first time.

Data by Open Director on **page 7** reveals that nearly half (49 per cent) of all NEDs appointed in the past 12 months were directors who have not previously held ASX 300 board roles and are joining the index for the first time ('new' directors).

We were encouraged to note gender balance within the new director cohort: women accounted for 70 of the 139 (50 per cent) first-time NED appointments, and more than half (53 per cent) of women appointed were attaining their first ASX 300 roles.

These data indicate a steady flow of fresh gender-balanced talent to the index, and suggest that boards are looking beyond known names and networks to engage new talent.

Our analysis revealed a notable age discrepancy within the new NED cohort, with women being on average six years younger than their male counterpart – possibly suggesting women are transitioning from executive roles earlier than men.

We also note the continued underrepresentation of women in ASX 300 executive director roles. In the past 12 months, women accounted for just three of the 40 (7.5 per cent) of executive director appointments. This finding reflects the stark gender imbalance in existing executive ranks of ASX 300 companies<sup>2</sup>.

A breakdown of new appointments by background shows that ex-CEOs continue to dominate director appointments and accounted for 14 per cent of women appointed for the first time and 25 per cent of males.

While this preference for ex-CEOs being appointed to boards has seemingly not restricted the number of women entering the ASX 300 in the past 12 months, the continued dominance of men in CEO roles in Australia suggests that future tension within the pipeline is inevitable.

We have a long way to go before Australia's corporate boards and executives are not only reflective of their organisations and society but are harnessing the full pool of leadership talent available.

2. CEW Census 2021 [https://cew.org.au/wp-content/uploads/2021/09/CEWCENSUS21\\_ASX300Report-\\_FINAL.pdf](https://cew.org.au/wp-content/uploads/2021/09/CEWCENSUS21_ASX300Report-_FINAL.pdf)

Last month, the EU reached a provisional agreement on a new directive that proposes that all large companies have a minimum 40 per cent of non-executive director roles and 33 per cent among all directors to be held by the 'under-represented sex' – usually women – by 2026.

Currently, 30.6 per cent of board members in the EU's largest publicly listed companies are women, with significant differences among member states (from 45.3 per cent in France to 8.5 per cent in Cyprus)<sup>3</sup>.

The proposal requires companies to publish information on gender representation, and face penalties including fines and cancellation of board appointments for failing to comply with open and transparent appointment procedures.

In Australia, our recent federal election results delivered an historic result for female representation in Parliament. For the first time, women comprise more than 40 per cent of Australia's cabinet ministers and just under 40 per cent female MPs in the lower house, with many from diverse cultural backgrounds.

There are several lessons here for corporate Australia in these developments, and conversations around gender targets, quotas and what constitutes merit that will likely follow will be important.

The AICD's latest Director Sentiment Index<sup>4</sup> showed that more than half of directors do not think the current level of diversity on Australian boards is satisfactory. And while the listed sector is making strong progress towards gender parity on boards, the underrepresentation of culturally diverse directors requires attention.

Diversity and inclusion are taking a more prominent place in corporate business practice and reporting, driven by a combination of shifting community expectations, regulatory interventions and the compelling business case for diversity in corporate leadership.

Approaching diversity through a gender lens is a useful first step to considering the full breadth of diverse talent available. The AICD also encourages all organisations to embrace a 40:40:20 model of gender diversity, where boards have at least 40 per cent women directors and 40 per cent men directors, as good practice.

Boards should consider whether the overall composition of leadership reflects the breadth of future challenges. We urge companies to use every appointment as an opportunity to ensure diversity across all levels of leadership.

#### **Louise Petschler**

General Manager

Governance and Policy Leadership

Australian Institute of Company Directors

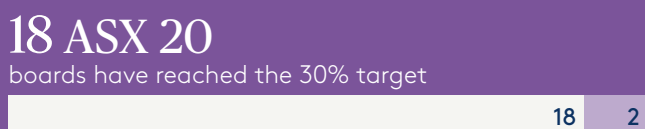
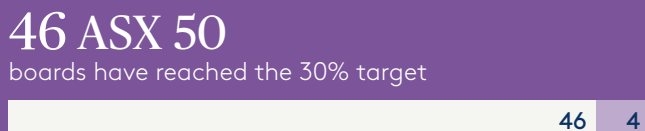
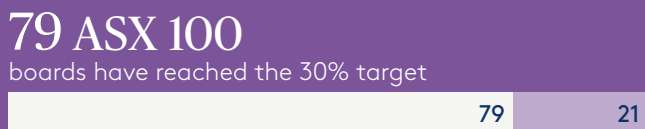
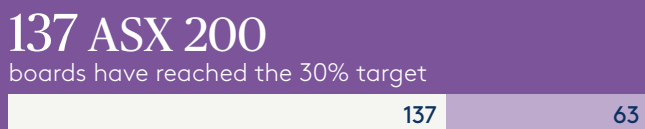
3. <https://institutdelors.eu/en/publications/cap-sur-la-parite-dans-les-instances-dirigeantes-des-entreprises-europeennes/>

4. <https://www.aicd.com.au/economic-news/australian/outlook/director-sentiment-falls-amid-global-economic-uncertainty.html>

# ASX Progress Statistics

At 31 May 2022

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



## COMPARISON OF ASX 200 AND ASX 300 BOARDS

ASX 200

ASX 300

1

All-male boards

7

16

Boards with only one female

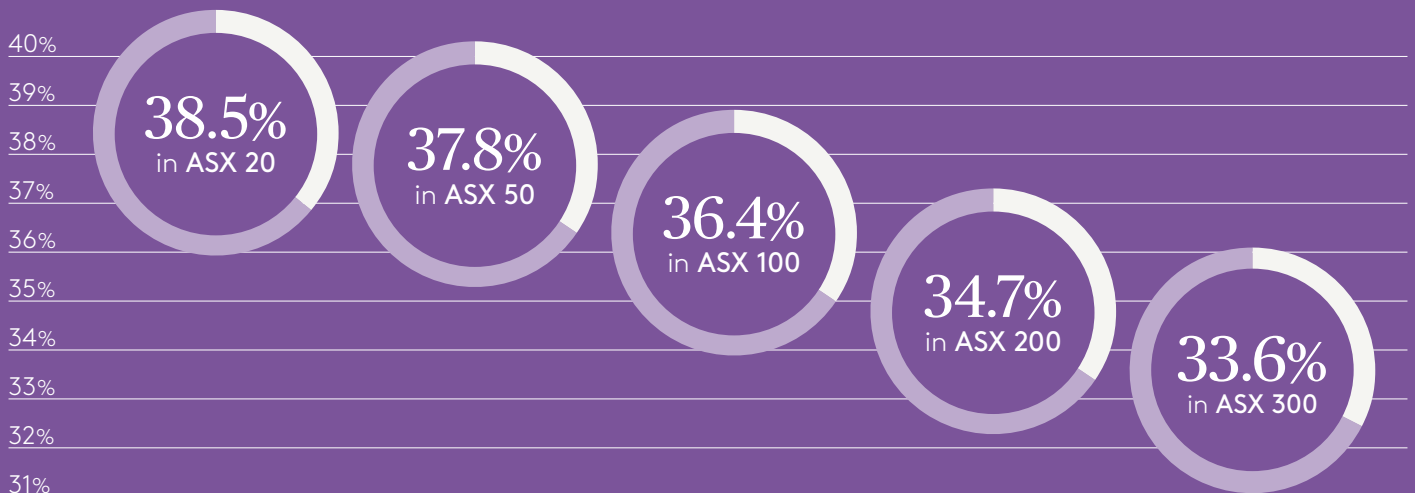
46

19

Female chairs

30

## FEMALE REPRESENTATION ON ASX BOARD



# Data spotlight: ASX 300 board appointments

May 2021-May 2022

 **FIGURE 1: ALL DIRECTOR APPOINTMENTS**

Non-executive director (NED) appointments: 244



Executive director appointments: 40

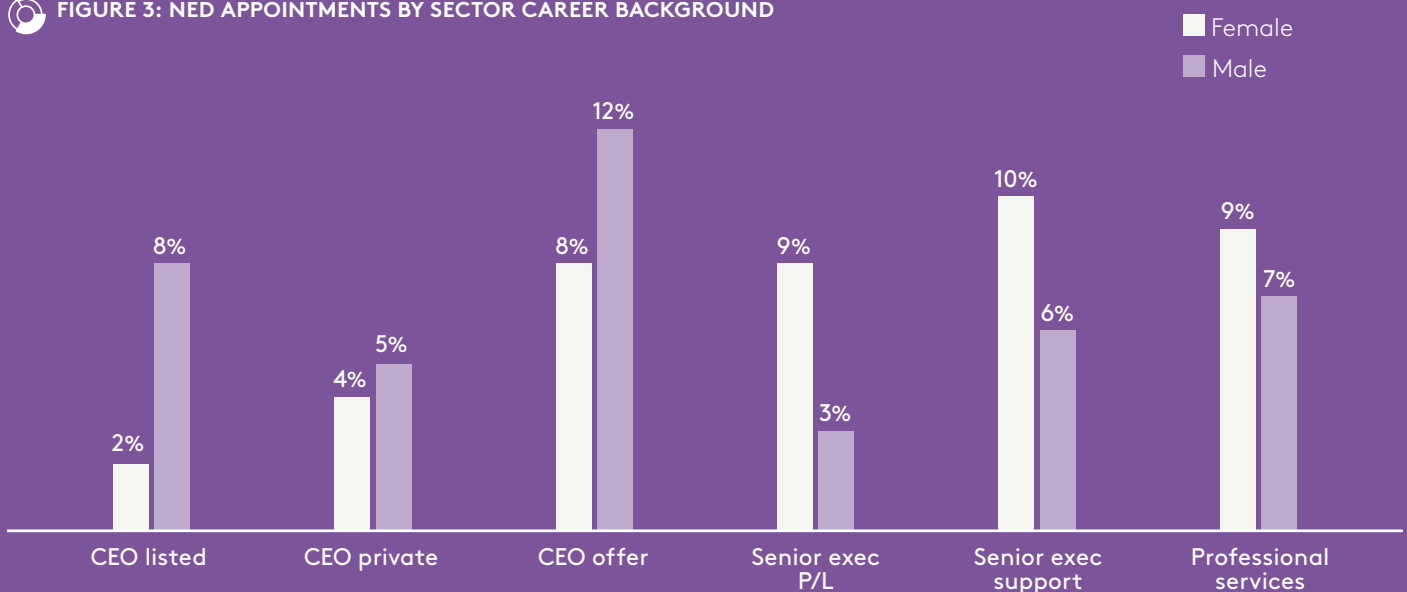


■ Female ■ Male

 **FIGURE 2: FIRST-TIME ('NEW') NEDS AND THOSE ON MULTIPLE BOARDS ('RETURN')**

	FEMALE	MALE
New NEDs	70	69
Average age	53ys 7mths	59ys 7mths
Return NEDs	52	53
Average age	58ys 3mths	61ys 6mths

 **FIGURE 3: NED APPOINTMENTS BY SECTOR CAREER BACKGROUND**



# 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
Deterra Royalties Ltd	Jennifer Seabrook	3	60.0%
Auckland International Airport Limited	Patrick Strange	4	57.1%
AMP Limited	Debra Hazelton	4	57.1%
Blackmores Limited	Anne Templeman-Jones*	4	57.1%
GPT Group	Vicki Mcfadden*	4	57.1%
Bendigo & Adelaide Bank Ltd.	Jacqueline Hey	5	55.6%
Macquarie Group Limited	Glenn Stevens	5	55.6%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
a2 Milk Company Ltd.	David Hearn	3	50.0%
ADBRI Limited	Raymond Barro	4	50.0%
Bapcor Ltd	Margaret Haseltine	3	50.0%
Bank of Queensland Limited	Patrick Allaway	4	50.0%
Bluescope Steel Limited	John Bevan	4	50.0%
BWP Trust	Anthony Howarth	3	50.0%
Centuria Industrial REIT	Roger Dobson	2	50.0%
CSR Limited	John Gillam	3	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Fortescue Metals Group Ltd	John Forrest	4	50.0%
Iluka Resources Limited	Robert Cole	3	50.0%
IRESS Limited	Roger Sharp	3	50.0%



ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Lifestyle Communities Ltd	Philippa Kelly	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Pendal Group Limited	Deborah Page	3	50.0%
Sims Ltd.	Geoffrey Brunsdon*	4	50.0%
Lottery Corporation Limited	Steven Gregg*	2	50.0%
Tyro Payments Ltd.	David Thodey	4	50.0%
Commonwealth Bank of Australia	Paul O'Malley	5	45.5%
CSL Limited	Brian Mcnamee	4	44.4%
Inghams Group Ltd.	Peter Bush*	4	44.4%
Mirvac Group	John Mulcahy*	4	44.4%
Medibank Private Ltd.	Michael Wilkins	4	44.4%
Abacus Property Group	Myra Salkinder	3	42.9%
AGL Energy Limited	Peter Botten	3	42.9%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Chorus Limited	Patrick Strange	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin*	3	42.9%
Event Hospitality & Entertainment Ltd.	Alan Rydge	3	42.9%
IGO Limited	Michael Nossal	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
James Hardie Industries PLC	Michael Hammes	3	42.9%
Megaport Ltd.	Bevan Slattery	3	42.9%
Metcash Limited	Robert Murray	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
NIB Holdings Ltd	David Gordon	3	42.9%
OZ Minerals Limited	Rebecca Mcgrath*	3	42.9%
Reliance Worldwide Corp. Ltd.	William Crosby	3	42.9%
Steadfast Group Limited	Francis O'Halloran	3	42.9%
Super Retail Group Limited	Sally Pitkin*	3	42.9%
Atlas Arteria	Debra Goodin	2	40.0%
Brambles Limited	John Mullen	4	40.0%
City Chic Collective Limited	Michael Kay	2	40.0%
Charter Hall Long WALE REIT	Peeyush Gupta	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Gold Road Resources Ltd	Timothy Netscher	2	40.0%
Imugene Limited	Paul Hopper	2	40.0%
IPH Ltd.	Peter Warne*	2	40.0%
Magellan Financial Group Ltd	Hamish McLennan	2	40.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Origin Energy Limited	Scott Perkins	4	40.0%
Ramelius Resources Limited	Robert Vassie	2	40.0%
Regis Resources Limited	James Mactier	2	40.0%
Scentre Group	Brian Schwartz*	4	40.0%
Santos Limited	Keith Spence	4	40.0%
Westpac Banking Corporation	John Mcfarlane	4	40.0%
Wesfarmers Limited	Michael Chaney*	4	40.0%
Waypoint REIT Ltd.	Laurence Brindle	2	40.0%
Zip Co Ltd.	Diane Smith-Gander	2	40.0%
Ampol Limited	Steven Gregg*	3	37.5%
Ansell Limited	John Bevan	3	37.5%
Australia and New Zealand Banking Group Limited	Paul O'Sullivan	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Aurizon Holdings Ltd.	Timothy Poole	3	37.5%
Cromwell Property Group	Gary Weiss	3	37.5%
Coles Group Ltd.	James Graham	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Dexus	Wallace Sheppard*	3	37.5%
Endeavour Group Ltd	Peter Hearl	3	37.5%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	3	37.5%
Healius Limited	Robert Hubbard	3	37.5%
Ingenia Communities Group	James Hazel*	3	37.5%
Link Administration Holdings Ltd.	Michael Carapiet	3	37.5%
Newcrest Mining Limited	Peter Tomsett	3	37.5%
Northern Star Resources Ltd	Michael Chaney	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%
QBE Insurance Group Limited	Michael Wilkins	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
South32 Ltd.	Karen Wood*	3	37.5%
Seek Limited	Graham Goldsmith*	3	37.5%
Washington H. Soul Pattinson and Co. Ltd.	Robert Millner	3	37.5%
Treasury Wine Estates Limited	Paul Rayner	3	37.5%
Xero Limited	David Thodey	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Woodside Energy Group Ltd	Richard Goyder	4	36.4%
Altium	Samuel Weiss*	2	33.3%
Appen Ltd.	Richard Freudenstein	2	33.3%
AUB Group Limited	David Clarke*	2	33.3%
Alumina Limited	William Day	2	33.3%
BHP Group Ltd	Kenneth Mackenzie*	4	33.3%
Challenger Limited	Peter Polson	3	33.3%
Charter Hall Group	David Clarke	2	33.3%
Cochlear Limited	Catrina Deans	3	33.3%
Crown Resorts Limited	Zygmunt Switkowski	2	33.3%
Downer EDI Limited	Mark Chellew	3	33.3%
EML Payments Ltd.	Peter Martin	2	33.3%
Graincorp Limited Class A	Peter Richards	2	33.3%
G.U.D. Holdings Limited	Graeme Billings	2	33.3%
HUB24 Limited	Bruce Higgins	2	33.3%
Insignia Financial Ltd	Allan Griffiths*	2	33.3%
Lendlease Group	Michael Ullmer*	3	33.3%
Mineral Resources Limited	James McClements	2	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
NOVONIX Ltd	Robert Natter	2	33.3%
Netwealth Group Ltd.	Timothy Antonie	2	33.3%
News Corporation	Keith Murdoch	3	33.3%
Orica Limited	Malcolm Broomhead	3	33.3%
Paladin Energy Ltd	Cliff Lawrenson	2	33.3%
Pilbara Minerals Limited	Anthony Kiernan	2	33.3%
St. Barbara Ltd.	Timothy Netscher	2	33.3%
Sandfire Resources Limited	John Richards	2	33.3%
Stockland	Thomas Pickett*	3	33.3%
Star Entertainment Group Limited	Benjamin Heap	2	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
Seven Group Holdings Limited	Terry Davis	3	33.3%
Telstra Corporation Limited	John Mullen*	3	33.3%
Telix Pharmaceuticals Ltd.	Harry McCann	2	33.3%
United Malt Group Ltd.	Graham Bradley*	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
Worley Limited	John Grill	4	33.3%
Wisetech Global Ltd.	Andrew Harrison	3	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Block Inc	Jack Dorsey	4	30.8%
ASX Limited	Thomas Roche	3	30.0%
Janus Henderson Group PLC	Richard Gillingwater	3	30.0%
Rio Tinto Limited	Dominic Barton	3	30.0%
Resmed Inc	Peter Farrell	3	30.0%
Suncorp Group Limited	Christine McLoughlin*	3	30.0%
ALS Ltd.	Bruce Phillips	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
Breville Group Limited	Timothy Antonie	2	28.6%
Carsales.Com Limited	Patrick O'Sullivan	2	28.6%
Credit Corp Group Limited	Eric Dodd	2	28.6%
Costa Group Holdings Ltd.	Neil Chatfield*	2	28.6%
Collins Foods Limited	Robert Kaye	2	28.6%
Centuria Capital Group	Garry Charny	2	28.6%
Domain Holdings Australia Ltd.	Nicholas Falloon	2	28.6%
Home Consortium Ltd	Christopher Saxon	2	28.6%
Invocare Limited	Bart Vogel*	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
Nufarm Limited	John Gillam	2	28.6%
Nextdc Limited	Douglas Flynn	2	28.6%
Orora Ltd.	Alan Sindel	2	28.6%
PointsBet Holdings Ltd.	Brett Paton	2	28.6%
Pro Medicus Limited	Peter Kempen	2	28.6%
Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
Polynovo Limited	David Williams	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Shopping Centres Australasia Property Group RE Ltd.	Philip Clark	2	28.6%
Viva Energy Group Ltd.	Robert Hill	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Amcor PLC	Graeme Liebelt*	3	27.3%
Insurance Australia Group Limited	Thomas Pockett*	3	27.3%
Transurban Group Ltd.	Lindsay Maxsted*	3	27.3%
Boral Limited	Ryan Stokes	2	25.0%
Beach Energy Limited	Glenn Davis*	2	25.0%
Champion Iron Ltd.	William O'Keefe	2	25.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Evolution Mining Limited	Jacob Klein	2	25.0%
Fletcher Building Limited	Bruce Hassall	2	25.0%
Growthpoint Properties Australia	Geoffrey Tomlinson*	2	25.0%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Kelsian Group Limited	Jeffrey Ellison	2	25.0%
Qube Holdings Ltd.	Allan Davies	2	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
Tabcorp Holdings Limited	Bruce Akhurst	1	25.0%
Vicinity Centres	Trevor Gerber*	2	25.0%
Virgin Money UK PLC	David Bennett	2	25.0%
Life360	John Coghlan	2	22.2%
Allkem Limited	Martin Rowley	2	22.2%
Eagers Automotive Limited	Timothy Crommelin	2	22.2%
Cleanaway Waste Management Ltd.	Mark Chellew	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Codan Limited	David Simmons	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
Goodman Group	Stephen Johns*	2	20.0%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
National Storage REIT	Anthony Keane	1	20.0%
Technology One Limited	Adrian Di Marco	2	20.0%
TPG Telecom Limited	Canning Fok	2	20.0%
Uniti Group Ltd.	Graeme Barclay	1	20.0%
ARB Corporation Limited	Roger Brown	1	16.7%
Arena REIT	David Ross	1	16.7%
Chalice Mining Limited	Derek Ferla	1	16.7%
Reece Limited	Leslie Wilson	1	16.7%
De Grey Mining Ltd	Simon Lill	1	14.3%
HomeCo Daily Needs REIT	Simon Shakesheff	1	14.3%
IDP Education Ltd.	Peter Polson	1	14.3%
Liontown Resources Limited	Timothy Goyder	1	14.3%
Nickel Industries Limited	Robert Neale	1	12.5%
AVZ Minerals Ltd.	John Clarke	0	0.0%

These figures correct as at 31 May 2022.

\*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 and market capital ranking of the ASX 200 and ASX 300 are based on the S&P/ASX Indices as of 31 May 2022.

## 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 33.6 percent.

The percentage of female directors on the boards of the companies that feature only in the ASX 300 and not the ASX 200 is 30.5 per cent. This equates to 184 female directors out of a total 603 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.

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
246	Virtus Health Ltd.	Sonia Petering*	4	66.7%
213	G8 Education Limited	David Foster	4	57.1%
243	Dicker Data Limited	David Dicker	4	57.1%
248	Eclixp Group Ltd.	Gail Pemberton	4	57.1%
216	Unibail-Rodamco-Westfield SE	Leon Bressler	5	50.0%
220	Vulcan Energy Resources Ltd.	Gavin Rezos	4	50.0%
228	Jumbo Interactive Limited	Susan Forrester	2	50.0%
230	SKYCITY Entertainment Group Limited	Julian Cook	3	50.0%
240	Integral Diagnostics Ltd	Helen Kurincic	3	50.0%
241	Dexus Industria REIT	Jennifer Horrigan	2	50.0%
254	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
271	Estia Health Ltd.	Gary Weiss	3	50.0%
292	Starpharma Holdings Limited	Robert Thomas	3	50.0%
180	Genworth Mortgage Insurance Australia Ltd	Ian Macdonald	3	42.9%
209	Spark New Zealand Limited	Justine Smyth	3	42.9%
217	Judo Capital Holdings Limited	Peter Hodgson	3	42.9%
232	oOh media Ltd	Tony Faure	3	42.9%
234	Tassal Group Limited	James Fazzino	3	42.9%
260	Baby Bunting Group Ltd.	Melanie Wilson	3	42.9%
181	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	40.0%
202	Irongate Group	Richard Longes	2	40.0%
218	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
244	29metals Ltd.	Owen Hegarty	2	40.0%
252	Infomedia Ltd	Bart Vogel	2	40.0%
272	Dalrymple Bay Infrastructure Ltd.	David Hamill	2	40.0%
284	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
226	APM Human Services International Limited	Megan Wynne	3	37.5%
278	Mayne Pharma Group Limited	Frank Condella	3	37.5%
279	Cooper Energy Limited	John Conde	3	37.5%
283	Australian Finance Group Ltd.	Anthony Gill	3	37.5%
287	Southern Cross Media Group Limited	Robert Murray	3	37.5%
178	Western Areas Limited	Ian Macliver	2	33.3%
192	Smartgroup Corporation Ltd	Michael Carapiet	3	33.3%

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
203	ioneer Limited	James Calaway	2	33.3%
208	Syrah Resources Limited	James Askew	2	33.3%
211	Imdex Ltd	Anthony Wooles	2	33.3%
224	Omni Bridgeway Ltd	Michael Kay	2	33.3%
225	Lovisa Holdings Ltd.	Brett Blundy	2	33.3%
236	Data#3 Limited.	Richard Anderson	2	33.3%
257	Westgold Resources Ltd	Cheryl Edwardes	2	33.3%
269	Sigma Healthcare Ltd	Raymond Gunston	2	33.3%
270	Service Stream Limited	Brett Gallagher	2	33.3%
281	Pact Group Holdings Ltd.	Raphael Geminder	2	33.3%
286	Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
288	Betmakers Technology Group Ltd.	Nicholas Chan	2	33.3%
295	Redbubble Ltd.	Anne-Dorothy Ward	2	33.3%
175	Firefinch Limited	Alistair Cowden	2	28.6%
196	Monadelphous Group Limited	Calogero Rubino	2	28.6%
212	SiteMinder Limited	Patrick O'Sullivan	2	28.6%
229	Mcmillan Shakespeare Limited	Helen Kurincic	2	28.6%
255	Nearmap Ltd.	Peter James	2	28.6%
273	Mystate Limited	Vaughn Richter	2	28.6%
277	Perenti Global Limited	Robert Cole	2	28.6%
282	Aurelia Metals Limited	Peter Botten	2	28.6%
297	Ama Group Limited	Anthony Day	2	28.6%
298	Nuix Ltd.	Jeffrey Bleich	2	28.6%
223	Centuria Office REIT	Matthew Hardy	1	25.0%
242	Select Harvests Limited	Travis Dillon	1	25.0%
247	Hotel Property Investments Ltd.	Raymond Gunston	1	25.0%
256	PWR Holdings Ltd.	Teresa Handicott	1	25.0%
264	GWA Group Limited	Darryl McDonough	2	25.0%
266	MA Financial Group Limited	Jeffrey Browne	2	25.0%
274	Money3 Corporation Limited	Stuart Robertson	1	25.0%
285	Adairs Ltd.	Brett Chenoweth	2	25.0%
251	Australian Agricultural Company Limited	Donald Mcgauchie	2	22.2%
259	SSR Mining Inc	Arthur Anglin	2	22.2%
143	Lake Resources N.L.	Geoffrey Crow	1	20.0%
146	New Hope Corporation Limited	Robert Millner	1	20.0%
164	BrainChip Holdings Ltd.	Antonio Viana	1	20.0%
184	Calix Ltd.	Peter Turnbull	1	20.0%



Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
185	Rural Funds Group	Leslie Paynter	1	20.0%
207	Johns Lyng Group Ltd	Peter Nash	2	20.0%
221	NRW Holdings Limited	Michael Arnett	1	20.0%
253	Nick Scali Limited	John Ingram	1	20.0%
258	Strike Energy Limited	John Poynton	1	20.0%
267	Australian Strategic Materials Ltd	Ian Gandel	1	20.0%
268	GDI Property Group	Gina Anderson	1	20.0%
289	Carnarvon Energy Limited	William Foster	1	20.0%
296	BWX Ltd.	Ian Campbell	1	20.0%
152	Coronado Global Resources Inc.	William Koeck	1	16.7%
172	West African Resources Ltd	Richard Hyde	1	16.7%
189	Karoo Energy Ltd	Bruce Phillips	1	16.7%
219	Red 5 Limited	Kevin Dundo	1	16.7%
235	Aussie Broadband Ltd.	Adrian Fitzpatrick	1	16.7%
250	Austal Limited	John Rothwell	1	16.7%
276	Audinate Group Ltd.	David Krall	1	16.7%
290	Resolute Mining Limited	Marthinus Botha	1	16.7%
291	Kogan.com Ltd.	Gregory Ridder	1	16.7%
294	FINEOS Corporation Holdings Plc	Anne O'Driscoll	1	16.7%
227	Hansen Technologies Limited	David Trude	1	14.3%
265	Accent Group Ltd	David Gordon	1	14.3%
261	Mesoblast Limited	Joseph Swedish	1	12.5%
127	Core Lithium Ltd	Gregory English	0	0.0%
177	Sayona Mining Ltd.	Brett Lynch	0	0.0%
183	Capricorn Metals Ltd	Mark Clark	0	0.0%
199	Jervois Global Limited	Peter Johnston	0	0.0%
293	Dubber Corporation Limited	Peter Clare	0	0.0%
299	PPK Group Limited	Robin Levison	0	0.0%

These figures correct as at 31 May 2022.

\* Members of the 30% Club Australia.







For more information, please contact

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