

An aerial, long-exposure photograph of a busy city street. The pavement is made of grey rectangular tiles. Numerous pedestrians are visible, their figures blurred into streaks of color and motion, indicating a fast-paced environment. The colors of their clothing (whites, greys, blues, reds) are smeared horizontally across the frame. In the lower center, two people are walking more slowly, their figures less blurred than the others.

Australian
Institute of
**Company
Directors**

Gender Diversity Progress Report

June 2022 to August 2022

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“In setting targets, organisations are able to determine the strategies best suited to their own circumstances while creating an environment where norms and poor practices are challenged. These are critical components of culture change.”

— **Mark Rigotti**

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



Message from the CEO

I am delighted to present the AICD's latest Gender Diversity Progress Report, and for the opportunity to continue the institute's focus on this important work in my capacity as Managing Director and CEO of the AICD.

This quarter saw the continued increase in the proportion of women in ASX 200 and 300 companies. Of particular note is the achievement of 35.1 per cent women in the ASX 200 – another milestone in this long-term change campaign that began in 2015 at with just 20.6 per cent female representation on ASX 200 boards.

This is testament to the efforts of company chairs whose leadership and influence is instilling these expectations as norms across the business sector.

Our analysis of IPO (Initial Public Offerings) boards in this report is more concerning and signals a significant opportunity for improvement at the lower end of the index. On the boards of the 401 newly listed companies between 2019 and 2022, only 12.2 per cent of IPO directors were women.

The IPO process is an important point in time in a company's evolution, and for stakeholder and shareholders diversity is an area of significant focus. In addition to director independence, ensuring directors with the appropriate skills, experience and diversity is critical to effective board oversight.

Going public means the board needs to consider thoughtfully what its composition should look like and considered as part of the company's transformation for listing.

The AICD encourages all boards to embrace diversity in its broadest sense, using each appointment as an opportunity to strengthen decision-making – IPOs boards are no exception. Listed boards face additional scrutiny from the media, regulators and investors and the board's composition should reflect the necessary skills and experience to oversee a public company and suit the company's post-listing needs.

Our analysis also revealed a tendency to increase the proportion of women on IPO boards in the years following their listing. This seems to indicate either a late recognition or late effort to redress the imbalance.

It is good practice for companies to develop systems to act like a listed company before coming to market, setting boards up for future success and avoiding a secondary effort to address market requirements later down the track.



We know that gender diversity strengthens board culture and practice. Our last quarterly report highlighted the flow of new talent to the ASX 300, confirming what we know to be true – there is no shortage of qualified, board ready women and there is simply no justification for boards to have no women at all.

Defaulting to an all-or-largely male model does not measure up to current governance standards.

Advisors should be working with companies and chairs to verify ensure that board composition and diversity is considered among the governance and non-financial aspects of the due diligence process to IPO, ensuring alignment with market standards and practices.

There is also a role for company chairs to play in overseeing this process and approaching the listing process as the beginning of a journey, setting the board and the company up for future success.

Targets for gender diversity on boards set a clear direction and allow organisations to consider how their culture may need to change to ensure women on boards is an outcome rather than an objective.

In setting targets, organisations are able to determine the strategies best suited to their own circumstances while creating an environment where norms and poor practices are challenged. These are critical components of culture change.

I look forward to continuing this work with the 30% Club Australia and refocusing our efforts for the next phase of the campaign. Thank you to the investors, IB & PE community, executive search and professional services firms, and the advocates and champions who commit their time and energy to achieving gender equity.

Mark Rigotti MAICD

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

30% Club Australia update



We are delighted to report this quarter that women now comprise 35.1 per cent of directors in the ASX 200 and 34.3 per cent in the ASX 300 – well on the way to reaching 40 per cent representation.

The continued progress made on gender representation in the ASX is a success story that has relied on vigilance, targets and reporting, and coordinated action to maintain momentum.

While 181 companies in the ASX 300 have met or exceed the 30 per cent target for women directors on their boards, there are still 119 companies who have not. There are also two all-male boards in the ASX 200 this quarter after a number of historic months of no all-male boards in Australia's top 200 companies.

The recent release of the Chief Executive Women (CEW) census data was sobering reading, revealing that the number of women in ASX 300 executive roles actually declined in FY 22.

This year's CEW Census also revealed a correlation between company size and diversity, with high-performing ASX 100 companies more likely to have set targets and achieved gender balance in their executive ranks than companies lower in the index.

Statistics from across the ASX signal that that without deliberate and targeted action to strengthen the female talent pipeline, gains in gender diversity across Australia's corporate leadership – including at the board – may be lost.

Our spotlight on companies listing through an Initial Public Offering (IPO) this quarter has revealed equally dire statistics and another opportunity for action. Our larger boards at the top of the ASX are making terrific progress towards gender parity, but with significantly fewer women directors visible at initial listing stage, there are systemic issues that aren't being addressed.

Data from **OpenDirector** shows that between 2019 and 2022 only 12.2 per cent of IPO board directorships were held by women. This figure peaked in 2020 and, while the number of IPOs continued to climb, the proportion of women engaged for IPO boards declined to a low of 11.4 per cent in FY22.



We believe these are areas ripe for change. There are multiple benefits to strengthening corporate governance at the IPO stage, including increasing investor confidence.

Considering board composition as early as possible in the IPO process would help ensure the optimal construct of skills on the boards, including diversity. Approaches to directors to join IPO boards are at times made late in the process, with requirements for various skills to address gaps on the board – and with the additional requirement for diverse candidates. This combination of factors can fail to produce results and also likely contributes to the perception that there is a shortage of qualified, board-ready women in the director talent pipeline. The 30% Club Australia looks forward to continued engagement with the those involved in IPOs to ensure access to these opportunities by the broadest range of candidates.

On behalf of the 30% Club Australia, I wish to acknowledge the recent passing of two remarkable leaders from the UK.

Queen Elizabeth II reigned over an extraordinary seven decades of change leaves behind a legacy of duty and dignity and an example of leadership at its very best.

Brenda Trenowden, CBE, the former chair of the 30% Club global campaign, was a fierce campaigner for workplace equity under whose leadership 30 per cent female representation on the UK's FTSE 100 corporate boards was achieved.

We pay tribute to the contributions of these remarkable women.

The 30% Club Australia also welcomes Mark Rigotti to the role of AICD Managing Director and CEO. Mark brings significant experience in leadership diversity and inclusion, and we look forward to working with him to supporting the goals of the 30% Club Australia campaign.

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

181 ASX 300

boards have reached the 30% target



131 ASX 200

boards have reached the 30% target



75 ASX 100

boards have reached the 30% target



42 ASX 50

boards have reached the 30% target



17 ASX 20

boards have reached the 30% target



 COMPARISON OF ASX 200 AND ASX 300 BOARDS

ASX 200

ASX 300

2

All-male
boards

6

16

Boards
with only
one female

40

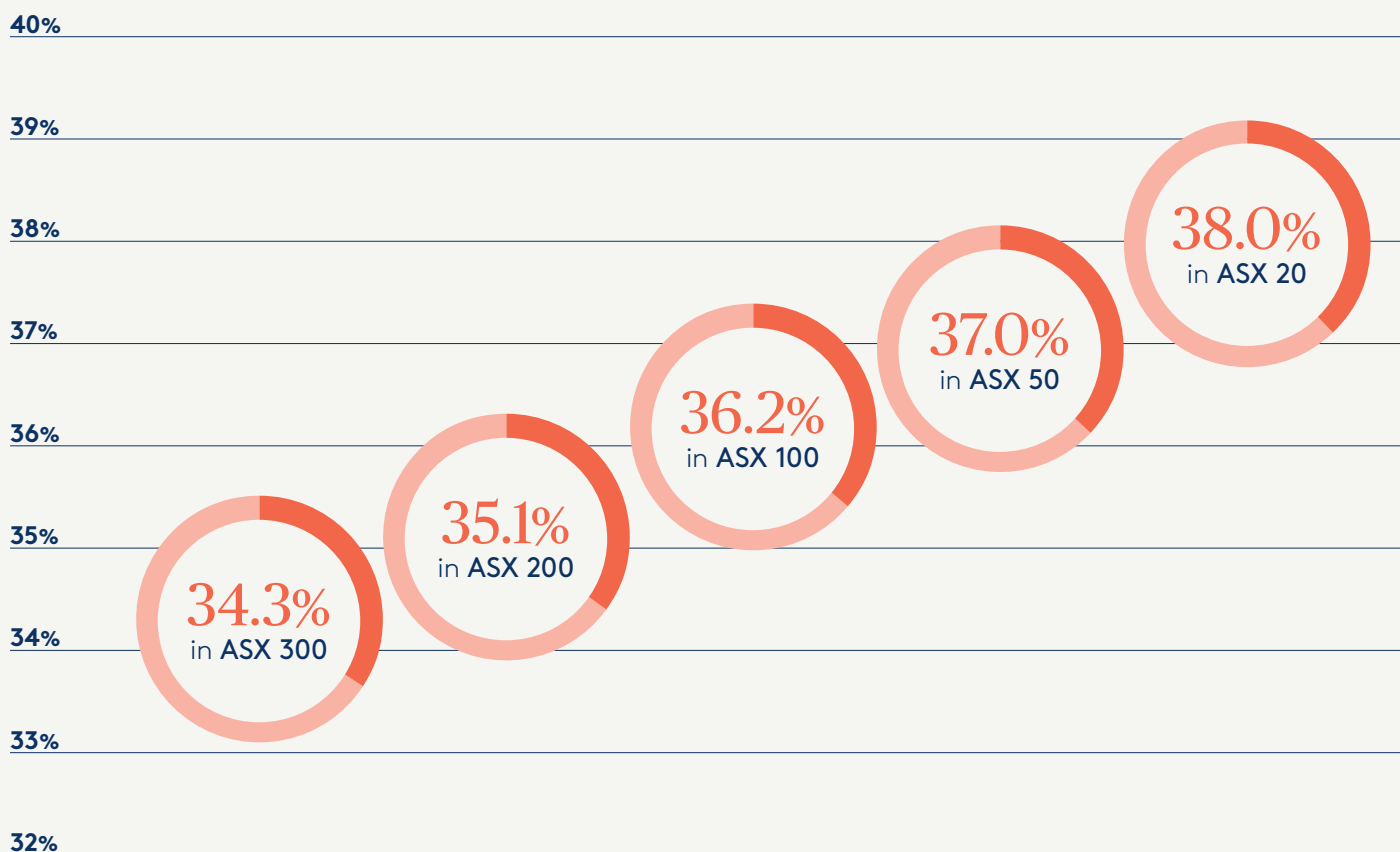
18

Female
chairs

32



♀ FEMALE REPRESENTATION ON ASX BOARD



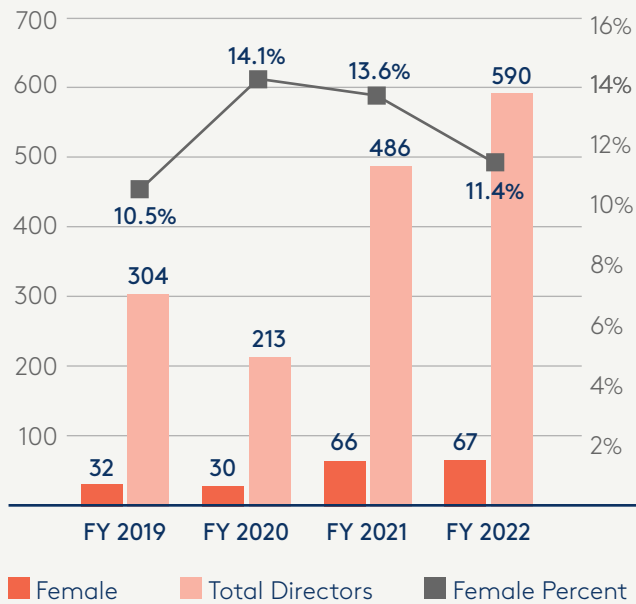
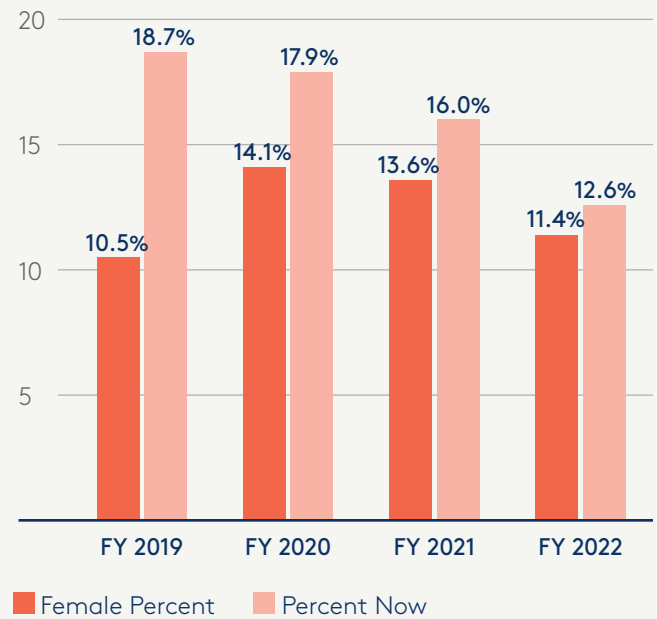
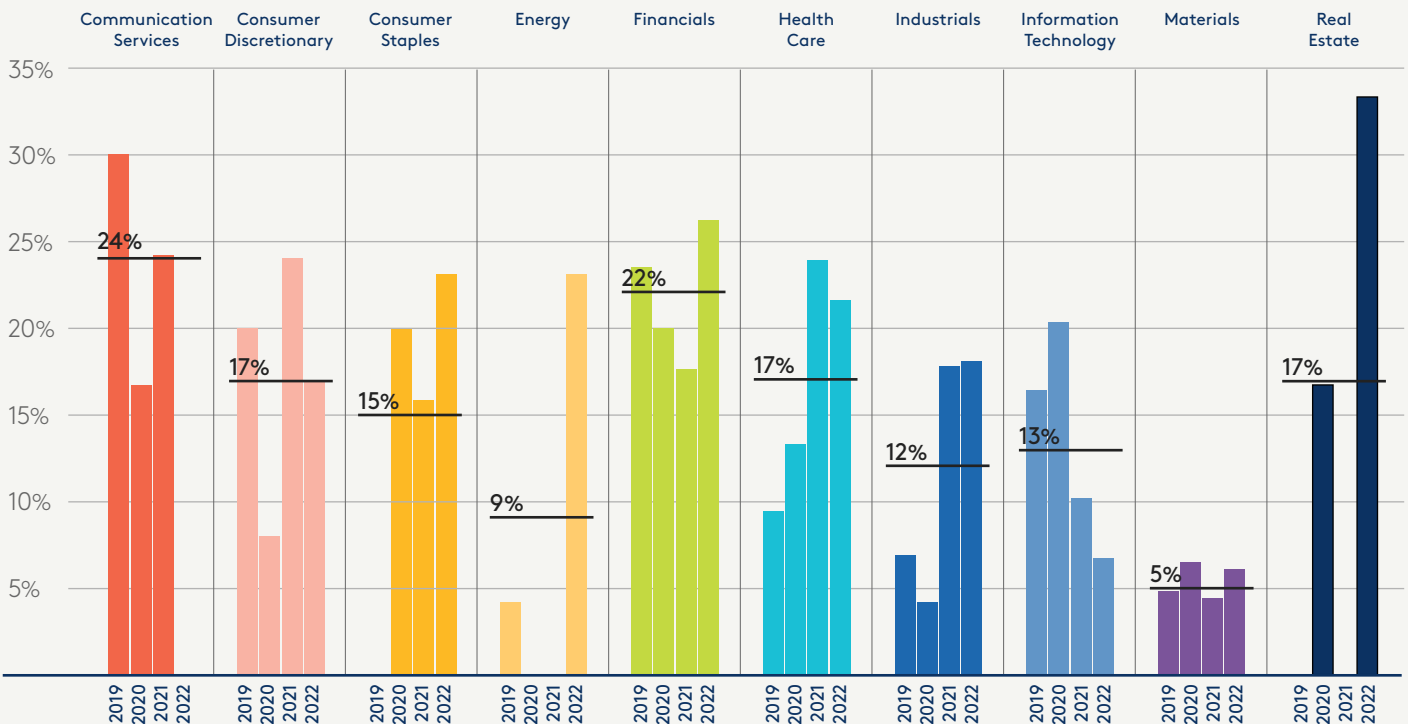
DATA SPOTLIGHT

Gender diversity on IPO boards 2019-22



AI CD commissioned **OpenDirector** to review the gender representation on boards of 401 companies that floated on the ASX during financial years 2019-2022. Key insights from the analysis include:

- **Women are under-represented on IPO boards**
Between 2019 and 2022 only 12.2 per cent of IPO board directorships were held by women, increasing only slightly to 13.5 per cent when considering only non-executive directors (NEDs). These figures fall well below the recommended 30 per cent threshold set by the ASX Corporate Governance Principles for listed entities.
- **Larger companies tend to have a higher proportion of women on the board.**
The top 20 IPOs by capitalisation averaged 16 per cent female directors, higher than the average of 12.2 per cent.
- **Women are being added to boards in the years following their listing.**
Companies with IPOs in 2019 had only 10.5 per cent female directors. Three years later, the same companies averaged 18.7 per cent female directors, indicating attempts to redress board gender imbalance are being made in the years following the IPO process.
- **The materials sector is the most significant contributor to the low level of female board directors for IPO companies.**
The materials sector accounted for nearly half (175) of all IPOs between 2019 and 2022, but averaged only 5 per cent women on their boards. As a result, a spike in the number of materials sector IPOs between 2020 and 2022 is largely responsible for a drop in the overall proportion of women directors between 2020 and 2022 – from 16.1 per cent to 12.4 per cent.

 **FIGURE 1: WOMEN ON IPO COMPANY BOARDS**

 **FIGURE 2: TOTAL NUMBER OF FEMALE DIRECTORS INCREASES WITH TIME**

 **FIGURE 3: AVERAGE PERCENTAGE OF FEMALE DIRECTORS AT THE IPO**


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
Blackmores Limited	Anne Templeman-Jones*	4	66.7%
Macquarie Group Limited	Glenn Stevens	5	62.5%
Deterra Royalties Limited	Jennifer Seabrook	3	60.0%
GPT Group	Vicki McFadden*	4	57.1%
Fortescue Metals Group Ltd	Andrew Forrest	5	55.6%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
Bendigo and Adelaide Bank Limited	Jacqueline Hey	5	55.6%
AMP Limited	Debra Hazelton	4	50.0%
Steadfast Group Limited	Francis O'Halloran	4	50.0%
Sims Metal Management Limited	Geoffrey Brunson*	4	50.0%
Inghams Group Limited	Helen Nash	4	50.0%
BlueScope Steel Limited	John Bevan	4	50.0%
IGO Limited	Michael Nossal	4	50.0%
Bank of Queensland Limited	Patrick Allaway	4	50.0%
Auckland International Airport Limited	Patrick Strange	4	50.0%
BWP Trust	Anthony Howarth	3	50.0%
The A2 Milk Company Limited	David Hearn	3	50.0%
Pendal Group Limited	Deborah Page	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
CSR Limited	John Gillam	3	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Bapcor Limited	Margaret Haseltine	3	50.0%
Lifestyle Communities Ltd	Philippa Kelly	3	50.0%
Iluka Resources Limited	Robert Cole	3	50.0%
The Lottery Corporation Limited	Steven Gregg*	2	50.0%
ASX Limited	Damian Roche	5	45.5%
CSL Limited	Brian McNamee	4	44.4%
Atlas Arteria Limited	Debra Goodin	4	44.4%
Mirvac Limited	John Mulcahy*	4	44.4%
QBE Insurance Group Limited	Michael Wilkins	4	44.4%
Medibank Private Limited	Michael Wilkins	4	44.4%
ADBRI Limited	Raymond Barro	4	44.4%
Event Hospitality and Entertainment Ltd	Alan Rydge	3	42.9%
Megaport Limited	Bevan Slattery	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
NIB Holdings Ltd	David Gordon*	3	42.9%
Domino's Pizza Enterprises Limited	John Cowin*	3	42.9%
Sandfire Resources Limited	John Richards	3	42.9%

GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Abacus Property Group	Myra Salkinder	3	42.9%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Chorus Limited	Patrick Strange	3	42.9%
MetCash Limited	Peter Birtles	3	42.9%
AGL Energy Limited	Peter Botten	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
Endeavour Drinks Group	Peter Hearl	3	42.9%
OZ Minerals Limited	Rebecca McGrath*	3	42.9%
IRESS Limited	Roger Sharp*	3	42.9%
Super Retail Group Limited	Sally Pitkin*	3	42.9%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	42.9%
Reliance Worldwide Corporation Limited	William Crosby	3	42.9%
Cochlear Limited	Alison Deans	4	40.0%
Scentre Group Limited	Brian Schwartz*	4	40.0%
Westpac Banking Corporation	John McFarlane	4	40.0%
Brambles Limited	John Mullen*	4	40.0%
Santos Limited	Keith Spence	4	40.0%
Wesfarmers Limited	Michael Chaney*	4	40.0%
Commonwealth Bank of Australia	Paul O'Malley	4	40.0%
Origin Energy Limited	Scott Perkins	4	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Regis Resources Limited	James Mactier	2	40.0%
Waypoint REIT Limited	Laurence Brindle	2	40.0%
Paladin Energy Ltd	Mark Lawrenson	2	40.0%
City Chic Collective Limited.	Michael Kay	2	40.0%
Imugene Limited	Paul Hopper	2	40.0%
Charter Hall Long Wale REIT	Peeyush Gupta	2	40.0%
EML Payments Limited	Peter Martin	2	40.0%
IPH Limited	Peter Warne*	2	40.0%
Ramelius Resources Limited	Robert Vassie	2	40.0%
Centuria Industrial REIT	Roger Dobson	2	40.0%
Gold Road Resources Limited	Timothy Netscher	2	40.0%
St Barbara Limited	Timothy Netscher	2	40.0%
Perpetual Limited	Anthony D'Aloisio	3	37.5%
Xero Australia Pty Ltd	David Thodey	3	37.5%
Cromwell Property Group	Gary Weiss	3	37.5%
SEEK Limited	Graham Goldsmith*	3	37.5%
REA Group Ltd	Hamish McLennan	3	37.5%
Coles Group Limited	James Graham	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
Ansell Limited	John Bevan	3	37.5%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Telstra Corporation Limited	John Mullen*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Downer EDI Limited	Mark Chellew	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
APA Group	Michael Fraser*	3	37.5%
James Hardie Industries PLC	Michael Hammes	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
Treasury Wine Estates Limited	Paul Rayner	3	37.5%
Newcrest Mining Limited	Peter Tomsett	3	37.5%
QANTAS Airways Limited	Richard Goyder	3	37.5%
Healius Limited	Robert Hubbard	3	37.5%
Washington H. Soul Pattinson and Company Limited	Robert Millner	3	37.5%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
Aurizon Holdings Limited	Timothy Poole	3	37.5%
Dexus Property Group	Wallace Sheppard*	3	37.5%
Woodside Energy Group Ltd	Richard Goyder	4	36.4%
Worley Limited	John Grill	4	33.3%
BHP Group Limited	Kenneth MacKenzie*	4	33.3%
WiseTech Global Limited	Andrew Harrison	3	33.3%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	33.3%
Orica Limited	Malcolm Broomhead	3	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
Lendlease Group Services Pty Limited	Michael Ullmer*	3	33.3%
ANZ Banking Group Limited	Paul O'Sullivan	3	33.3%
Challenger Limited	Peter Polson	3	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Seven Group Holdings Limited	Terry Davis	3	33.3%
Stockland Corporation Ltd	Thomas Pockett*	3	33.3%
Orora Limited	Alan Sindel	2	33.3%
Insignia Financial Ltd	Allan Griffiths*	2	33.3%
Pilbara Minerals Limited	Anthony Kiernan	2	33.3%
HUB24 Limited	Bruce Higgins	2	33.3%
Charter Hall Group	David Clarke*	2	33.3%
AUB Group Limited	David Clarke*	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%
United Malt Group Limited	Graham Bradley*	2	33.3%

GENDER DIVERSITY PROGRESS REPORT

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Magellan Financial Group Ltd	Hamish McLennan	2	33.3%
Telix Pharmaceuticals Limited	Harry McCann	2	33.3%
Mineral Resources Limited	James McClements	2	33.3%
GrainCorp Limited	Peter Richards	2	33.3%
Novonix Limited	Robert Natter	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
Altium Limited	Samuel Weiss*	2	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
Alumina Limited	William Day	2	33.3%
Suncorp Group Limited	Christine McLoughlin*	3	30.0%
Rio Tinto Limited	Dominic Barton	3	30.0%
ResMed Inc	Peter Farrell	3	30.0%
Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
National Storage REIT	Anthony Keane	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%
InvoCare Limited	Bart Vogel*	2	28.6%
Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
Tabcorp Holdings Limited	Bruce Akhurst	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
HMC Capital	Christopher Saxon	2	28.6%
Virgin Money UK PLC	David Bennet	2	28.6%
Chalice Mining Limited	Derek La Ferla	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
Centuria Capital Limited	Garry Charny	2	28.6%
Kelsian Group Limited	Jeffrey Ellison	2	28.6%
Nufarm Limited	John Gillam	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Northern Star Resources Ltd	Michael Chaney*	2	28.6%
Costa Group Holdings Limited	Neil Chatfield*	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Pro Medicus Limited	Peter Kempen	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Collins Foods Limited	Robert Kaye	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
ARB Corporation Limited	Roger Brown	2	28.6%
HomeCo Daily Needs REIT	Simon Shakesheff	2	28.6%
Nanosonics Limited	Steven Sargent	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Amtor Plc	Graeme Liebelt*	3	27.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Block, Inc.	Jack Dorsey	3	27.3%
Transurban Limited	Lindsay Maxsted*	3	27.3%
Janus Henderson Group PLC	Richard Gillingwater	3	27.3%
Goodman Group	Stephen Johns*	3	27.3%
Insurance Australia Group Limited	Thomas Pockett*	3	27.3%
Qube Holdings Limited	Allan Davies	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson	2	25.0%
Beach Energy Limited	Glenn Davis*	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Technology One Limited	Patrick O'Sullivan	2	25.0%
Shopping Centres Australasia Property Group	Philip Clark	2	25.0%
Boral Limited	Ryan Stokes	2	25.0%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Breville Group Limited	Timothy Antonie	2	25.0%
Eagers Automotive Limited	Timothy Crommelin	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Champion Iron Limited	William O'Keeffe	2	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
Zip Co Limited	Diane Smith-Gander	1	25.0%
Lake Resources N.L.	Geoffrey Crow	1	25.0%
Life360 Inc.	John Coghlan	2	22.2%
Cleanaway Waste Management Limited	Mark Chellew	2	22.2%
Allkem Limited	Martin Rowley	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Brainchip Holdings Ltd	Antonio Viana	1	20.0%
The Star Entertainment Group	Benjamin Heap	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Arena REIT	David Ross	1	16.7%
Reece Australia Limited	Leslie Wilson	1	16.7%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	1	16.7%
West African Resources Ltd	Richard Hyde	1	16.7%
New Hope Corporation Limited	Robert Millner	1	16.7%
Liontown Resources Limited	Timothy Goyder	1	16.7%
Coronado Global Resources Inc	William Koeck	1	16.7%
IDP Education Limited	Peter Polson	1	14.3%
Nickel Industries Limited	Robert Neale	1	12.5%
De Grey Mining Ltd	Simon Lill	1	12.5%
Core Lithium Ltd	Gregory English	0	0.0%
AVZ Minerals Limited	John Clarke	0	0.0%

These figures correct as at 31 August 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 are based on the June 2022 Quarterly Rebalance of the S&P/ASX Indices. The ASX300 & ASX All Ords are based on the March 2022 Quarterly Rebalance of the S&P/ASX Indices.

The ASX200 rankings are based on the data provided by MarketIndex.com.au at 22 June 2022 (by Market Cap). The ASX300 & 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 34.3 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 32.3 per cent. This equates to 186 female directors out of a total 576 directors.

GENDER DIVERSITY PROGRESS REPORT

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
260	Eclix Group Limited	Gail Pemberton	4	66.70%
229	Dexus Industria REIT	Jennifer Horrigan	3	60.00%
172	Skycity Entertainment Group Limited	Julian Cook	3	60.00%
146	Dicker Data Limited	David Dicker	4	57.10%
240	G8 Education Limited	David Foster	4	57.10%
39	Unibail-Rodamco-Westfield N.V.	Leon Bressler	5	55.60%
250	Tyro Payments Limited	David Thodey	4	50.00%
263	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.00%
276	Estia Health Limited	Gary Weiss	3	50.00%
297	Starpharma Holdings Limited	Robert Thomas	3	50.00%
294	Bravura Solutions Limited	Neil Broekhuizen	2	50.00%
198	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.00%
218	Jumbo Interactive Limited	Susan Forrester*	2	50.00%
176	Lovisa Holdings Limited	No Chair	2	50.00%
68	Spark New Zealand Limited	Justine Smyth	4	44.40%
255	Appen Limited	Richard Freudenstein	3	42.90%
271	Baby Bunting Group Limited	Melanie Wilson	3	42.90%
216	Genworth Mortgage Insurance Australia Limited	Ian MacDonald	3	42.90%
254	Integral Diagnostics Limited	Helen Kurincic	3	42.90%
180	Judo Capital Holdings Limited	Peter Hodgson	3	42.90%
242	oOh!Media Limited	Tony Faure	3	42.90%
261	Tassal Group Limited	James Fazzino	3	42.90%
202	29Metals Limited	Owen Hegarty	2	40.00%
236	Bellevue Gold Limited	Kevin Tomlinson	2	40.00%
298	BWX Limited	Ian Campbell	2	40.00%
235	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.00%
226	Imdex Australia	Anthony Wooles	2	40.00%
286	Infomedia Ltd	Bart Vogel	2	40.00%
288	PPK Group Limited	Robin Levison	2	40.00%
292	Redbubble Limited	Anne Ward	2	40.00%
280	Sigma Healthcare Limited	Michael Sammells	2	40.00%
256	Temple & Webster Group Ltd	Stephen Heath	2	40.00%
246	Westgold Resources Limited	Cheryl Edwardes	2	40.00%
145	APM Human Services International Limited	Megan Wynne	3	37.50%
281	Australian Finance Group Ltd	Anthony Gill	3	37.50%
290	Cooper Energy Limited	John Conde	3	37.50%
293	Mayne Pharma Group Limited	Frank Condella	3	37.50%
232	Smartgroup Corporation Ltd	Michael Carapiet	3	37.50%
205	Vulcan Energy Resources Limited	Gavin Rezos	3	37.50%
213	Platinum Asset Management Ltd	Guy Strapp	3	33.30%

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
274	Aurelia Metals Limited	Peter Botten	2	33.30%
277	Betmakers Technology Group Ltd	Nicholas Chan	2	33.30%
253	Data#3 Limited	Richard Anderson	2	33.30%
251	McMillan Shakespeare Limited	Helen Kurincic	2	33.30%
287	Nuix Ltd	Jeffrey Bleich	2	33.30%
244	Omni Bridgeway Limited	Michael Kay	2	33.30%
259	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder	2	33.30%
272	Service Stream Limited	Brett Gallagher	2	33.30%
234	Syrah Resources Limited	James Askew	2	33.30%
262	Hotel Property Investments Ltd	Giselle Collins	1	33.30%
289	Adairs Limited	Brett Chenoweth	2	28.60%
299	AMA Group Limited	Anthony Day	2	28.60%
275	GWA Group Limited	Darryl McDonough	2	28.60%
221	loneer Ltd	James Calaway	2	28.60%
233	Monadelphous Group Limited	Calogero Rubino	2	28.60%
283	MyState Limited	Vaughn Richter	2	28.60%
269	Nearmap Ltd	Peter James	2	28.60%
282	Perenti Global Limited	Robert Cole	2	28.60%
265	Polynovo Limited	David Williams	2	28.60%
248	Red 5 Limited	Kevin Dundo	2	28.60%
215	Siteminder Limited	Patrick O'Sullivan	2	28.60%
291	Southern Cross Media Group Limited	Robert Murray	2	28.60%
203	MA Financial Group Limited	Jeffrey Browne	2	25.00%
224	Australian Strategic Materials Limited	Ian Gandel	1	25.00%
201	Centuria Office REIT	Matthew Hardy	1	25.00%
270	Money3 Corporation Limited	Stuart Robertson	1	25.00%
245	PWR Holdings Pty Ltd	Teresa Handicott	1	25.00%
85	SSR Mining Inc.	A E Michael Anglin	2	22.20%
161	Johns Lyng Group Limited	Peter Nash	2	20.00%
285	Carnarvon Energy Limited	William Foster	1	20.00%
210	Codan Limited	David Simmons	1	20.00%
295	Dubber Corporation Limited	Peter Clare	1	20.00%
279	GDI Property Group Limited	Gina Anderson	1	20.00%
247	Nick Scali Limited	John Ingram	1	20.00%
241	NRW Holdings Limited	Michael Arnett	1	20.00%
223	Rural Funds Group	Leslie Paynter	1	20.00%
268	Select Harvests Limited	Travis Dillon	1	20.00%
284	Audinate Group Limited	David Krall	1	16.70%
209	Aussie Broadband Limited	Adrian Fitzpatrick	1	16.70%
267	Austal Limited	John Rothwell	1	16.70%

GENDER DIVERSITY PROGRESS REPORT

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
212	Calix Ltd	Peter Turnbull	1	16.70%
258	Fineos Corporation Holdings PLC	Anne O'Driscoll	1	16.70%
278	Kogan.Com Ltd	Gregory Ridder	1	16.70%
296	Resolute Mining Limited	Marthinus Botha	1	16.70%
273	Strike Energy Limited	John Poynton	1	16.70%
252	Accent Group Limited	David Gordon	1	14.30%
228	Hansen Technologies Limited	David Trude	1	14.30%
214	Karoon Energy Ltd	Bruce Phillips	1	14.30%
238	Australian Agricultural Company Limited	Donald McGauchie	1	12.50%
264	Mesoblast Ltd	Joseph Swedish	1	12.50%
196	Capricorn Metals Ltd	Mark Clark	0	0.00%
227	Firefinch Limited	Brett Fraser	0	0.00%
206	Jervois Global Limited	Peter Johnston	0	0.00%
191	Sayona Mining Limited	No Chair	0	0.00%
280	Emeco Holdings Limited	Peter Richards	0	0.0%
222	Hansen Technologies Limited	David Trude	0	0.0%
285	Mount Gibson Iron Limited	Seng Lee	0	0.0%

These figures correct as at 31 August 2022.

* Members of the 30% Club Australia.



For more information:

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