



Gender Diversity Progress Report

December 2021 to February 2022

“We know that diversity in its broadest sense will deliver the greatest outcomes for boards, and gender diversity is just one measure of how a board achieves diversity through its composition.”

— Angus Armour FAICD
CEO and Managing Director,
Australian Institute of Company Directors



Diversity to support future challenges

In our first report for 2022 there is continued progress toward board gender parity being made by companies in the ASX 200 and 300, with the overall appointment rate of female directors remaining close to parity across the ASX.

In March 2021, we noted that 123 companies in the ASX 200 had reached 30 per cent women on their boards. A year later there are now 134 companies at 30 per cent. Although this figure is moving in the right direction, progress is slow and one third of companies in the ASX 200 remain below this threshold.

There is no shortage of talented and experienced women in Australia that can be recruited to the board level. Gender parity at board level is the goal, and we urge boards to consider every appointment an opportunity to shift towards a sustainable model of equality.

We know that diversity in its broadest sense will deliver the greatest outcomes for boards, and gender diversity is just one measure of how a board achieves diversity through its composition.

Ensuring the board's collective skills and capabilities maintains currency in a world of rapid change is a key challenge for all boards right now. Beyond the desire for equality in representation, boards should be considering how diversity can best support future strategy, to reap the true benefits of diverse thinking and strengthened decision-making.

Diverse backgrounds, experiences and perspectives are required to challenge boards with more sophisticated discussion and problem-solving, and to equip boards to face challenges such as digital transformation and innovation. AICD's most recent **Director Sentiment Index** indicates that boards are well aware of this, with directors prioritising improving digital capabilities (59 per cent) and skills (55 per cent) in addition to gender (51 per cent), age (38 per cent) and ethnic (16 per cent) diversity.

We have witnessed over the past decade a slow shift towards a collective acceptance of the business case for diversity including the obvious benefits of accessing the full breadth of female talent. The same thinking must be applied by boards to diversity in its broadest sense to make full use of the talent available to us in this country. Our organisations will be stronger for it.

This quarter saw the AICD launch our seventh Chair's Mentoring Program. We marked International Women's Day on 8 March by announcing the 46 experienced and accomplished **Mentees selected for the 2022 program**. I welcome this next cohort of leaders to the program, noting the wide range of skills, backgrounds and expertise that the group represents.

The Chair's Mentoring Program has long been the cornerstone of the AICD's diversity program. Each mentee is guided by one of Australia's leading directors on advancing their director careers and developing their governance understanding. Since its launch in 2010, 343 mentees have participated in the program, and many of its alumni now sit on Australia's most prominent boards.

In that time, more than 150 senior ASX 200 chairs and directors have generously volunteered their time as mentors, driven by a commitment to nurturing emerging leaders and broadening the network of board-ready talent. I would like to thank our Mentors for their important work in supporting this cohort and championing board diversity within the director community.

Angus Armour FAICD
CEO and Managing Director,
Australian Institute of Company Directors

Bold moves in the boardroom

Last month, the 30% Club Australia and Deloitte Australia released new research looking at whether the skills and capabilities of today's boards are set up for future success. Digital disruption, sustainability and organisational culture are just a few of the contemporary challenges and opportunities that boards may find themselves ill-equipped to navigate.

Bold moves in the boardroom: skills and capabilities fit for the future draws on insights from 31 leading directors on the approach boards are taking to ensure future fitness and considers opportunities to address these challenges by broadening diversity on boards. It outlines six recommendations for incorporating this thinking into the board renewal process.

Three-quarters of directors interviewed suggested that the broader operating environment could be better addressed through a more diverse set of views around the board table, but there was a lack of consensus on the perceived risk around introducing new and different talent in times of crisis. While some directors maintained that experience is critical when stability is top priority, others suggested that this moment is exactly when fresh perspectives are needed, working in combination with seasoned directors.

It was largely agreed that use of the board skills matrix alone is not able to adequately identify potential risks and blind spots. Instead, there is an opportunity to rethink renewal with a whole-of-board approach, assessing the board's overall capabilities in the context of the organisation's longer-term strategy and risk framework.

Data released by **Open Director** and the 30% Club Australia last year suggests the career background of top ASX 200 directors is slowly changing. Though the most common director appointment is still an ex-CEO or senior executive, there is evidence that Australia's leading boards may be making progress in diversifying boards both through the appointment of women, and by appointing directors with different backgrounds.

With women accounting for more than half (55 per cent) of ASX 200 non-executive director appointments in the period November 2020-November 2021, for example, there was also an increase in the appointment of directors with non-revenue backgrounds including compliance, operations, research, marketing, and legal. At November 2021, directors from these backgrounds occupied 8 per cent of ASX 200 directorships yet accounted for 17 per cent of new appointments in the preceding 12 months. We hope to see this trend continue.

The motivation behind some of these appointments is explored in the 30% Club Australia/Deloitte report. At least one chair noted that it was not so much about seeking a requisite set of skills as it was identifying a candidate whose skillset and attributes could bring value by challenging the collective thinking of the board.

A purposeful broadening of candidate searches through a gender and skills diversity lens will be an effective means of boards gaining access to new and untapped talent. The report encourages boards to invest in this process and work with executive search firms to look beyond traditional executive titles and existing networks.

The recommendations also highlight the role of the chair in driving this change. In addition to overseeing board composition, chairs have the difficult task of ensuring a board culture where dissenting views are encouraged and valued.

Indeed, the true benefits of diversity are realised not just when a 'diverse' board is composed, but when an environment for diverse and dynamic thinking is created.

On behalf of the 30% Club Australia I would like to thank the Education Working Group and Deloitte Australia for their leadership and hard work in delivering this valuable report, and to the 30% Club Australia Executive Search and Investor Working Groups for their involvement and contributions. Thank you also to the 31 senior directors who were interviewed for the report and generously shared their insights.

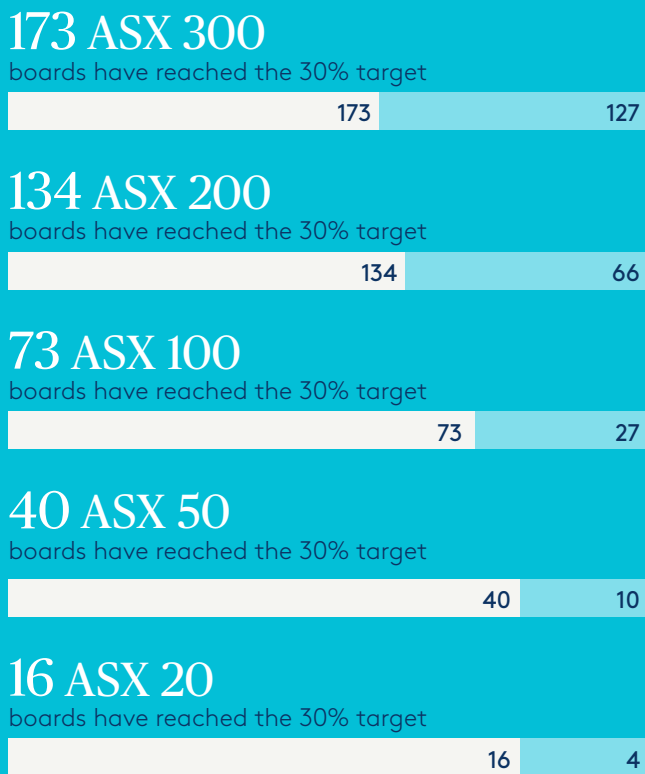
The 30% Club Australia looks forward to continued work with its partners and the director community in 2021 to amplify the findings of this research and encourage pathways in which women and diverse candidates are able to progress into leadership roles.

Nicola Wakefield FAICD

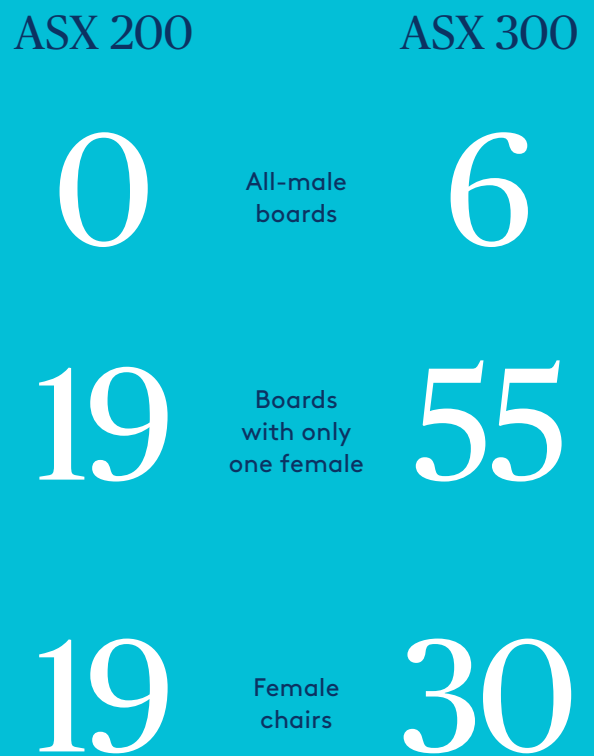
Chair, 30% Club Australian Chapter
Non-Executive Director

ASX Progress Statistics

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



👤 COMPARISON OF ASX 200 AND ASX 300 BOARDS



♀ FEMALE REPRESENTATION ON ASX BOARD



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
Skycity Entertainment Group Limited	Julian Cook	3	60.0%
Blackmores Limited	Anne Templeman-Jones*	4	57.1%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	5	55.6%
Unibail-Rodamco-Westfield N.V.	Leon Bressler	5	55.6%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
AMP Limited	Debra Hazelton	4	50.0%
Appen Limited	Richard Freudenstein	3	50.0%
Bank of Queensland Limited	Patrick Allaway	4	50.0%
BWP Trust	Anthony Howarth	3	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
CSR Limited	John Gillam	3	50.0%
Elders Limited	Ian Wilton	3	50.0%
Fortescue Metals Group Ltd	Andrew Forrest*	4	50.0%
Lynas Rare Earths Limited	Kathleen Conlon	3	50.0%
Sims Metal Management Limited	Geoffrey Brunsdon*	4	50.0%
Tyro Payments Limited	David Thodey	4	50.0%
Commonwealth Bank of Australia	Catherine Livingstone*	5	45.5%
Atlas Arteria Limited	Debra Goodin	4	44.4%
BlueScope Steel Limited	John Bevan	4	44.4%
CSL Limited	Brian McNamee	4	44.4%
Inghams Group Limited	Peter Bush*	4	44.4%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Macquarie Group Limited	Peter Warne*	4	44.4%
Mirvac Limited	John Mulcahy*	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 and Entertainment Ltd	Alan Rydge	3	42.9%
GPT Group	Vicki McFadden*	3	42.9%
Healius Limited	Robert Hubbard	3	42.9%
IGO Limited	Michael Nossal	3	42.9%
Iluka Resources Limited	Gregory Martin*	3	42.9%
Incitec Pivot Limited	Brian Kruger	3	42.9%
IRESS Limited	Roger Sharp*	3	42.9%
Medibank Private Limited	Michael Wilkins	3	42.9%
Megaport Limited	Bevan Slattery	3	42.9%
MetCash Limited	Robert Murray	3	42.9%
Newcrest Mining Limited	Peter Tomsett	3	42.9%
NIB Holdings Ltd	David Gordon	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
OZ Minerals Limited	Rebecca McGrath*	3	42.9%
Reliance Worldwide Corporation Limited	William Crosby	3	42.9%
Spark New Zealand Limited	Justine Smyth	3	42.9%
Steadfast Group Limited	Francis O'Halloran	3	42.9%
Super Retail Group Limited	Sally Pitkin*	3	42.9%
Altium Limited	Samuel Weiss*	2	40.0%
Centuria Industrial REIT	Roger Dobson	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 Limited	Timothy Netscher	2	40.0%
Imugene Limited	Paul Hopper	2	40.0%
IPH Limited	Peter Warne*	2	40.0%
Lifestyle Communities Ltd	Philippa Kelly	2	40.0%
Paladin Energy Ltd	Mark Lawrenson	2	40.0%
Regis Resources Limited	James Mactier	2	40.0%
Santos Limited	Keith Spence	4	40.0%
The A2 Milk Company Limited	David Hearn	2	40.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Wesfarmers Limited	Michael Chaney*	4	40.0%
Westpac Banking Corporation	John McFarlane	4	40.0%
Zip Co Limited	Diane Smith-Gander	2	40.0%
ADBRI Limited	Raymond Barro	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
Ansell Limited	John Bevan	3	37.5%
ANZ Banking Group Limited	Paul O'Sullivan	3	37.5%
APA Group	Michael Fraser*	3	37.5%
Aurizon Holdings Limited	Timothy Poole	3	37.5%
Coles Group Limited	James Graham	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Cromwell Property Group	Gary Weiss	3	37.5%
Dexus Property Group	Wallace Sheppard*	3	37.5%
Endeavour Drinks Group	Peter Hearl	3	37.5%
Fisher & Paykel Healthcare Corporation Limited	Scott St John	3	37.5%
Ingenia Communities Group Ltd	James Hazel*	3	37.5%
James Hardie Industries PLC	Michael Hammes	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Northern Star Resources Ltd	Michael Chaney*	3	37.5%
Orica Limited	Malcolm Broomhead	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%
SEEK Limited	Graham Goldsmith*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Treasury Wine Estates Limited	Paul Rayner	3	37.5%
Xero Australia Pty Ltd	David Thodey	3	37.5%
Rio Tinto Limited	Simon Thompson	4	36.4%
Woodside Petroleum Ltd	Richard Goyder	4	36.4%
Alumina Limited	William Day	2	33.3%
ASX Limited	Damian Roche	3	33.3%
AUB Group Limited	David Clarke*	2	33.3%
Brambles Limited	John Mullen*	3	33.3%
Challenger Limited	Peter Polson	3	33.3%
Charter Hall Group	David Clarke*	2	33.3%
Cochlear Limited	Alison Deans	3	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Credit Corp Group Limited	Eric Dodd	2	33.3%
Crown Resorts Limited	Zygmunt Switkowski	2	33.3%
Downer EDI Limited	Mark Chellew	2	33.3%
EML Payments Limited	Peter Martin	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%
Insignia Financial Ltd	Allan Griffiths*	2	33.3%
Lendlease Group Services Pty Limited	Michael Ullmer*	3	33.3%
Magellan Financial Group Ltd	Hamish McLennan	2	33.3%
Mineral Resources Limited	Peter Wade	2	33.3%
National Australia Bank Limited	Philip Chronican	3	33.3%
Netwealth Group Limited	Timothy Antonie	2	33.3%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	33.3%
Origin Energy Limited	Scott Perkins	3	33.3%
Orora Limited	Alan Sindel	2	33.3%
Pilbara Minerals Limited	Anthony Kiernan	2	33.3%
Platinum Asset Management Ltd	Guy Strapp	3	33.3%
Ramelius Resources Limited	Robert Vassie	2	33.3%
Sandfire Resources Limited	Derek La Ferla*	2	33.3%
Seven Group Holdings Limited	Terry Davis	3	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
Stockland Corporation Ltd	Thomas Pockett*	3	33.3%
Telstra Corporation Limited	John Mullen*	3	33.3%
United Malt Group Limited	Graham Bradley*	2	33.3%
Virgin Money UK PLC	David Bennet	3	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
WiseTech Global Limited	Andrew Harrison	3	33.3%
Worley Limited	John Grill	4	33.3%
Block, Inc.	Jack Dorsey	4	30.8%
QBE Insurance Group Limited	Michael Wilkins	3	30.0%
ResMed Inc	Peter Farrell	3	30.0%
Scentre Group Limited	Brian Schwartz*	3	30.0%
Suncorp Group Limited	Christine McLoughlin*	3	30.0%
ALS Limited	Bruce Phillips	2	28.6%
Bega Cheese Limited	Barry Irvin	2	28.6%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Breville Group Limited	Timothy Antonie	2	28.6%
Brickworks Ltd	Robert Millner	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Centuria Capital Limited	Garry Charny	2	28.6%
Collins Foods Limited	Robert Kaye	2	28.6%
Costa Group Holdings Limited	Neil Chatfield*	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
InvoCare Limited	Bart Vogel*	2	28.6%
Kelsian Group Limited	Jeffrey Ellison	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
NEXTDC Limited	Douglas Flynn	2	28.6%
Perseus Mining Limited	Terence Harvey	2	28.6%
Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%
Pointsbet Holdings Pty Ltd	Brett Paton	2	28.6%
Polynovo Limited	David Williams	2	28.6%
Pro Medicus Limited	Peter Kempen	2	28.6%
Reece Australia Limited	Leslie Wilson	2	28.6%
Shopping Centres Australasia Property Group	Philip Clark	2	28.6%
The Star Entertainment Group	John O'Neill*	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Washington H. Soul Pattinson and Company Limited	Robert Millner	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 Limited	Lindsay Maxsted*	3	27.3%
Beach Energy Limited	Glenn Davis*	2	25.0%
Champion Iron Limited	William O'Keeffe	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	2	25.0%
Janus Henderson Group PLC	Richard Gillingwater	3	25.0%
JB Hi-Fi Limited	Stephen Goddard	2	25.0%
Nufarm Limited	John Gillam	2	25.0%
Qube Holdings Limited	Allan Davies	2	25.0%
Silver Lake Resources Limited	David Quinlivan	1	25.0%
Tabcorp Holdings Limited	Steven Gregg*	2	25.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
Waypoint REIT Limited	Laurence Brindle	1	25.0%
Allkem Limited	Martin Rowley	2	22.2%
Cleanaway Waste Management Limited	Mark Chellew	2	22.2%
Eagers Automotive Limited	Timothy Crommelin	2	22.2%
Life360 Inc.	John Coghlan	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
BHP Group Limited	Kenneth MacKenzie*	2	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Codan Limited	David Simmons	1	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
Harvey Norman Holdings Ltd	Gerald Harvey	2	20.0%
TPG Telecom Limited	Kin Fok	2	20.0%
Uniti Group Limited	Graeme Barclay	1	20.0%
ARB Corporation Limited	Roger Brown	1	16.7%
Arena REIT	David Ross	1	16.7%
Chalice Mining Limited	Derek La Ferla*	1	16.7%
Liontown Resources Limited	Timothy Goyder	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Novonix Limited	Robert Natter	1	16.7%
Telix Pharmaceuticals Limited	Harry McCann	1	16.7%
Boral Limited	Ryan Stokes	1	14.3%
CIMIC Group Limited	Juan Santamaria Cases	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	14.3%
Nickel Mines Limited	Robert Neale	1	12.5%
Goodman Group	Stephen Johns*	1	11.1%
IDP Education Limited	Peter Polson	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	14.3%
Nickel Mines Limited	Robert Neale	1	12.5%
Goodman Group	Stephen Johns*	1	11.1%

These figures correct as at 28 February 2022

*Members of the 30% Club Australia.

Progress Report (ASX 300)

The 30% Club Australia 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 2021 Quarterly Rebalance of the S&P/ASX Indices. The ASX 300 are based on the September 2021 Quarterly Rebalance of the S&P/ASX Indices. The ASX All Ords are based on the March 2021 Quarterly Rebalance of the S&P/ASX Indices.

The ASX 200 rankings are based on the data provided by MarketIndex.com.au at 20 December 2021 (by Market Cap). The ASX 300 rankings are based on the data provided by MarketIndex.com.au at 22 September 2021 (by Market Cap). ASX All Ords rankings are based on the data provided by MarketIndex.com.au at 22 March 2021 (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 32.6 per cent.

The percentage of female directors on the boards of the companies that feature only in the ASX 300 and not the ASX 200 is 28.9 per cent. This equates to 171 female directors out of a total 587 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
264	Eclipx Group Limited	Gail Pemberton	4	66.7%
292	Marley Spoon AG	Deena Shiff	4	66.7%
289	Virtus Health Limited	Sonia Petering	4	66.7%
281	Starpharma Holdings Limited	Robert Thomas	3	60.0%
161	Dicker Data Limited	David Dicker	4	57.1%
249	G8 Education Limited	David Foster	4	57.1%
214	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
207	Charter Hall Social Infrastructure REIT	Grant Hodgetts	2	50.0%
273	Infomedia Ltd	Bart Vogel*	2	50.0%
240	Integral Diagnostics Limited	Helen Kurincic	3	50.0%
243	Jumbo Interactive Limited	Susan Forrester	2	50.0%
175	Lovisa Holdings Limited	No Chair	2	50.0%
192	Vulcan Energy Resources Limited	Gavin Rezos	3	50.0%
262	Australian Pharmaceutical Industries Limited	Kenneth Gunderson-Briggs	3	42.9%
266	Baby Bunting Group Limited	Melanie Wilson	3	42.9%
276	Estia Health Limited	Gary Weiss	3	42.9%
295	Opthea Limited	Jeremy Levin	3	42.9%
263	Tassal Group Limited	James Fazzino	3	42.9%
252	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
199	City Chic Collective Limited.	Michael Kay	2	40.0%
220	Dalrymple Bay Infrastructure Limited	David Hamill	2	40.0%
254	Dexus Industria REIT	Jennifer Horrigan	2	40.0%
245	Imdex Australia	Anthony Wooles	2	40.0%
234	Irongate Group	Richard Longes	2	40.0%
296	Paradigm Biopharmaceuticals Limited	Paul Rennie	2	40.0%
224	Redbubble Limited	Anne Ward	2	40.0%
193	Temple & Webster Group Ltd	Stephen Heath	2	40.0%
260	Australian Finance Group Ltd	Anthony Gill	3	37.5%
300	Cooper Energy Limited	John Conde	3	37.5%
246	Genworth Mortgage Insurance Australia Limited	Ian MacDonald	3	37.5%
229	oOh!Media Limited	Tony Faure	3	37.5%
282	Southern Cross Media Group Limited	Robert Murray	3	37.5%
288	Cedar Woods Properties Limited	William Hames	2	33.3%

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
284	Electro Optic Systems Holdings Limited	Peter Leahy	2	33.3%
212	loneer Ltd	James Calaway	2	33.3%
244	Omni Bridgeway Limited	Michael Kay	2	33.3%
272	Sigma Healthcare Limited	Raymond Gunston	2	33.3%
231	Smartgroup Corporation Ltd	Michael Carapiet	3	33.3%
19	Sydney Airport Limited	David Gonski*	2	33.3%
242	Western Areas Limited	Ian Macliver	2	33.3%
299	Aurelia Metals Limited	Peter Botten	2	28.6%
259	Bravura Solutions Limited	Neil Broekhuizen	2	28.6%
157	Home Consortium Limited	Christopher Saxon	2	28.6%
283	Mayne Pharma Group Limited	Frank Condella	2	28.6%
232	McMillan Shakespeare Limited	Helen Kurincic	2	28.6%
247	Monadelphous Group Limited	Calogero Rubino	2	28.6%
251	Nuix Ltd	Jeffrey Bleich	2	28.6%
208	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder*	2	28.6%
279	Perenti Global Limited	Robert Cole	2	28.6%
275	Senex Energy Limited	Trevor Bourne	2	28.6%
290	Service Stream Limited	Brett Gallagher	2	28.6%
270	Adairs Limited	Brett Chenoweth	2	25.0%
269	GWA Group Limited	Darryl McDonough	2	25.0%
271	Hotel Property Investments Ltd	Raymond Gunston	1	25.0%
268	Money3 Corporation Limited	Stuart Robertson	1	25.0%
287	MyState Limited	Miles Hampton	2	25.0%
181	Aventus Group	Bruce Carter	1	20.0%
236	Betmakers Technology Group Ltd	Nicholas Chan	1	20.0%
256	BWX Limited	Ian Campbell	1	20.0%
298	Carnarvon Energy Limited	William Foster	1	20.0%
255	Data#3 Limited	Richard Anderson	1	20.0%
274	GDI Property Group Limited	Gina Anderson	1	20.0%
211	HomeCo Daily Needs REIT	Simon Shakesheff	1	20.0%
206	Johns Lyng Group Limited	Peter Nash	2	20.0%
184	New Hope Corporation Limited	Robert Millner	1	20.0%
241	Nick Scali Limited	John Ingram	1	20.0%
261	NRW Holdings Limited	Michael Arnett	1	20.0%
187	PPK Group Limited	Robin Levison	1	20.0%
233	Rural Funds Group	Leslie Paynter	1	20.0%
267	Westgold Resources Limited	Peter Cook	1	20.0%

Rank	ASX 300 Company	Chair	No. of Female Directors	% of Female Directors
294	AMA Group Limited	Anthony Day	1	16.7%
258	Audinate Group Limited	David Krall	1	16.7%
277	Austal Limited	John Rothwell	1	16.7%
201	Australian Strategic Materials Limited	Ian Gandel	1	16.7%
265	Brainchip Holdings Ltd	Emmanuel Hernandez	1	16.7%
169	Coronado Global Resources Inc	William Koeck	1	16.7%
203	Fineos Corporation Holdings PLC	Anne O'Driscoll	1	16.7%
257	Karoon Energy Ltd	Bruce Phillips	1	16.7%
230	Kogan.Com Ltd	Gregory Ridder	1	16.7%
239	Nearmap Ltd	Peter James	1	16.7%
297	Piedmont Lithium Ltd	Jeffrey Armstrong	1	16.7%
286	Red 5 Limited	Kevin Dundo	1	16.7%
293	Resolute Mining Limited	Marthinus Botha	1	16.7%
235	Select Harvests Limited	Michael Iwaniw	1	16.7%
217	Sezzle Inc	Charles Youkim	1	16.7%
278	Strike Energy Limited	John Poynton	1	16.7%
250	West African Resources Ltd	Richard Hyde	1	16.7%
218	Accent Group Limited	David Gordon	1	14.3%
210	De Grey Mining Ltd	Simon Lill	1	14.3%
291	SSR Mining Inc.	A E Michael Anglin	1	12.5%
248	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
253	Capricorn Metals Ltd	Mark Clark	0	0.0%
202	Centuria Office REIT	Matthew Hardy	0	0.0%
221	Dubber Corporation Limited	Peter Clare	0	0.0%
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 28 February 2022.

* Members of the 30% Club Australia.

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