

Gender Diversity Snapshot

April 2025 to June 2025



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“Incremental improvement over time is a testament to the collective efforts of chairs, boards, regulators, investors, and search firms.”



GENDER DIVERSITY UPDATE

Australia's top companies steadily progressing towards 40 per cent women on their boards.

Welcome to the latest edition of our quarterly gender diversity data.

Following a break from publication, and the appointment of a new Board Diversity Lead, the AICD is pleased to relaunch this quarterly 'Gender Diversity Snapshot' in a revamped format. Going forward, each edition will track the latest quarterly data and highlight emerging trends and insights that shape conversations around board gender diversity in Australia.

The AICD in close partnership with the 30%+ Club Australia, has been tracking and reporting on the progress of women on ASX boards for the past decade. In that time, we have seen a steady increase of women across ASX boards, with the latest figures indicating that the top 100, 200 and 300 companies are inching closer to 40 per cent female directorships (currently 39.3 per cent ASX 100, 38.1 per cent ASX 200 & 37.5 per cent ASX 300 as at 30/06/2025).

The ASX 20 and ASX 50 remain slightly ahead, both exceeding the 40 per cent threshold at 42.0 per cent and 41.0 per cent respectively.

This incremental improvement over time is a testament to the collective efforts of chairs, boards, regulators, investors, and search firms, and initiatives such as the 30%+ Club and the AICD's Chair's Mentoring Program. These stakeholders have worked collaboratively, not only to maintain momentum, but to ensure a strong and growing pipeline of board-ready female talent.

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With female representation on ASX boards approaching 40 per cent, this Snapshot presents boards with a timely opportunity to assess their progress”

During this report's tenure there have been numerous deep dives into areas where we know progress still lags. While more women are joining boards, their representation in leadership roles remains disproportionately low, particularly as chairs and in executive positions such as managing directors. Of the 805 board seats currently held by women in the ASX 300, the overwhelming majority are in non-executive roles. There still remains a small number of female CEOs. Since end June 2024, there has been a small increase in the number of female-held seats on ASX 200 boards, from 37.8 per cent to 38.1 per cent as of end June. The modest nature of the change signals a plateauing that merits closer attention.

The 30%+ Club, now approaching its 10-year milestone in Australia, continues to be a barometer for progress. It's efforts, alongside the AICD's Chair's Mentoring Program, were recognised as key drivers of change in the University of Queensland's 2021 Towards Gender Parity report which highlights Australia as one of only three countries to reach 30% female board representation without the use of legislated quotas. The alumnae of the AICD's Chair's Mentoring Program – 419 women and growing – continue to make their mark across listed companies and the broader board landscape.

While measurable progress has been achieved in increasing board diversity, sustaining this trajectory requires continued strategic focus. Organisations are navigating an environment where approaches to diversity vary across different markets and stakeholder groups, making ongoing assessment and adaptation essential.



In AICD's commitment to monitoring diversity trends, we have partnered with Deloitte Australia on the 11th edition of the **Watermark Board**

Diversity Index. This Index provides a comprehensive analysis of ASX 300 board composition, examining diversity across multiple dimensions including gender and culture. The research is a key element of our continuing assessment of board diversity patterns, reflecting the view that diverse boards composition contribute to: effective governance; more resilient and globally competitive organisations; and sustainable value creation.

With female representation on ASX 300 boards approaching 40 per cent, this Snapshot presents boards with a timely opportunity to assess their progress, consider how their composition supports their strategic objectives, and explore ways to drive growth and value into the future.

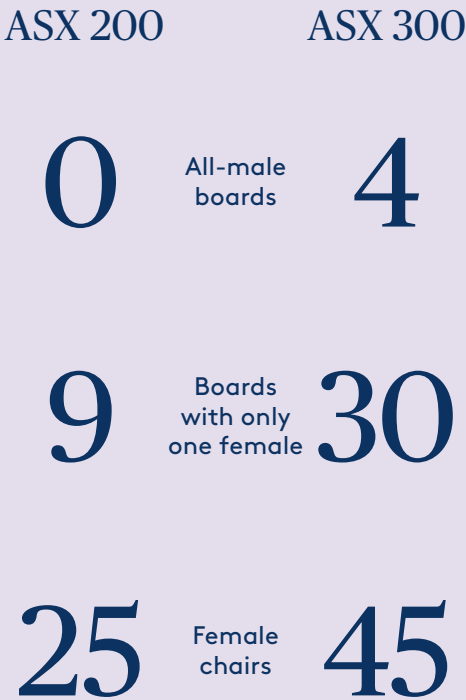
ASX progress statistics

Data as at 30 June 2025

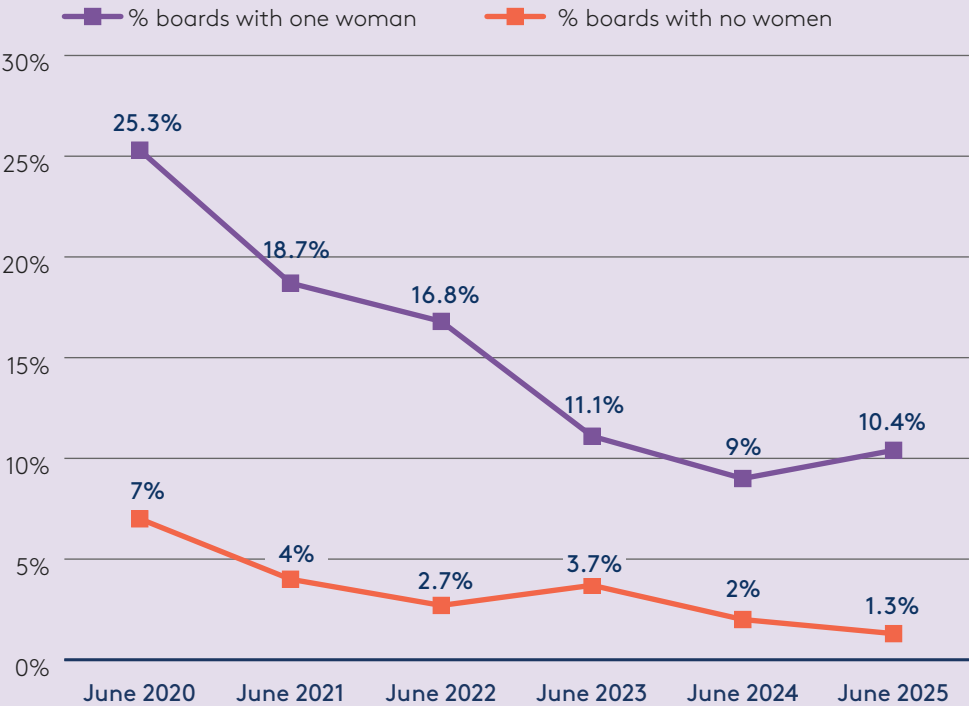
THE NUMBER OF ASX BOARDS
THAT HAVE REACHED THE 30 PER
CENT TARGET



COMPARISON OF ASX 200
AND ASX 300 BOARDS



PERCENTAGE OF ASX 300 BOARDS WITH ONE OR NO WOMEN 2020-2025



FEMALE DIRECTORSHIPS AS AT 30 JUNE 2025



CUMULATIVE FEMALE YEAR TO DATE APPOINTMENT RATE TRENDS (PAST 18 MONTHS)

MONTH	ASX 200		ASX 300		ASX ALL ORDS	
	FEMALE APPOINTMENTS	%	FEMALE APPOINTMENTS	%	FEMALE APPOINTMENTS	%
Jan-24	9	56.30%	12	57.10%	17	56.70%
Feb-24	16	51.60%	23	54.80%	31	50.00%
Mar-24	24	45.30%	33	48.50%	49	49.00%
Apr-24	30	44.80%	40	46.00%	58	45.30%
May-24	35	46.10%	47	46.10%	66	43.40%
Jun-24	40	44.00%	57	44.90%	78	41.70%
Jul-24	47	43.90%	66	44.30%	91	41.00%
Aug-24	50	41.30%	70	42.40%	99	40.40%
Sep-24	57	41.30%	84	42.60%	115	40.10%
Oct-24	63	41.20%	92	41.60%	126	39.30%
Nov-24	69	40.10%	100	40.50%	136	38.10%
Dec-24	76	40.20%	108	40.10%	146	37.80%
Jan-25	3	30.00%	7	41.20%	7	33.30%
Feb-25	11	33.30%	20	37.70%	22	30.10%
Mar-25	19	35.80%	29	37.70%	33	31.40%
Apr-25	24	38.70%	34	38.20%	39	31.50%
May-25	29	38.70%	40	38.50%	47	32.40%
Jun-25	33	36.70%	46	37.10%	55	31.80%



Progress report (ASX 200)

The full list of ASX 200 companies with the number of women on their boards is listed below.

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Woolworths Group Ltd	Scott Perkins	6	67%
Macquarie Group Limited	Glenn Stevens	5	63%
Boss Energy Ltd	Wyatt Buck	3	60%
CSL Limited	Brian McNamee	6	60%
Telix Pharmaceuticals Limited	Tiffany Olson	3	60%
Waypoint REIT Limited	Georgina Lynch	3	60%
Ansell Limited	Nigel Garrard	4	57%
GPT Group	Vickki McFadden	4	57%
National Australia Bank Limited	Philip Chronican	5	56%
Ramsay Health Care Limited	David Thodey	5	56%
Sonic Healthcare Limited	Mark Compton	5	56%
Telstra Corporation Limited	Craig Dunn	5	56%
Treasury Wine Estates Limited	John Mullen	5	56%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
South32 Limited	Karen Wood	6	55%
AMP Limited	Michael Hirst	4	50%
Auckland International Airport Limited	Julia Hoare	4	50%
Bank of Queensland Limited	Warwick Negus	4	50%
BlueScope Steel Limited	Jane McAloon	5	50%
BWP Trust	Anthony Howarth	3	50%
Centuria Capital Limited	Kristie Brown	3	50%
Dexus Property Group	Warwick Negus	4	50%
Helia Group Limited	Leona Murphy	3	50%
HUB24 Limited	Paul Rogan	3	50%
IDP Education Limited	Tracey Horton	4	50%
Iluka Resources Limited	James Mactier	3	50%
Imdex Australia	Anthony Wooles	3	50%

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While more women are joining boards, their representation in leadership roles remains disproportionately low, particularly as chairs and in executive positions.”

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Lifestyle Communities Ltd	David Blight	2	50%
Magellan Financial Group Ltd	Andrew Formica	3	50%
Pilbara Minerals Limited	Kathleen Conlon	3	50%
Pinnacle Investment Management Group Limited	Alan Watson	3	50%
Region RE Limited	Steven Crane	4	50%
Super Retail Group Limited	Judith Swales	4	50%
Tabcorp Holdings Limited	Brett Chenoweth	3	50%
The A2 Milk Company Limited	Phillippa Greenwood	3	50%
Zip Co Limited	Diane Smith-Gander	3	50%
DigiCo Infrastructure REIT	Joseph Carrozzi	5	45%
Fortescue Ltd	Andrew Forrest	5	45%
Wesfarmers Limited	Michael Chaney	5	45%
ALS Limited	Nigel Garrard	4	44%
Aristocrat Leisure Limited	Neil Chatfield	4	44%
ASX Limited	David Clarke	4	44%
Bendigo and Adelaide Bank Limited	Vicki Carter	4	44%
BHP Group Limited	Ross McEwan	4	44%
CAR Group Limited	Patrick O'Sullivan	4	44%
Cochlear Limited	Alison Deans	4	44%
Coles Group Limited	Peter Allen	4	44%
IGO Limited	Michael Nossal	4	44%
Origin Energy Limited	Scott Perkins	4	44%
QANTAS Airways Limited	John Mullen	4	44%
QBE Insurance Group Limited	Michael Wilkins	4	44%
Santos Limited	Keith Spence	4	44%
Scentre Group Limited	Ilana Atlas	4	44%
AUB Group Limited	Peter Harmer	3	43%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Charter Hall Group	Stephen Conry	3	43%
Chorus Limited	Andrew Cross	3	43%
Cleanaway Waste Management Limited	Philippe Etienne	3	43%
Deterra Royalties Limited	Jennifer Seabrook	3	43%
Downer EDI Limited	Mark Menhinnitt	3	43%
Endeavour Group Limited	Ari Mervis	3	43%
EVT Limited	Alan Rydge	3	43%
Fisher & Paykel Healthcare Corporation Limited	Neville Mitchell	3	43%
Fletcher Building Limited	Peter Crowley	3	43%
HMC Capital	Christopher Saxon	3	43%
Ingenia Communities Group Ltd	Shane Gannon	3	43%
Inghams Group Limited	Helen Nash	3	43%
Insignia Financial Ltd	Allan Griffiths	3	43%
Karoon Energy Ltd	Peter Botten	3	43%
Nine Entertainment Co. Holdings Limited	Catherine West	3	43%
Paladin Energy Ltd	Mark Lawrenson	3	43%
Sandfire Resources Limited	John Richards	3	43%
Smartgroup Corporation Ltd	John Prendiville	3	43%
Steadfast Group Limited	Francis O'Halloran	3	43%
The Lottery Corporation Limited	Douglas McTaggart	3	43%
Ventia Services Group Limited	David Moffatt	3	43%
Washington H. Soul Pattinson and Company Limited	Robert Millner	3	43%
West African Resources Ltd	Richard Hyde	3	43%
Xero Australia Pty Ltd	David Thodey	3	43%
Brambles Limited	John Mullen	5	42%
Rio Tinto Limited	Dominic Barton	5	42%
Centuria Industrial REIT	Roger Dobson	2	40%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Charter Hall Long Wale REIT	Glenn Fraser	2	40%
Codan Limited	Graeme Barclay	2	40%
Commonwealth Bank of Australia	Paul O'Malley	4	40%
Corporate Travel Management Limited	Ewen Crouch	2	40%
Generation Development Group Limited	Robert Coombe	2	40%
Gold Road Resources Limited	Timothy Netscher	2	40%
James Hardie Industries PLC	Anne Lloyd	4	40%
Macquarie Technology Group Limited	Peter James	2	40%
Neuren Pharmaceuticals Limited	Patrick Davies	2	40%
Nick Scali Limited	John Ingram	2	40%
Polynovo Limited	David Williams	2	40%
Spartan Resources Limited	Simon Lawson	2	40%
Temple & Webster Group Ltd	Stephen Heath	2	40%
Transurban Limited	Craig Drummond	4	40%
WEB Travel Group Limited	Roger Sharp	2	40%
ANZ Banking Group Limited	Paul O'Sullivan	3	38%
APA Group	Michael Fraser	3	38%
Bega Cheese Limited	Barry Irvin	3	38%
Breville Group Limited	Timothy Antonie	3	38%
Capstone Copper Corp.	Darren Pylot	3	38%
Champion Iron Limited	William O'Keeffe	3	38%
Credit Corp Group Limited	Eric Dodd	3	38%
Eagers Automotive Limited	Timothy Crommelin	3	38%
Evolution Mining Limited	Jacob Klein	3	38%
Judo Capital Holdings Limited	David Hornery	3	38%
MetCash Limited	Peter Birtles	3	38%
Mirvac Limited	Alan Sindel	3	38%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Netwealth Group Limited	Timothy Antonie	3	38%
News Corporation	Lachlan Murdoch	3	38%
NEXTDC Limited	Douglas Flynn	3	38%
NIB Holdings Ltd	David Gordon	3	38%
Northern Star Resources Ltd	Michael Chaney	3	38%
Nufarm Limited	John Gillam	3	38%
Orica Limited	Malcolm Broomhead	3	38%
Pexa Group Limited	Mark Joiner	3	38%
REA Group Ltd	Hamish McLennan	3	38%
Westgold Resources Limited	Cheryl Edwardes	3	38%
Whitehaven Coal Limited	Mark Vaile	3	38%
Atlas Arteria Limited	Debra Goodin	4	36%
Insurance Australia Group Limited	Thomas Pockett	4	36%
Newmont Corporation	Gregory Boyce	4	36%
Suncorp Group Limited	Christine McLoughlin	4	36%
Woodside Energy Group Ltd	Richard Goyder	4	36%
AGL Energy Limited	Miles George	3	33%
Amcor Plc	Graeme Liebelt	3	33%
Arena REIT	David Ross	2	33%
Bellevue Gold Limited	Kevin Tomlinson	2	33%
Brickworks Ltd	Robert Millner	2	33%
Challenger Limited	Duncan West	3	33%
Charter Hall Retail REIT	Roger Davis	2	33%
Clarity Pharmaceuticals Ltd	Alan Taylor	2	33%
Deep Yellow Limited	Christopher Salisbury	2	33%
Flight Centre Travel Group Limited	Gary Smith	2	33%
Goodman Group	Stephen Johns	4	33%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
HomeCo Daily Needs REIT	Simon Shakesheff	2	33%
IPH Limited	Peter Warne	2	33%
JB Hi-Fi Limited	Stephen Goddard	3	33%
Lendlease Group	John Gillam	3	33%
Liontown Resources Limited	Timothy Goyder	2	33%
Lynas Rare Earths Limited	John Humphrey	2	33%
Medibank Private Limited	Michael Wilkins	3	33%
Mineral Resources Limited	Not Specified	2	33%
Monadelphous Group Limited	Robert Velletri	2	33%
National Storage REIT	Anthony Keane	2	33%
NRW Holdings Limited	Michael Arnett	2	33%
Premier Investments Limited	Solomon Lew	3	33%
Ramellus Resources Limited	Robert Vassie	2	33%
Regis Resources Limited	James Mactier	2	33%
SEEK Limited	Graham Goldsmith	3	33%
SGH Limited	Terry Davis	3	33%
Siteminder Limited	Patrick O'Sullivan	2	33%
Ampol Limited	Steven Gregg	3	30%
Block, Inc.	Jack Dorsey	3	30%
TPG Telecom Limited	Kin Fok	3	30%
Vicinity Centres RE Ltd	Trevor Gerber	3	30%
Westpac Banking Corporation	Steven Gregg	3	30%
Amotiv Limited	Graeme Billings	2	29%
ARB Corporation Limited	Robert Fraser	2	29%
Bapcor Limited	Angus McKay	2	29%
Beach Energy Limited	Ryan Stokes	2	29%
Computershare Limited	Paul Reynolds	2	29%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Domino's Pizza Enterprises Limited	John Cowin	2	29%
Dyno Nobel Limited	Gregory Robinson	2	29%
Elders Limited	Ian Wilton	2	29%
Genesis Minerals Limited	Anthony Kiernan	2	29%
Guzman Y Gomez Limited	Gaetano Russo	2	29%
IRESS Limited	Roger Sharp	2	29%
Lovisa Holdings Limited	Brett Blundy	2	29%
Megaport Limited	Melinda Snowden	2	29%
New Hope Corporation Limited	Robert Millner	2	29%
Nuix Ltd	Robert Mactier	2	29%
Orora Limited	Alan Sindel	2	29%
Perpetual Limited	Gregory Cooper	2	29%
Perseus Mining Limited	Richard Menell	2	29%
Pro Medicus Limited	Peter Kempen	2	29%
Reece Australia Limited	Peter Wilson	2	29%
Reliance Worldwide Corporation Limited	William Crosby	2	29%
SIMS Limited	Philip Bainbridge	2	29%
Technology One Limited	Patrick O'Sullivan	2	29%
ResMed Inc	Michael Farrell	3	27%
Stockland Corporation Ltd	Thomas Pockett	3	27%
Aurizon Holdings Limited	Timothy Poole	2	25%
Data#3 Limited	Alan Gray	1	25%
Mesoblast Ltd	Jane Bell	2	25%
Viva Energy Group Limited	Robert Hill	2	25%
Worley Limited	John Grill	3	25%
Harvey Norman Holdings Ltd	Gerald Harvey	2	22%
Life360 Inc.	John Coghlan	2	22%

ASX 200 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Light & Wonder Inc.	Jamie Odell	2	22%
Nickel Industries Limited	Norman Seckold	2	22%
Sigma Healthcare Limited	Michael Sammells	2	22%
Capricorn Metals Ltd	Mark Clark	1	20%
WiseTech Global Limited	Richard White	1	20%
Alcoa Corp CDI	Thomas Gorman	2	18%
Emerald Resources NL	Jay Hughes	1	17%
GrainCorp Limited	Peter Richards	1	17%
Austal Limited	Richard Spencer	1	14%
Vault Minerals Limited	Russell Clark	1	14%
Qube Holdings Limited	Allan Davies	1	11%
Yancoal Australia Limited	Ru Gang	1	11%

Figures as at 30 June 2025

Companies highlighted in lilac have reached 30% or more women on their board.

Companies in white are yet to reach this milestone.



Progress report (ASX 300)

To track progress, we analysed:

- All companies within the ASX 300; and
- Companies in the ASX 300 but not in the S&P/ASX 200 (ASX 200)

METHODOLOGY

- ASX 200 constituents are based on the June 2025 Quarterly Rebalance of the S&P/ASX Indices
- ASX 300 and All Ords are based on the March 2025 Quarterly Rebalance of the S&P/ASX Indices
- ASX 200 rankings are based on the data provided by MarketIndex.com.au on 24 June 2025 (by Market Cap)
- ASX 300 and ASX All Ords rankings are based on the data provided by MarketIndex.com.au on 27 March 2025 (by Market Cap)

STATISTICS

- The data below focuses on companies in the ASX 300 that are not part of the ASX 200.
- This separation is necessary due to differing index requirements - particularly around liquidity - which can result in companies being ranked differently across the ASX 200 and ASX 300.
- For this analysis, we excluded companies that appear in ASX 200 and ASX 300.
- The overall percentage of female directors on ASX 300 boards is 37.5 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 36.1 per cent. (which equates to 222 female directors out of a total of 615 directors).
- Market capitalisation figures for the ASX 20, 50, and 100 indices are based on adjusted market capitalisation as at 30 June 2025.

ASX 300 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Dexus Industria REIT	Jennifer Horrigan	4	67%
Dicker Data Limited	Fiona Brown	4	67%
OFX Group Limited	Patricia Cross	4	67%
Qualitas Real Estate Income Fund	Not Specified	2	67%
Regis Healthcare Limited	Graham Hodges	4	67%
Adairs Limited	Trent Peterson	3	60%
Australian Clinical Labs Limited	Mark Haberlin	4	57%
Ebos Group Australia Pty Ltd	Elizabeth Coutts	4	57%
G8 Education Limited	Debra Singh	4	57%
Kelsian Group Limited	Fiona Hele	4	57%
Perenti Limited	Diane Smith-Gander	4	57%
Spark New Zealand Limited	Justine Smyth	4	57%
Tyro Payments Limited	Fiona Pak-Poy	4	57%
Develop Global Limited	Michael Blakiston	2	50%
HealthCo Healthcare and Wellness REIT	Joseph Carrozzi	3	50%
Monash IVF Group Limited	Richard Davis	3	50%
MyState Limited	Sandra Birkenleigh	4	50%
oOh!Media Limited	Tony Faure	3	50%
The Star Entertainment Group	Anne Ward	3	50%
Unibail-Rodamco-Westfield N.V.	Jacques Richier	5	50%
Growthpoint Properties Australia Limited	Andrew Fay	4	44%
Adriatic Metals PLC	Michael Rawlinson	3	43%
Alpha HPA Ltd	Norman Seckold	3	43%
Australian Ethical Investment Ltd	Stephen Gibbs	3	43%
Clinuvel Pharmaceuticals Limited	Jeffrey Rosenfeld	3	43%
Coronado Global Resources Inc	Garold Spindler	3	43%
Equity Trustees Limited	Carol Schwartz	3	43%

ASX 300 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Fleetpartners Group Limited	Gail Pemberton	3	43%
Infratil Limited	Alison Gerry	3	43%
McMillan Shakespeare Limited	Helen Kurincic	3	43%
Nanosonics Limited	Steven Sargent	3	43%
Vulcan Energy Resources Limited	Francis Wedin	3	43%
Abacus Group	Myra Salkinder	2	40%
Abacus Storage King	John O'Sullivan	2	40%
Bannerman Energy Ltd	Brandon Munro	2	40%
Dalrymple Bay Infrastructure Limited	David Hamill	2	40%
Infomedia Ltd	Jim Hassell	2	40%
Jumbo Interactive Limited	Susan Forrester	2	40%
MA Financial Group Limited	Jeffrey Browne	4	40%
Ora Banda Mining Ltd	Peter Mansell	2	40%
Cromwell Property Group	Gary Weiss	3	38%
Healius Limited	Kathryn McKenzie	3	38%
Integral Diagnostics Limited	James Hall	3	38%
IperionX Limited	Todd Hannigan	3	38%
MAC Copper Limited	Patrice Merrin	3	38%
Mayne Pharma Group Limited	Frank Condella	3	38%
Amplitude Energy Limited	John Conde	2	33%
Australian Finance Group Ltd	Gregory Medcraft	2	33%
Brainchip Holdings Ltd	Antonio Viana	2	33%
Charter Hall Social Infrastructure REIT	Gregory Paramor	2	33%
Gentrack Group Limited	Andrew Green	2	33%
loneer Ltd	James Calaway	2	33%
NexGen Energy (Canada) Limited	Christopher McFadden	3	33%
Platinum Asset Management Ltd	Guy Strapp	2	33%

ASX 300 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Propel Funeral Partners Limited	Brian Scullin	2	33%
PWR Holdings Pty Ltd	Roland Dane	2	33%
Ridley Corporation Limited	Michael McMahon	2	33%
Select Harvests Limited	Travis Dillon	2	33%
Service Stream Limited	Brett Gallagher	2	33%
Skycity Entertainment Group Limited	Julian Cook	2	33%
Vulcan Steel Limited	Russell Chenu	2	33%
Accent Group Limited	David Gordon	2	29%
Audinate Group Limited	David Krall	2	29%
Collins Foods Limited	Robert Kaye	2	29%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	29%
GWA Group Limited	Bernadette Inglis	2	29%
Hansen Technologies Limited	David Trude	2	29%
Johns Lyng Group Limited	Peter Nash	2	29%
Novonix Limited	Robert Natter	2	29%
Resolute Mining Limited	Andrew Wray	2	29%
Strike Energy Limited	John Poynton	2	29%
Weebit Nano Ltd	David Perlmutter	2	29%
Centuria Office REIT	Matthew Hardy	1	25%
Lotus Resources Limited	Michael Bowen	1	25%
Myer Holdings Limited	Olivia Wirth	1	25%
Opthea Limited	Jeremy Levin	1	25%
Silex Systems Limited	Craig Roy	1	25%
Stanmore Resources Limited	Dwi Suseno	2	25%
Tuas Limited	David Teoh	1	25%
Droneshield Limited	Peter James	1	20%

ASX 300 COMPANY	CHAIR	NO. OF FEMALE DIRECTORS	% OF FEMALE DIRECTORS
Immutep Limited	Russell Howard	1	20%
Maas Group Holdings Limited	Stephen Bizzell	1	20%
Patriot Battery Metals Inc.	Pierre Boivin	1	20%
Predictive Discovery Limited	Lawrence Jackson	1	20%
Redox Limited	Ian Campbell	1	20%
RPMGlobal Holdings Limited	Stephen Baldwin	1	20%
Rural Funds Group	Leslie Paynter	1	20%
Aussie Broadband Limited	Adrian Fitzpatrick	1	17%
Cettire Limited	Steven Fisher	1	17%
Kogan.Com Ltd	Gregory Ridder	1	17%
Pantoro Limited	Wayne Zekulich	1	17%
SRG Global Limited	Peter McMorro	1	17%
WA1 Resources Ltd	Gary Lethridge	1	17%
Catapult Group International Ltd	Adir Shiffman	1	14%
Superloop Limited	Peter O'Connell	1	14%
Botanix Pharmaceuticals Ltd	Vince Ippolito	0	0%
Catalyst Metals Limited	David Jones	0	0%
Chalice Mining Limited	Derek La Ferla	0	0%
Supply Network Limited	Robert Fraser	0	0%

Figures as at 30 June 2025

Companies highlighted in lilac have reached 30% or more women on their board.

Companies in white are yet to reach this milestone.

ACKNOWLEDGEMENT OF COUNTRY

The AICD acknowledges the Traditional Custodians of Country throughout Australia and recognise their continuing connection to Land, waters and community. We pay our respect to them and all Elders past and present. In presenting this Gender Diversity Snapshot, we also reflect on the importance of inclusive leadership, one that values diverse voices, experiences and identities that strengthen our organisations and communities.

ABOUT AICD

The Australian Institute of Company Directors (AICD) is a not-for-profit organisation committed to strengthening society through world-class governance. A trusted voice in national policy creation and roll-out, the AICD advocates for, informs and empowers those leading, influencing and shaping the future of contemporary governance. Its flagship Company Directors Course™ has been the gold standard in practical, real-world governance education for over 50 years—equipping leaders across all sectors with the skills and confidence to navigate complex boardroom challenges and lead their organisations with impact. The AICD is also home to the world's largest community of professionals committed to better governance for a better future. To learn more, visit aicd.com.au

DISCLAIMER

This document is part of a series of tools and resources provided by the Australian Institute of Company Directors (AICD). It is intended as a general guide only and should not be relied upon as a substitute for professional advice. While care has been taken in its preparation, the AICD does not warrant the accuracy, reliability or completeness of the information contained in this document. To the extent permitted by law, the AICD excludes all liability for any loss or damage arising out of the use of this document.

REFERENCES

Market Index: marketindex.com.au

OpenDirector: opendirector.com.au

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