



Australian
Institute of
**Company
Directors**

Gender diversity snapshot

May 2026 to June 2026

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Gender Diversity Snapshot

Progress on diversity stabilising, board leadership the next frontier.

This Gender Diversity Snapshot presents the latest ASX board gender diversity data as at 30 June 2026.

Significant progress has been made over recent years towards improving the gender balance in boardrooms. However, women remain underrepresented in Chair positions relative to their overall board representation.

While participation on boards has become more balanced – settling at just under 40%, the advancement of women into the most senior governance positions continues to lag behind. As at 30 June 2026, there were 52 female Chairs across ASX 300 companies (or 17.3%) versus 51 female Chairs as at 30 April 2026 and 48 as at 31 January 2026. In contrast, across the ASX 200, women held 37.6% of board directorships, unchanged since April 2026. And, across the ASX 300, women now hold 36.9% of board positions, a slight decline in the two months since April.

Boards have an important role to play in embedding diversity through succession planning and board renewal. By maintaining a balanced focus on skills and experience in appointments, unbiased recruitment, inclusive leadership and governance excellence, organisations can continue to build high-performing boards that reflect the diversity of perspectives needed to navigate an increasingly complex environment.

Importantly, the focus must now extend beyond representation alone. Sustained progress will be measured not only by the number of women serving as directors, but by the extent to which women are represented in board leadership roles and are positioned to influence the future direction of Australia's listed companies.

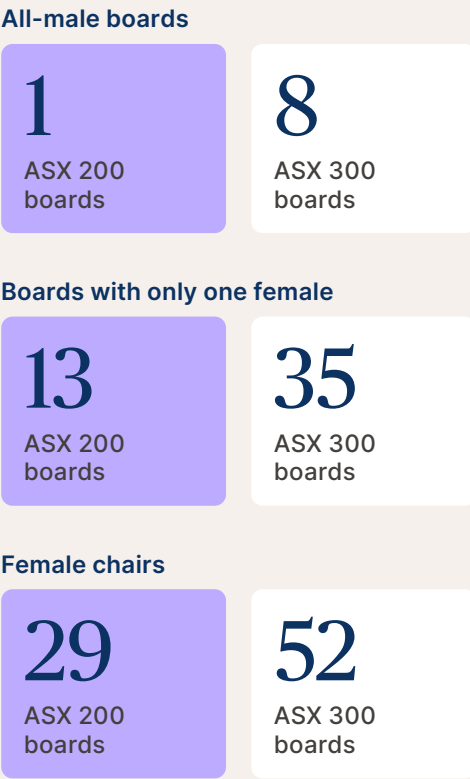
ASX Progress Statistics

Data as at 30 June 2026

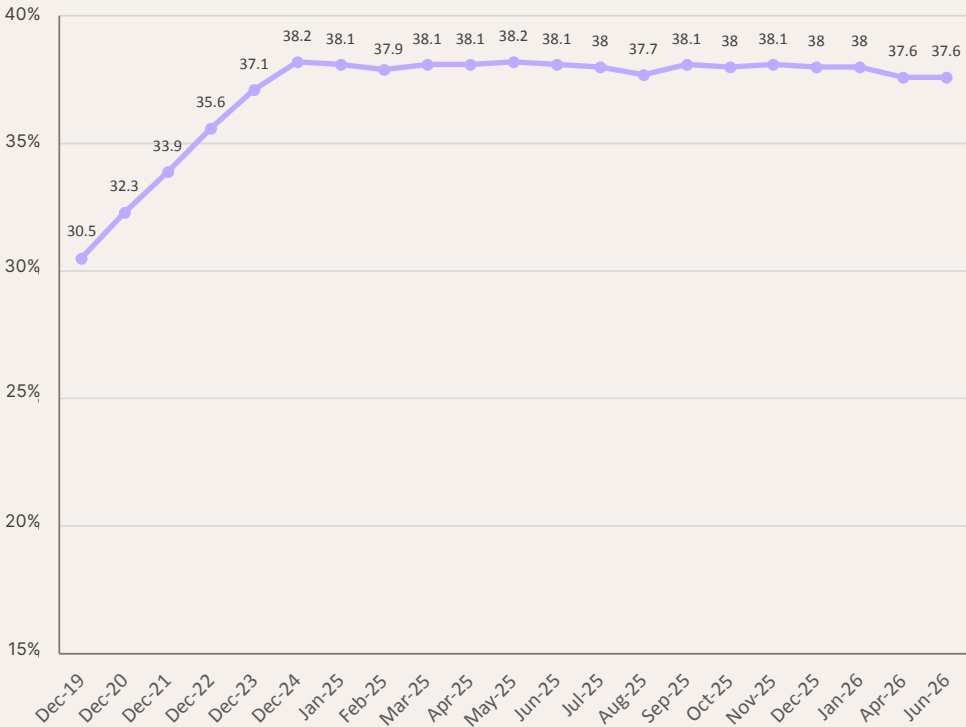
The number of ASX boards that have reached the 30% target



Comparison of ASX 200 and ASX 300 boards



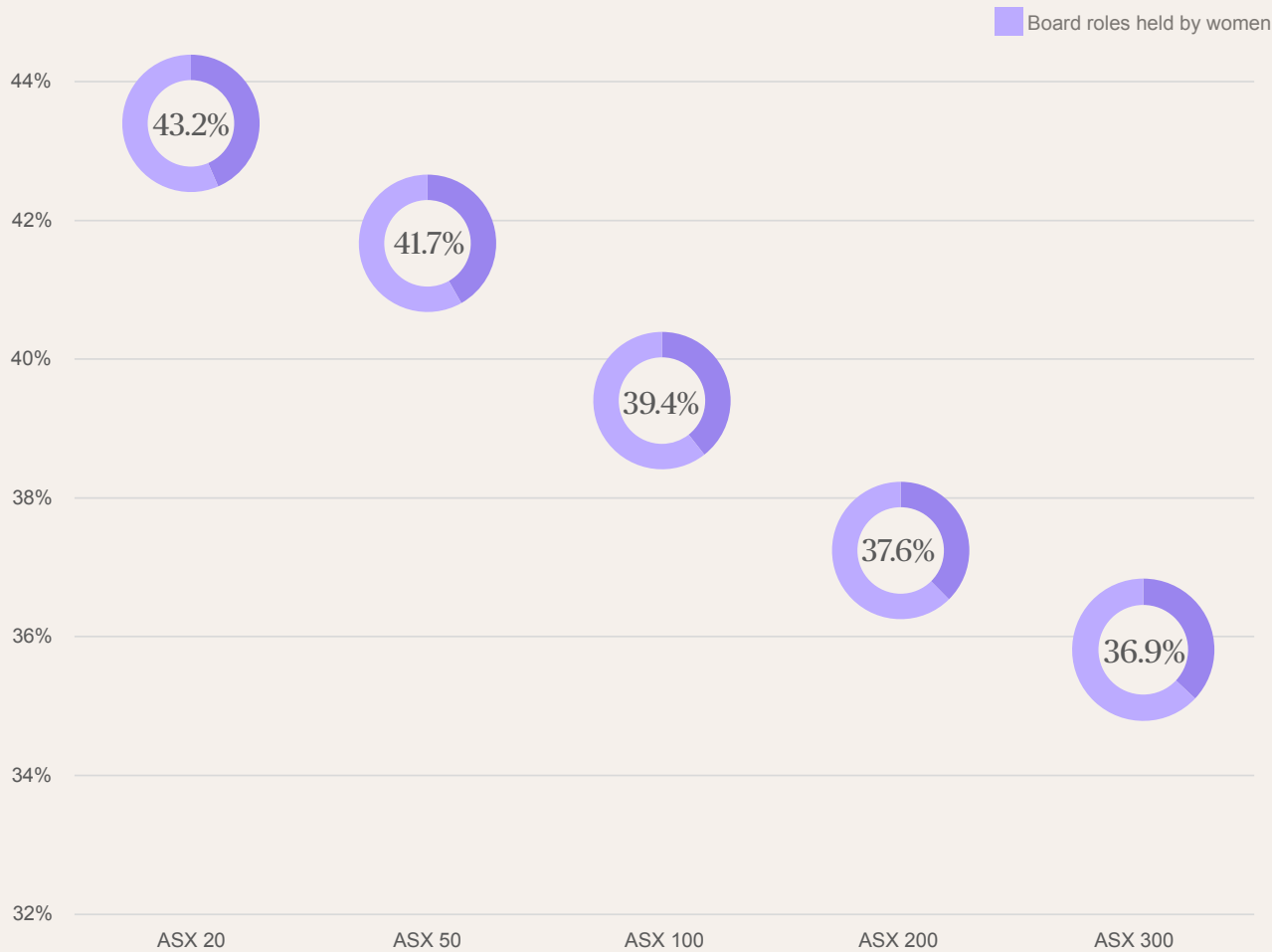
ASX 200 Female directorships over the last 5 years (%)



* Note, 298 companies comprise the ASX300



Female directorships as at 30 June 2026*



*Board roles held by women 30 June 2026

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
Bluescope	Jane McAloon	7	64%
Generation Development Group Limited	Robert Coombe	3	60%
Waypoint REIT	Georgina Lynch	3	60%
Helia Group Limited	Leona Murphy	3	60%
Cleanaway Waste Management Limited	Samantha Hogg	4	57%
Perenti Limited	Diane Smith-Gander	4	57%
Lendlease Group	John Gillam	4	57%
Karoon Energy Ltd	Peter Botten	4	57%
National Australia Bank Limited	Philip Chronican	5	56%
Macquarie Group Limited	Glenn Stevens	5	56%
Telstra Group Limited	Craig Dunn	5	56%
Scentre Group	Ilana Atlas	5	56%
Qantas Airways Limited	John Mullen	5	56%
Sonic Healthcare Limited	Mark Compton	5	56%
Ramsay Health Care Limited	David Thodey	5	56%
Ansell Limited	Nigel Garrard	5	56%
Fortescue Ltd	John Forrest	6	50%
QBE Insurance Group Limited	Yasmin Allen	3	50%
Aristocrat Leisure Limited	Neil Chatfield	4	50%
Coles Group Limited	Peter Allen	4	50%
South32 Limited	Stephen Pearce	5	50%
PLS Group Limited	Kathleen Conlon	3	50%
Medibank Private Limited	Michael Wilkins	4	50%
Wisetech Global Limited	Richard White	3	50%
GPT Group	Vicki McFadden	4	50%
Liontown Limited	Timothy Goyder	3	50%
IGO Limited	Vanessa Guthrie	3	50%

ASX 200 Company	Chair	No. of female directors	% of female directors
HUB24 Limited	Paul Rogan	3	50%
Bendigo and Adelaide Bank Limited	Vicki Carter	4	50%
Downer EdI Limited	Mark Menhinnitt	4	50%
Westgold Resources Limited	Cheryl Edwardes	3	50%
Pinnacle Investment Management Group Limited	Alan Watson	3	50%
BWP Group	Fiona Harris	3	50%
ZIP Co Limited	Diane Smith-Gander	3	50%
Dalrymple Bay Infrastructure Limited	David Hamill	3	50%
Super Retail Group Limited	Judith Swales	4	50%
Deterra Royalties Limited	Jennifer Seabrook	3	50%
Imdex Limited	Anthony Wooles	3	50%
Centuria Industrial REIT	Roger Dobson	2	50%
Centuria Capital Group	Kristie Brown	3	50%
Aussie Broadband Limited	Adrian Fitzpatrick	2	50%
Brambles Limited	John Mullen	5	45%
BHP Group Limited	Ross McEwan	4	44%
Woolworths Group Limited	Scott Perkins	4	44%
Santos Limited	Keith Spence	4	44%
Fisher & Paykel Healthcare Corporation Limited	Neville Mitchell	4	44%
ALS Limited	Nigel Garrard	4	44%
ASX Limited	David Clarke	4	44%
Cochlear Limited	Catriona Deans	4	44%
Treasury Wine Estates Limited	John Mullen	4	44%
Infratil Limited	Alison Gerry	3	43%
Xero Limited	David Thodey	3	43%
Sandfire Resources Limited	John Richards	3	43%
Aurizon Holdings Limited	Timothy Longstaff	3	43%
Ramelius Resources Limited	Robert Vassie	3	43%

ASX 200 Company	Chair	No. of female directors	% of female directors
Eagers Automotive Limited	Timothy Crommelin	3	43%
Netwealth Group Limited	Michael Wachtel	3	43%
Ventia Services Group Limited	David Moffatt	3	43%
Steadfast Group Limited	Vicki Allen	3	43%
Telix Pharmaceuticals Limited	Mark Nelson	3	43%
Bank of Queensland Limited	Andrew Fraser	3	43%
Chorus Limited	Andrew Cross	3	43%
Metcash Limited	Peter Birtles	3	43%
West African Resources Limited	Richard Hyde	3	43%
Fletcher Building Limited	Peter Crowley	3	43%
Region Group	Steven Crane	3	43%
Resolute Mining Limited	Andrew Wray	3	43%
EVT Limited	Alan Rydge	3	43%
Iperionx Limited	Todd Hannigan	3	43%
Tabcorp Holdings Limited	Brett Chenoweth	3	43%
Magellan Financial Group Limited	Andrew Formica	3	43%
Elders Limited	Glenn Davis	3	43%
Newmont Corporation	Gregory Boyce	5	42%
Commonwealth Bank of Australia	Paul O'Malley	4	40%
Rio Tinto Limited	Dominic Barton	4	40%
CSL Limited	Brian McNamee	4	40%
Transurban Group	Craig Drummond	4	40%
Origin Energy Limited	Scott Perkins	4	40%
Insurance Australia Group Limited	Thomas Pockett	4	40%
Washington H Soul Pattinson and Company Limited	Robert Millner	4	40%
Codan Limited	Graeme Barclay	2	40%
GQG Partners Inc	Rajiv Jain	2	40%
Charter Hall Long Wale REIT	Glenn Fraser	2	40%
Bellevue Gold Limited	Kevin Tomlinson	2	40%

ASX 200 Company	Chair	No. of female directors	% of female directors
Neuren Pharmaceuticals Limited	Patrick Davies	2	40%
Firefly Metals Ltd	Kevin Tomlinson	2	40%
Nick Scali Limited	Anthony Scali	2	40%
Tuas Limited	David Teoh	2	40%
Northern Star Resources Ltd	Michael Chaney	3	38%
Evolution Mining Limited	Jacob Klein	3	38%
REA Group Ltd	Hamish McLennan	3	38%
Mineral Resources Limited	Malcolm Bunday	3	38%
Capstone Copper Corp	John MacKenzie	3	38%
APA Group	Michael Fraser	3	38%
Auckland International Airport Limited	Julia Hoare	3	38%
NEXTDC Limited	Douglas Flynn	3	38%
Technology One Limited	Patrick O'Sullivan	3	38%
CAR Group Limited	Patrick O'Sullivan	3	38%
JB Hi-Fi Ltd	Stephen Goddard	3	38%
Whitehaven Coal Limited	Mark Vaile	3	38%
Mirvac Group	Alan Sindel	3	38%
Dexus	Warwick Negus	3	38%
Challenger Limited	Duncan West	3	38%
Endeavour Group Limited	Timothy Poole	3	38%
Paladin Energy Ltd	Mark Lawrenson	3	38%
Sims Limited	Philip Bainbridge	3	38%
Breville Group Limited	Timothy Antonie	3	38%
AMP Limited	Michael Hirst	3	38%
Nib Holdings Limited	David Gordon	3	38%
Champion Iron Limited	William O'Keeffe	3	38%
Megaport Limited	Melinda Snowden	3	38%
Elevra Lithium Limited	Dawne Hickton	3	38%
Electro Optic Systems Holdings Limited	Garry Hounsell	3	38%
Vulcan Energy Resources Limited	Francis Wedin	3	38%

ASX 200 Company	Chair	No. of female directors	% of female directors
Bega Cheese Limited	Barry Irvin	3	38%
Ingenia Communities Group	Shane Gannon	3	38%
Westpac Banking Corporation	Steven Gregg	4	36%
Wesfarmers Limited	Michael Chaney	4	36%
Woodside Energy Group Ltd	Richard Goyder	4	36%
Resmed Inc	Michael Farrell	4	36%
Suncorp Group Limited	Duncan West	4	36%
ANZ Group Holdings Limited	Paul O'Sullivan	3	33%
News Corporation	Lachlan Murdoch	2	33%
Lynas Rare Earths Limited	John Humphrey	2	33%
NexGen Energy Ltd	Christopher McFadden	3	33%
AGL Energy Limited	Miles George	3	33%
Regis Resources Limited	James Mactier	2	33%
Seek Limited	Gregory Roebuck	3	33%
The A2 Milk Company Limited	Philippa Greenwood	2	33%
NRW Holdings Limited	Michael Arnett	2	33%
AUB Group Limited	Peter Harmer	2	33%
Iluka Resources Limited	James Mactier	2	33%
Monadelphous Group Limited	Robert Velletri	2	33%
Ora Banda Mining Ltd	Peter Mansell	2	33%
Reliance Worldwide Corporation Limited	Russell Chenu	2	33%
Flight Centre Travel Group Limited	Gary Smith	2	33%
4Dmedical Limited	Lilian Bianchi	2	33%
Premier Investments Limited	Solomon Lew	3	33%
SRG Global Limited	Amber Banfield	2	33%
Minerals 260 Limited	Timothy Goyder	2	33%
Domino's Pizza Enterprises Limited	John Cowin	2	33%
Deep Yellow Limited	Christopher Salisbury	2	33%
Data#3 Limited	Alan Gray	2	33%

ASX 200 Company	Chair	No. of female directors	% of female directors
Vicinity Centres	Trevor Gerber	3	30%
Goodman Group	Stephen Johns	3	30%
Block, Inc	Jack Dorsey	3	30%
Stockland	Thomas Pockett	3	30%
TPG Telecom Limited	Canning Ning	3	30%
Worley Limited	John Grill	3	30%
Life360 Inc	Christopher Hulls	3	30%
Computershare Limited	Paul Reynolds	2	29%
Pro Medicus Limited	Peter Kempen	2	29%
Orica Limited	Vikas Bansal	2	29%
Charter Hall Group	Stephen Conry	2	29%
Greatland Resources Limited	Mark Barnaba	2	29%
Perseus Mining Limited	Richard Menell	2	29%
Genesis Minerals Limited	Raleigh Finlayson	2	29%
New Hope Corporation Limited	Robert Millner	2	29%
Homeco Daily Needs REIT	Simon Shakesheff	2	29%
Lovisa Holdings Limited	Brett Blundy	2	29%
Beach Energy Limited	Ryan Stokes	2	29%
Perpetual Limited	Gregory Cooper	2	29%
Austal Limited	Richard Spencer	2	29%
ARB Corporation Limited	Robert Fraser	2	29%
Orora Limited	Alan Sindel	2	29%
Nine Entertainment Co Holdings Limited	Peter Tonagh	2	29%
Arena REIT	David Ross	2	29%
Iress Limited	Roger Sharp	2	29%
Graincorp Limited	Peter Richards	2	29%
Alcoa Corporation	Thomas Gorman	3	27%
Amcor PLC	Graeme Liebelt	3	27%
Atlas Arteria	Debra Goodin	2	25%
The Lottery Corporation Limited	Douglas McTaggart	2	25%

ASX 200 Company	Chair	No. of female directors	% of female directors
Reece Limited	Peter Wilson	2	25%
Dyno Nobel Limited	Gregory Robinson	2	25%
Mesoblast Limited	Jane Bell	2	25%
Pexa Group Limited	Mark Joiner	2	25%
Superloop Limited	Peter O'Connell	2	25%
Silex Systems Limited	Craig Roy	1	25%
Judo Capital Holdings Limited	David Hornery	2	25%
Sigma Healthcare Limited	Michael Sammells	2	22%
James Hardie Industries PLC	Nigel Stein	2	22%
SGH Limited	John Gillam	2	22%
Light & Wonder Inc	Jamie Odell	2	22%
Ampol Limited	Steven Gregg	2	22%
Harvey Norman Holdings Limited	Gerald Harvey	2	22%
Nickel Industries Limited	Norman Seckold	2	22%
Capricorn Metals Ltd	Mark Clark	1	20%
DroneShield Limited	Hamish McLennan	1	20%
Kingsgate Consolidated Limited	Ross Smyth-Kirk	1	20%
Catalyst Metals Limited	Mark Connelly	1	20%
Pantoro Gold Limited	Wayne Zekulich	1	20%
Vault Minerals Limited	Russell Clark	1	17%
Emerald Resources NL	Jay Hughes	1	17%
Charter Hall Retail REIT	Roger Davis	1	17%
Alkane Resources Limited	Andrew Quinn	1	17%
Viva Energy Group Limited	Sarah Ryan	1	14%
Qube Holdings Limited	John Bevan	1	13%
Yancoal Australia Limited	Gang Ru	1	11%
Predictive Discovery Limited	Andrew Pardey	0	0%

Figures as at 30 June 2026

□ 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 300¹)

¹ Effectively the S&P/ASX 300 minus the S&P/ASX 200

Data Sources

- The constituents of the S&P/ASX indices are based on companies in the indices as of 30 June 2026.

Methodology

To track the progress of gender diversity, we analysed all companies within the S&P/ASX 300 and S&P/ASX200 as well as those companies in the S&P/ASX 300 but not in the S&P/ASX 200.

Results

- The overall percentage of female directors on S&P/ASX300 boards is 36.9 per cent.
- The percentage of female directors on the boards of the companies that feature only in the S&P/ASX300 and not the S&P/ASX200 is 35.3 per cent.

ASX 300 Company	Chair	No. of female directors	% of female directors
Regis Healthcare Limited	Graham Hodges	4	67%
Kelsian Group Limited	Fiona Hele	4	67%
Tyro Payments Limited	Fiona Pak-Poy	4	67%
Bapcor Limited	Lachlan Edwards	4	67%
Dexus Industria REIT	Jennifer Horrigan	3	60%
Boss Energy Ltd	Wyatt Buck	3	60%
Australian Clinical Labs Limited	Stephen Roche	3	60%
Ebos Group Limited	Elizabeth Coutts	4	57%
EQT Holdings Limited	Carol Schwartz	4	57%
G8 Education Limited	Debra Singh	4	57%
DPM Metals Inc	Juanita Montalvo	4	50%
Spark New Zealand Limited	Justine Smyth	4	50%
Dicker Data Limited	Fiona Brown	3	50%
Digico Infrastructure REIT	Joseph Carrozzi	3	50%
PWR Holdings Limited	Kees Weel	3	50%
Web Travel Group Limited	Roger Sharp	3	50%
Polynovo Limited	Leon Hoare	3	50%
MyState Limited	Vaughn Richtor	3	50%
Idp Education Limited	Tracey Horton	4	50%
Lifestyle Communities Limited	David Blight	2	50%
GWA Group Limited	Bernadette Inglis	3	50%
Universal Store Holdings Limited	Peter Birtles	3	50%
Propel Funeral Partners Limited	Naomi Edwards	3	50%
Australian Ethical Investment Limited	Stephen Gibbs	3	50%
Growthpoint Properties Australia	Andrew Fay	4	44%
McMillan Shakespeare Limited	Helen Kurincic	3	43%
HMC Capital Limited	Christopher Saxon	3	43%
Cromwell Property Group	Gary Weiss	3	43%
Alpha HPA Limited	Norman Seckold	3	43%
Nanosonics Limited	Steven Sargent	3	43%

ASX 300 Company	Chair	No. of female directors	% of female directors
Siteminder Limited	Patrick O'Sullivan	3	43%
Fleetpartners Group Limited	Gail Pemberton	3	43%
Clinuvel Pharmaceuticals Limited	Jeffrey Rosenfeld	3	43%
L1 Group Limited	Guy Strapp	2	40%
Develop Global Limited	Michael Blakiston	2	40%
Macquarie Technology Group Limited	Lisa Brock	2	40%
Gemlife Communities Group	Kristie Brown	2	40%
MA Financial Group	Jeffrey Browne	4	40%
Regal Partners Limited	Peter Yates	2	40%
Charter Hall Social Infrastructure REIT	Bevan Towning	2	40%
Clarity Pharmaceuticals Ltd	Alan Taylor	2	40%
Jumbo Interactive Limited	Susan Forrester	2	40%
Australian Finance Group Ltd	Greg Medcraft	2	40%
Smartgroup Corporation Ltd	John Prendiville	3	38%
Nufarm Limited	John Gillam	3	38%
Collins Foods Limited	Mark Hawthorne	3	38%
Inghams Group Limited	Helen Nash	3	38%
Credit Corp Group Limited	Eric Dodd	3	38%
Healius Limited	Kathryn McKenzie	3	38%
Abacus Storage King	John O'Sullivan	2	33%
Service Stream Limited	Brett Gallagher	2	33%
PMET Resources Inc	Pierre Boivin	2	33%
Qualitas Real Estate Income Fund	Glenn Foster	1	33%
IPH Limited	Peter Warne	2	33%
Hansen Technologies Limited	David Trude	2	33%
Ricegrowers Limited	John Bradford	3	33%
oOh!media Limited	Philippa Kelly	2	33%
Temple & Webster Group Ltd	Mark Coulter	2	33%
Gentrack Group Limited	Andrew Green	2	33%
Guzman Y Gomez Limited	Gaetano Russo	2	29%

ASX 300 Company	Chair	No. of female directors	% of female directors
Weebit Nano Ltd	David Perlmutter	2	29%
Amotiv Limited	James Fazzino	2	29%
Vulcan Steel Limited	Rhys Jones	2	29%
Integral Diagnostics Limited	James Hall	2	29%
Bannerman Energy Ltd	Brandon Munro	2	29%
Select Harvests Limited	Travis Dillon	2	29%
Amplitude Energy Limited	Ian Davies	2	29%
Stanmore Resources Limited	Dwi Suseno	2	25%
Cobram Estate Olives Limited	Robert McGavin	2	25%
St Barbara Limited	Kerry Gleeson	1	25%
Myer Holdings Limited	Olivia Wirth	1	25%
Lotus Resources Limited	Michael Bowen	1	25%
Virgin Australia Holdings Limited	Peter Warne	2	22%
Southern Cross Gold Consolidated Ltd	Ernest Eadie	1	20%
Maas Group Holdings Limited	Stephen Bizzell	1	20%
Redox Limited	Ian Campbell	1	20%
Aspen Group	Guy Farrands	1	20%
Ridley Corporation Limited	Michael McMahon	1	20%
WA1 Resources Ltd	Kathleen Bozanic	1	20%
Abacus Group	Mark Haberlin	1	20%
Black Cat Syndicate Limited	Paul Chapman	1	20%
Rural Funds Group	Leslie Paynter	1	20%
Santana Minerals Limited	Peter Cook	1	20%
Immutep Limited	Russell Howard	1	20%
Sunrise Energy Metals Limited	Robert Friedland	1	17%
Arafura Rare Earths Ltd	Mark Southey	1	17%
Supply Network Limited	Robert Fraser	1	17%
Qoria Limited	Peter Pawlowitsch	1	17%
Catapult Sports Ltd	Adir Shiffman	1	14%
Bravura Solutions Limited	Russell Baskerville	1	14%

ASX 300 Company	Chair	No. of female directors	% of female directors
Macmahon Holdings Limited	Gregory Evans	1	13%
Elsight Limited	Amikam Shafran	0	0%
Metals X Limited	Peter Gunzburg	0	0%
Objective Corporation Limited	Tony Walls	0	0%
Dateline Resources Limited	Mark Johnson	0	0%
Chalice Mining Limited	Derek Ferla	0	0%
Turaco Gold Limited	John Fitzgerald	0	0%
Meeka Metals Limited	Paul Chapman	0	0%

Figures as at 30 June 2026

☒ 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

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References

Market index marketindex.com.au
OpenDirector opendirector.com.au

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