

Australian  
Institute of  
**Company  
Directors**

# Gender diversity snapshot

October 2025 to January 2026



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# Gender Diversity Snapshot

## Sustaining progress on ASX boards

This edition of the Gender Diversity Snapshot covers the data period October 2025 to January 2026. As part of AICD's quarterly series, it provides the latest data and observations on gender diversity across ASX boards.

Over the past decade, women's representation on ASX boards has improved substantially. Across the ASX 100, 200 and 300, representation is now approaching 40 per cent representation - a significant shift from levels below 20 per cent in 2016. This progress reflects the sustained impact of governance expectations, market transparency and advocacy led by organisations including the AICD and the Australian Chapter of the 30%+ Club.

Although overall representation has improved, the proportion of women in Chair and other senior board roles remains lower across the market.

As boards move closer to headline parity targets, the next phase of progress will depend less on policy settings alone and more on deliberate pipeline development. Initiatives that support board-ready women - including mentoring, scholarships and executive leadership pathways - will be critical to sustaining long-term gains.

Looking ahead, boards have a pivotal role to play. Through CEO and board succession planning, skills-based appointments and a continued commitment to diversity as a driver of governance quality, organisations can ensure that progress on gender diversity does not stall at the milestone but continues to evolve.

# ASX Progress Statistics

Data as at 31 January 2026

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

**214 ASX 300**

boards have reached the 30% target



**153 ASX 200**

boards have reached the 30% target



**85 ASX 100**

boards have reached the 30% target



**45 ASX 50**

boards have reached the 30% target



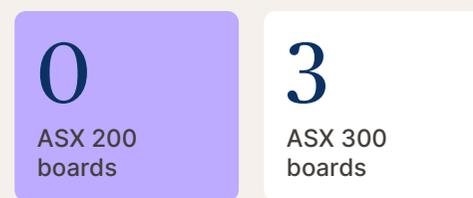
**20 ASX 20**

boards have reached the 30% target

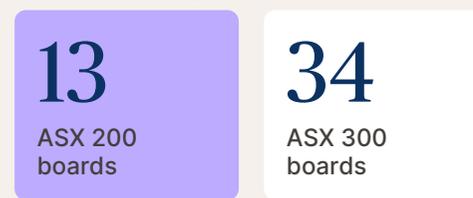


Comparison of ASX 200 and ASX 300 boards

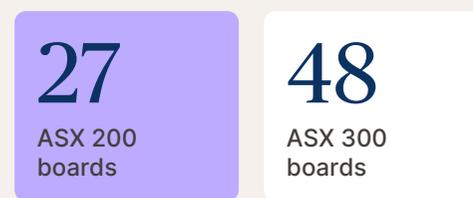
All-male boards



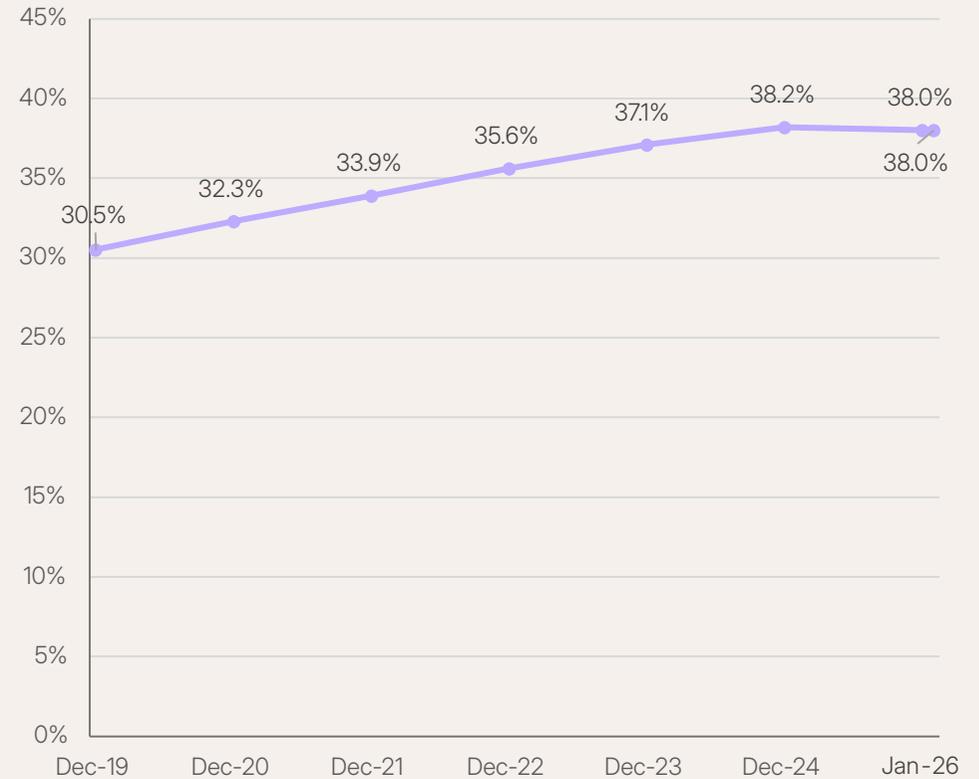
Boards with only one female



Female chairs



ASX 200 Female directorships over the last 5 years



Note: Due to a system update in October–November, data for this period could not be captured and is therefore unavailable.



Female directorships as at 31 January 2026\*



\*Board roles held by women 31 January 2026

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
<a href="#">IGO Limited</a>	Vanessa Guthrie	4	67%
<a href="#">Macquarie Group Ltd</a>	Glenn Stevens	5	63%
<a href="#">Bluescope Steel Ltd</a>	Jane Mcaloon	6	60%
<a href="#">Generation Development Group</a>	Robert Coombe	3	60%
<a href="#">Helia Group</a>	Leona Murphy	3	60%
<a href="#">Telix Pharmaceuticals Ltd</a>	Tiffany Olson	3	60%
<a href="#">Waypoint REIT</a>	Georgina Lynch	3	60%
<a href="#">EBOS Group Limited</a>	Elizabeth Coutts	4	57%
<a href="#">GPT Group</a>	Vicki Mcfadden	4	57%
<a href="#">Karoon Energy Limited</a>	Peter Botten	4	57%
<a href="#">ASX Ltd</a>	David Clarke	5	56%
<a href="#">National Australia Bank Ltd</a>	Philip Chronican	5	56%
<a href="#">Ramsay Health Care Ltd</a>	David Thodey	5	56%
<a href="#">Sonic Healthcare Ltd</a>	Mark Compton	5	56%
<a href="#">Telstra Corporation Ltd</a>	Craig Dunn	5	56%
<a href="#">Woolworths Group Ltd</a>	Scott Perkins	5	56%
<a href="#">AMP Ltd</a>	Michael Hirst	4	50%
<a href="#">Ansell Ltd</a>	Nigel Garrard	4	50%
<a href="#">Bendigo and Adelaide Bank Ltd</a>	Vicki Carter	4	50%
<a href="#">Bank of Queensland Ltd</a>	Andrew Fraser	3	50%
<a href="#">Centuria Industrial REIT</a>	Roger Dobson	2	50%
<a href="#">Centuria Capital</a>	Kristie Brown	3	50%
<a href="#">Coles Group</a>	Peter Allen	4	50%
<a href="#">HMC Digital Infrastructure</a>	Joseph Carrozzi	3	50%
<a href="#">Downer EDI Ltd</a>	Mark Menhinnitt	4	50%
<a href="#">Deterra Royalties</a>	Jennifer Seabrook	3	50%
<a href="#">Fortescue Ltd</a>	John Forrest	6	50%

# Progress Report (ASX 200)

ASX 200 Company	Chair	No. of female directors	% of female directors
Hub24 Ltd	Paul Rogan	3	50%
IDP Education Ltd	Tracey Horton	4	50%
Insignia Financial Ltd	Allan Griffiths	3	50%
Iluka Resources Ltd	James Mactier	3	50%
Imdex Limited	Anthony Wooles	3	50%
Medibank Private Ltd	Michael Wilkins	4	50%
Pilbara Minerals Ltd	Kathleen Conlon	3	50%
Pinnacle Investment Management	Alan Watson	3	50%
Qantas Airways Ltd	John Mullen	4	50%
QBE Insurance Group Ltd	Michael Wilkins	4	50%
South32 Ltd	Karen Wood	5	50%
Scentre Group	Ilana Atlas	5	50%
Super Retail Group Ltd	Judith Swales	4	50%
Web Travel Group	Roger Sharp	3	50%
Zip Co Limited	Diane Smith-Gander	3	50%
Brambles Ltd	John Mullen	5	45%
Aristocrat Leisure Ltd	Neil Chatfield	4	44%
ALS Ltd	Nigel Garrard	4	44%
BHP Group Ltd	Ross Mcewan	4	44%
Cochlear Ltd	Catriona Deans	4	44%
Lendlease Group	John Gillam	4	44%
Santos Ltd	Keith Spence	4	44%
Treasury Wine Estates Ltd	John Mullen	4	44%
a2 Milk Company Ltd	Philippa Greenwood	3	43%
Aurizon Holdings Ltd	Timothy Longstaff	3	43%
BWP Trust	Anthony Howarth	3	43%
Chorus Ltd	Andrew Cross	3	43%
Cleanaway Waste Ltd	Philippe Etienne	3	43%
Endeavour Group Limited	Duncan Makeig	3	43%
Elders Ltd	Glenn Davis	3	43%

ASX 200 Company	Chair	No. of female directors	% of female directors
EVT Limited	Alan Rydge	3	43%
Fletcher Building Ltd	Peter Crowley	3	43%
Infratil Limited	Alison Gerry	3	43%
IperionX Limited	Todd Hannigan	3	43%
Lynas Rare Earths Ltd	John Humphrey	3	43%
Magellan Financial Group Ltd	Andrew Formica	3	43%
Metcash Ltd	Peter Birtles	3	43%
Netwealth Group	Michael Wachtel	3	43%
Perenti Global Ltd.	Diane Smith-Gander	3	43%
Region Group	Steven Crane	3	43%
Steadfast Group Ltd	Vicki Allen	3	43%
SiteMinder Limited	Patrick O'Sullivan	3	43%
Sandfire Resources NL	John Richards	3	43%
Tabcorp Holdings Ltd	Brett Chenoweth	3	43%
Ventia Services Group Limited	David Moffatt	3	43%
West African Resources Limited	Richard Hyde	3	43%
Wisetech Global Ltd	Richard White	3	43%
Xero Ltd	David Thodey	3	43%
Newmont Corporation	Gregory Boyce	5	42%
AUB Group Limited	Peter Harmer	2	40%
Bellevue Gold Limited	Kevin Tomlinson	2	40%
Commonwealth Bank of Australia	Paul O'Malley	4	40%
Codan Limited	Graeme Barclay	2	40%
Charter Hall Long Wale REIT	Glenn Fraser	2	40%
Dalrymple Bay Infrastructure Limited	David Hamill	2	40%
Deep Yellow Limited	Christopher Salisbury	2	40%
GQG Partners Inc.	Rajiv Jain	2	40%
Insurance Australia Group	Thomas Pockett	4	40%
Neuren Pharmaceuticals Limited	Patrick Davies	2	40%
Ora Banda Mining Limited	Peter Mansell	2	40%

ASX 200 Company	Chair	No. of female directors	% of female directors
<a href="#">Origin Energy Ltd</a>	Scott Perkins	4	40%
<a href="#">Rio Tinto Ltd</a>	Dominic Barton	4	40%
<a href="#">WHSP Holdings Limited (Soul Patts)</a>	Robert Millner	4	40%
<a href="#">Transurban Group</a>	Craig Drummond	4	40%
<a href="#">Tuas Limited</a>	David Teoh	2	40%
<a href="#">Wesfarmers Ltd</a>	Michael Chaney	4	40%
<a href="#">Auckland International Airport</a>	Julia Hoare	3	38%
<a href="#">APA Group</a>	Michael Fraser	3	38%
<a href="#">Eagers limited</a>	Timothy Crommelin	3	38%
<a href="#">Bega Cheese Ltd</a>	Barry Irvin	3	38%
<a href="#">Breville Group Ltd</a>	Timothy Antonie	3	38%
<a href="#">CAR Group</a>	Patrick O'Sullivan	3	38%
<a href="#">Challenger Ltd</a>	Duncan West	3	38%
<a href="#">Champion Iron Limited</a>	William O'Keefe	3	38%
<a href="#">Capstone Copper Corp</a>	John Mackenzie	3	38%
<a href="#">Evolution Mining Ltd</a>	Jacob Klein	3	38%
<a href="#">Graincorp Ltd</a>	Peter Richards	3	38%
<a href="#">Ingenia Communities Group</a>	Shane Gannon	3	38%
<a href="#">JB Hi-Fi Ltd</a>	Stephen Goddard	3	38%
<a href="#">Mirvac Group</a>	Alan Sindel	3	38%
<a href="#">Mineral Resources Ltd</a>	Malcolm Bunday	3	38%
<a href="#">Megaport Limited</a>	Melinda Snowden	3	38%
<a href="#">Nib Holdings Ltd</a>	David Gordon	3	38%
<a href="#">Northern Star Resources Ltd</a>	Michael Chaney	3	38%
<a href="#">Nextdc Ltd</a>	Douglas Flynn	3	38%
<a href="#">Orica Ltd</a>	Vikas Bansal	3	38%
<a href="#">Paladin Energy Limited</a>	Mark Lawrenson	3	38%
<a href="#">Pexa Group Limited</a>	Mark Joiner	3	38%
<a href="#">REA Group</a>	Hamish Mclennan	3	38%
<a href="#">Ramelius Resources</a>	Robert Vassie	3	38%

ASX 200 Company	Chair	No. of female directors	% of female directors
<a href="#">Sims Limited</a>	Philip Bainbridge	3	38%
<a href="#">Westgold Resources</a>	Cheryl Edwardes	3	38%
<a href="#">Whitehaven Coal</a>	Mark Vaile	3	38%
<a href="#">CSL Ltd</a>	Brian Mcnamee	4	36%
<a href="#">Resmed Inc</a>	Michael Farrell	4	36%
<a href="#">Westpac Banking Corp</a>	Steven Gregg	4	36%
<a href="#">Aussie Broadband Limited</a>	Adrian Fitzpatrick	2	33%
<a href="#">AGL Energy Ltd</a>	Miles George	3	33%
<a href="#">ANZ Group Holdings Limited (ANZ)</a>	Paul O'Sullivan	3	33%
<a href="#">Arena REIT</a>	David Ross	2	33%
<a href="#">Charter Hall Group</a>	Stephen Conry	2	33%
<a href="#">Data#3 Limited</a>	Alan Gray	2	33%
<a href="#">Flight Centre Travel Group Ltd</a>	Gary Smith	2	33%
<a href="#">Liontown Resources Ltd</a>	Timothy Goyder	2	33%
<a href="#">Monadelphous Group Ltd</a>	Robert Velletri	2	33%
<a href="#">Nine Entertainment Co. Holdings Ltd</a>	Peter Tonagh	2	33%
<a href="#">National Storage REIT</a>	Anthony Keane	2	33%
<a href="#">NRW Holdings Limited</a>	Michael Arnett	2	33%
<a href="#">News Corporation</a>	Lachlan Murdoch	2	33%
<a href="#">Nexgen Energy Ltd.</a>	Christopher Mcfadden	3	33%
<a href="#">Premier Investments Ltd</a>	Solomon Lew	3	33%
<a href="#">Regis Resources Ltd</a>	James Mactier	2	33%
<a href="#">Reliance Worldwide Corporation Ltd</a>	Christine Bartlett	2	33%
<a href="#">SGH Limited</a>	Terry Davis	3	33%
<a href="#">Technology One Ltd</a>	Patrick O'Sullivan	3	33%
<a href="#">Temple &amp; Webster Group Ltd</a>	Stephen Heath	2	33%
<a href="#">Vicinity Centres</a>	Trevor Gerber	3	33%
<a href="#">Life360 Inc</a>	Christopher Hulls	3	30%
<a href="#">Ampol Ltd</a>	Steven Gregg	3	30%

ASX 200 Company	Chair	No. of female directors	% of female directors
Goodman Group	Stephen Johns	3	30%
Seek Ltd	Graham Goldsmith	3	30%
Stockland	Thomas Pockett	3	30%
Suncorp Group Ltd	Duncan West	3	30%
Woodside Energy Group Ltd	Richard Goyder	3	30%
Worley Limited	John Grill	3	30%
Block Inc.	Jack Dorsey	3	30%
ARB Corporation Ltd	Robert Fraser	2	29%
Austal Limited	Richard Spencer	2	29%
Beach Energy Ltd	Ryan Stokes	2	29%
Computershare Ltd	Paul Reynolds	2	29%
Dyno Nobel	Gregory Robinson	2	29%
Dexus	Warwick Negus	2	29%
Fisher & Paykel Healthcare Corporation Ltd	Neville Mitchell	2	29%
Genesis Minerals Ltd	Raleigh Finlayson	2	29%
Guzman y Gomez	Gaetano Russo	2	29%
Homeco Daily Needs REIT	Simon Shakesheff	2	29%
Iress Ltd	Roger Sharp	2	29%
Judo Bank	David Hornery	2	29%
Lovisa Holdings Limited	Brett Blundy	2	29%
New Hope Corporation	Robert Millner	2	29%
Orora Ltd	Alan Sindel	2	29%
Pro Medicus Limited	Peter Kempen	2	29%
Perpetual Ltd	Gregory Cooper	2	29%
Perseus Mining Limited	Richard Menell	2	29%
Reece Limited	Peter Wilson	2	29%
Resolute Mining Ltd	Andrew Wray	2	29%
Alcoa Corporation	Thomas Gorman	3	27%
Amcor Ltd	Graeme Liebelt	3	27%
Atlas Arteria	Debra Goodin	2	25%

ASX 200 Company	Chair	No. of female directors	% of female directors
Greatland Resources Limited	Mark Barnaba	2	25%
Mesoblast Limited	Jane Bell	2	25%
Nick Scali Limited	Anthony Scali	1	25%
Superloop Limited	Peter O'Connell	2	25%
Silex Systems Limited	Craig Roy	1	25%
The Lottery Corporation Ltd	Douglas Mctaggart	2	25%
Viva Energy Group Ltd	Robert Hill	2	25%
Harvey Norman Holdings Ltd	Gerald Harvey	2	22%
James Hardie Industries PLC	Nigel Stein	2	22%
Light & Wonder Inc	Jamie Odell	2	22%
Nickel Industries Ltd	Norman Seckold	2	22%
Sigma Healthcare Ltd	Michael Sammells	2	22%
Capricorn Metals Ltd	Mark Clark	1	20%
Catalyst Metals Limited	David Jones	1	20%
Domino's Pizza Enterprises Ltd	John Cowin	1	20%
Droneshield Ltd	Peter James	1	20%
Pantoro Limited	Wayne Zekulich	1	20%
TPG Telecom Ltd	Canning Ning	2	20%
Charter Hall Retail REIT	Roger Davis	1	17%
Emerald Resources NL	Jay Hughes	1	17%
Vault Minerals Ltd	Russell Clark	1	17%
Catapult Group International Ltd	Adir Shiffman	1	14%
Qube Holdings Ltd	John Bevan	1	13%
Yancoal Australia Ltd	Gang Ru	1	11%

Figures as at 31 January 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 300<sup>1</sup>)

<sup>1</sup> 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 31 January 2026.
- The S&P/ASX 300 (ASX 300) and All Ords are based on the September 2025 Quarterly Rebalance of the S&P/ASX Indices. The ASX 300 Index is weighted by float-adjusted market cap while the All-Ords Index is weighted by market value.
- Inclusion in the ASX 20, ASX 50 and ASX 100 indices is based on adjusted market cap data provided by OpenDirector as at (or on) 31 January 2026.

## Methodology

To track the progress of gender diversity, we analysed all companies within the S&P/ASX 300 and 200 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 ASX 300 boards is 37.6 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 36.4 per cent.

ASX 300 Company	Chair	No. of female directors	% of female directors
<a href="#">Dexus Industria REIT</a>	Jennifer Horrigan	4	80%
<a href="#">Bapcor Ltd</a>	Lachlan Edwards	4	67%
<a href="#">Dicker Data Limited</a>	Fiona Brown	4	67%
<a href="#">Regis Healthcare Limited</a>	Graham Hodges	4	67%
<a href="#">Tyro Payments Limited</a>	Fiona Pak-Poy	4	67%
<a href="#">Adairs Limited</a>	Trent Peterson	3	60%
<a href="#">Boss Energy Ltd</a>	Wyatt Buck	3	60%
<a href="#">G8 Education Ltd</a>	Debra Singh	4	57%
<a href="#">Kelsian Group Ltd</a>	Fiona Hele	4	57%
<a href="#">Australian Clinical Labs Limited</a>	Stephen Roche	3	50%
<a href="#">EQT Holdings Limited</a>	Carol Schwartz	3	50%
<a href="#">Lifestyle Communities</a>	David Blight	2	50%
<a href="#">Mystate Limited</a>	Sandra Birkenleigh	4	50%
<a href="#">Propel Funeral Partners Limited</a>	Naomi Edwards	3	50%
<a href="#">PWR Holdings Limited</a>	Kees Weel	3	50%
<a href="#">Spark New Zealand Ltd</a>	Justine Smyth	4	50%
<a href="#">Universal Store Holdings Ltd</a>	Peter Birtles	3	50%
<a href="#">MA Financial Group Limited</a>	Jeffrey Browne	5	45%
<a href="#">Growthpoint Property Ltd</a>	Andrew Fay	4	44%
<a href="#">Alpha HPA Ltd</a>	Norman Seckold	3	43%
<a href="#">Cromwell Property Group</a>	Gary Weiss	3	43%
<a href="#">Clinuvel Pharmaceuticals</a>	Jeffrey Rosenfeld	3	43%
<a href="#">FleetPartners Group</a>	Gail Pemberton	3	43%
<a href="#">GWA Group Ltd</a>	Bernadette Inglis	3	43%
<a href="#">HMC Capital</a>	Christopher Saxon	3	43%
<a href="#">Inghams Group Ltd</a>	Helen Nash	3	43%
<a href="#">McMillan Shakespeare Ltd</a>	Helen Kurincic	3	43%
<a href="#">Mayne Pharma Group Ltd</a>	Bruce Robinson	3	43%
<a href="#">Nanosonics Ltd</a>	Steven Sargent	3	43%
<a href="#">SmartGroup Corporation Ltd</a>	John Prendiville	3	43%

ASX 300 Company	Chair	No. of female directors	% of female directors
<a href="#">Vulcan Energy Resources Limited</a>	Francis Wedin	3	43%
<a href="#">Abacus Group</a>	Myra Salkinder	2	40%
<a href="#">Bannerman Energy Limited</a>	Brandon Munro	2	40%
<a href="#">Develop Global Limited</a>	Michael Blakiston	2	40%
<a href="#">FireFly Metals Ltd</a>	Kevin Tomlinson	2	40%
<a href="#">Jumbo Interactive</a>	Susan Forrester	2	40%
<a href="#">Nuix Pty Ltd</a>	Robert Mactier	2	40%
<a href="#">Polynovo Ltd</a>	Leon Hoare	2	40%
<a href="#">Regal Partners Limited</a>	Michael Cole	2	40%
<a href="#">Credit Corp Group</a>	Eric Dodd	3	38%
<a href="#">Healius Ltd</a>	Kathryn Mckenzie	3	38%
<a href="#">Integral Diagnostics</a>	James Hall	3	38%
<a href="#">Nufarm Ltd</a>	John Gillam	3	38%
<a href="#">Audinate Group Ltd</a>	Alison Ledger	2	33%
<a href="#">Australian Ethical Investment Ltd</a>	Stephen Gibbs	2	33%
<a href="#">Amplitude Energy Limited</a>	Ian Davies	2	33%
<a href="#">Australian Finance Group Limited</a>	Greg Medcraft	2	33%
<a href="#">Abacus Storage King (REIT)</a>	John O'Sullivan	2	33%
<a href="#">Accent Group Limited</a>	Lawrence Myers	2	33%
<a href="#">BrainChip Holdings Ltd</a>	Antonio Viana	2	33%
<a href="#">Charter Hall Social Infrastructure Trust</a>	Gregory Paramor	2	33%
<a href="#">Clarity Pharmaceuticals Ltd</a>	Alan Taylor	2	33%
<a href="#">Hansen Technologies</a>	David Trude	2	33%
<a href="#">IPH Ltd</a>	Peter Warne	2	33%
<a href="#">Ooh!media Ltd</a>	Tony Faure	2	33%
<a href="#">PMET Resources Inc</a>	Pierre Boivin	2	33%
<a href="#">Qualitas Real Estate Income Fund</a>	Glenn Foster	1	33%
<a href="#">Ridley Corporation Limited</a>	Michael McMahon	2	33%
<a href="#">Ricegrowers Limited</a>	John Bradford	3	33%
<a href="#">Select Harvests</a>	Travis Dillon	2	33%

ASX 300 Company	Chair	No. of female directors	% of female directors
Service Stream Limited	Brett Gallagher	2	33%
Amotiv Limited	James Fazzino	2	29%
Cobram Estate Olives Limited	Robert Mcgavin	2	29%
Collins Foods Limited	Robert Kaye	2	29%
Gentrack Group Limited	Andrew Green	2	29%
SRG Global Limited	Amber Banfield	2	29%
Strike Energy Limited	John Poynton	2	29%
Vulcan Steel Ltd	Rhys Jones	2	29%
Weebit Nano Ltd	David Perlmutter	2	29%
Centuria Office REIT	Matthew Hardy	1	25%
Lotus Resources Limited	Michael Bowen	1	25%
Macquarie Technology Group Limited	Lisa Brock	1	25%
Myer Holdings Limited	Olivia Wirth	1	25%
Stanmore Resources Limited	Dwi Suseno	2	25%
Virgin Australia Holdings	Peter Warne	2	22%
Aspen Group	Guy Farrands	1	20%
Black Cat Syndicate Limited	Paul Chapman	1	20%
Botanix Pharmaceuticals Ltd	Vincent Ippolito	1	20%
Immutep Limited	Russell Howard	1	20%
Maas Group Holdings Limited	Stephen Bizzell	1	20%
Predictive Discovery Limited	Lawrence Jackson	1	20%
Redox Limited	Ian Campbell	1	20%
Rural Funds Group	Leslie Paynter	1	20%
RPM Global Holdings Limited	Stephen Baldwin	1	20%
Southern Cross Gold Limited	Ernest Eadie	1	20%
WA1 Resources	Kathleen Bozanic	1	20%
Alkane Resources Limited	Andrew Quinn	1	17%
Bravura Solution Ltd	Russell Baskerville	1	17%
Electro Optic Systems Holdings	Garry Hounsell	1	17%
Qoria Limited	Peter Pawlowitsch	1	17%

ASX 300 Company	Chair	No. of female directors	% of female directors
Supply Network Limited	Robert Fraser	1	17%
Chalice Mining	Derek Ferla	0	0%
Kingsgate Consolidated Limited	Ross Smyth-Kirk	0	0%
Objective Corporation Limited	Tony Walls	0	0%

Figures as at 31 January 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](https://aicd.com.au)

#### Disclaimer

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#### References

Market index [marketindex.com.au](https://marketindex.com.au)  
Open Director [opendirector.com.au](https://opendirector.com.au)

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T: 1300 739 119

E: [diversity@aicd.com.au](mailto:diversity@aicd.com.au)