



Gender Diversity Progress Report

May to July 2020

“The AICD will continue to advocate about the benefits of board diversity, including gender diversity. It is our hope that Australia’s leading businesses continue to pave the way towards a 40:40:20 gender balance in their leadership.”

Angus Armour FAICD

CEO and Managing Director,
Australian Institute of Company Directors

Staying on target

Towards gender parity on boards

Five years ago, the AICD and the 30% Club set a target for all S&P/ASX 200 companies to have at least 30 per cent women on their boards by the end of 2018.

We reached this target at the end of 2019 and I am pleased to report that the momentum continues. As at the end of July 2020 female directors now represent 31.3 per cent of the ASX 200.

Each quarter for the past five years, the AICD has published the names of companies who have reached the 30 per cent target, encouraging others to emulate their efforts.

Our reports have also identified companies who are lagging. In September 2015, we named 30 companies in the ASX 200 who had no women on their boards. At the time of printing this report, there is now only one board in the ASX 200 with no women.

This is a significant achievement and is, we believe, testament to the value in regularly reporting progress. Combined with a range of initiatives focused on promoting the pool of female board-ready women, we believe that setting this voluntary target has been a powerful agent of change.

It is also encouraging to see that the ASX 300 is close to meeting the target with 29.3 per cent female directors. While more work needs to be done to increase the diversity of smaller listed company boards we are heading in the right direction.

Despite these positive shifts, nearly half the companies on the ASX 200 have yet to reach the 30 per cent target. At an individual board level, 30 per cent is significant. The true value of diversity is recognised not through representation alone, but when that representation translates to contributions that are heard and valued.

The AICD will continue to advocate about the benefits of board diversity, including gender diversity. It is our hope that Australia's leading businesses continue to pave the way towards a 40:40:20 gender balance in their leadership.



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

30% Club update

A focus on the ASX 300



Nicola Wakefield Evans FAICD
Chair, 30% Club Australian
Chapter Non-Executive Director

This quarter we are pleased to report that women now comprise 31.3 per cent of directorships on ASX 200 boards.

Companies at the top of the ASX continue to lead the charge, with more than half of the ASX 100 now at more than 30 per cent women on their boards, and 28 boards comprised of more than 40 per cent women.

At the same time, while a quarter of businesses in the ASX 201-300 category have achieved the 30 per cent level of female board membership, more than half have only one woman or none at all.

Companies in the top 100 see diversity as a business imperative, enabling long-term financial and non-financial benefits by recruiting from the broadest talent pool, challenging group think and improving governance and risk management.

The 30% Club will continue advocating for a voluntary target of 30 per cent female directors on all ASX boards by the end of 2021, in line with best practice guidelines set out in the ASX *Corporate Governance Principles and Recommendations*.

Last month KPMG and the 30% Club released a report *Building gender diversity on ASX 300 boards: Seven learnings from the ASX 200* on how to build greater gender diversity on boards. It delved into data of the ASX300 and presented key insights from non-executive directors on ways in which the mid-tier sector could improve their approach to diversity.

The report notes that ASX 201-300 companies are more likely to be family-owned enterprises and often board representation is not something that is given detailed consideration until the point at which they make the decision to list on the ASX. It is often under these circumstances that the myth of a shortage of qualified, board-ready women is perpetuated.

The reluctance to embrace the opportunities of boardroom diversity indicates a lack of understanding by mid cap firms about the market and performance value of including women in their leadership ranks.

In addition to proven financial benefits¹, there is an increasing expectation from institutional investors, customers and employees for a demonstrated commitment to board diversity by companies. Boards would be wise not to ignore this shifting sentiment.

Making diversity a consideration from the earliest stages of a company's formation will ensure that representation is not a box-ticking afterthought. The approach to diversity should be both intentional and strategic and part of business strategy for diversity to lead to enriched outcomes.

There is no shortage of qualified, board-ready women in Australia. We look forward to continuing our work with stakeholders toward achieving gender parity on boards and addressing systemic barriers to this change.

¹Gender Equity Insights 2020, BCEC WGEA, June 2020.

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. 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
Bapcor Limited	Andrew Harrison	3	60.0%
Commonwealth Bank of Australia	Catherine Livingstone*	5	55.6%
Woolworths Group Ltd	Gordon Cairns*	5	55.6%
Medibank Private Limited	Elizabeth Alexander	5	55.6%
Mirvac Limited	John Mulcahy*	4	50.0%
Spark New Zealand Limited	Justine Smyth	4	50.0%
BlueScope Steel Limited	John Bevan	4	50.0%
Incitec Pivot Limited	Brian Kruger	3	50.0%
Cromwell Property Group	Leon Blitz	3	50.0%
NIB Holdings Ltd	Steven Crane*	4	50.0%
ADBRI Limited	Raymond Barro	3	50.0%
CSR Limited	John Gillam	3	50.0%
Abacus Property Group	Myra Salkinder	3	50.0%
Clinuvel Pharmaceuticals Limited	Willem Blijdorp	3	50.0%
Unibail-Rodamco-Westfield N.V.	Colin Dyer	5	45.5%
CSL Limited	Brian McNamee	4	44.4%
Wesfarmers Limited	Michael Chaney*	4	44.4%
Fortescue Metals Group Ltd	Andrew Forrest*	4	44.4%
Treasury Wine Estates Limited	Paul Rayner	4	44.4%
Atlas Arteria Limited	Nora Scheinkestel	4	44.4%
Ansell Limited	John Bevan	4	44.4%
Bendigo and Adelaide Bank Limited	Jacqueline Hey*	4	44.4%
Aristocrat Leisure Limited	Neil Chatfield*	3	42.9%
Xero Australia Pty Ltd	David Thodey	3	42.9%
ResMed Inc	Peter Farrell	3	42.9%
WiseTech Global Limited	Andrew Harrison	3	42.9%
Boral Limited	Kathryn Fagg*	3	42.9%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Appen Limited	Christopher Vonwiller	3	42.9%
Nine Entertainment Co. Holdings Limited	Peter Costello	3	42.9%
Pendal Group Limited	James Evans	3	42.9%
InvoCare Limited	Bart Vogel*	3	42.9%
G8 Education Limited	Mark Johnson*	3	42.9%
National Australia Bank Limited	Philip Chronican	4	40.0%
Macquarie Group Limited	Peter Warne*	4	40.0%
Insurance Australia Group Limited	Elizabeth Bryan	4	40.0%
The A2 Milk Company Limited	David Hearn	2	40.0%
Suncorp Group Limited	Christine McLoughlin*	4	40.0%
Lendlease Group Services Pty Limited	Michael Ullmer	4	40.0%
QANTAS Airways Limited	Richard Goyder	4	40.0%
Altium Limited	Samuel Weiss*	2	40.0%
Skycity Entertainment Group Limited	Robert Campbell*	2	40.0%
IPH Limited	Richard Grellman	2	40.0%
Elders Limited	Ian Wilton	2	40.0%
Corporate Travel Management Limited	Ewen Crouch	2	40.0%
Coles Group Limited	James Graham	3	37.5%
Ramsay Health Care Limited	Michael Siddle	3	37.5%
APA Group	Michael Fraser*	3	37.5%
South32 Limited	Karen Wood*	3	37.5%
Stockland Corporation Ltd	Thomas Pockett*	3	37.5%
GPT Group	Vicki McFadden*	3	37.5%
Computershare Limited	Simon Jones*	3	37.5%
Ampol Limited	Steven Gregg*	3	37.5%
Orica Limited	Malcolm Broomhead	3	37.5%
Coca-Cola Amatil Limited	Ilana Atlas*	3	37.5%
Chorus Limited	Patrick Strange	3	37.5%
Bank of Queensland Limited	Patrick Allaway	3	37.5%
Shopping Centres Australasia Property Group	Philip Clark*	3	37.5%
Link Administration Holdings Pty Limited	Michael Carapiet	3	37.5%
Virgin Money UK PLC	David Bennet	3	37.5%
Super Retail Group Limited	Sally Pitkin*	3	37.5%
Sims Metal Management Limited	Geoffrey Brunsdon*	3	37.5%
Inghams Group Limited	Peter Bush*	3	37.5%
Cooper Energy Limited	John Conde	3	37.5%
Westpac Banking Corporation	John McFarlane	3	33.3%
ANZ Banking Group Limited	David Gonski*	3	33.3%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Transurban Limited	Lindsay Maxsted*	3	33.3%
Brambles Limited	John Mullen	4	33.3%
Sonic Healthcare Limited	Mark Compton	3	33.3%
Santos Limited	Keith Spence	3	33.3%
Dexus Property Group	Wallace Sheppard*	3	33.3%
AGL Energy Limited	Graeme Hunt*	3	33.3%
Northern Star Resources Ltd	William Beament	2	33.3%
Aurizon Holdings Limited	Timothy Poole*	3	33.3%
SEEK Limited	Graham Goldsmith*	2	33.3%
Tabcorp Holdings Limited	Paula Dwyer*	3	33.3%
Oil Search Limited	Richard Lee*	3	33.3%
Alumina Limited	William Day	2	33.3%
JB Hi-Fi Limited	Stephen Goddard	2	33.3%
OZ Minerals Limited	Rebecca McGrath*	2	33.3%
MetCash Limited	Robert Murray	2	33.3%
Orora Limited	Alan Sindel	2	33.3%
Regis Resources Limited	James Mactier	2	33.3%
Downer EDI Limited	Richard Harding	2	33.3%
BWP Trust	Erich Fraunschiel	2	33.3%
St Barbara Limited	Timothy Netscher	2	33.3%
Platinum Asset Management Ltd	Michael Cole	3	33.3%
Netwealth Group Limited	Jane Tongs	2	33.3%
Waypoint REIT Limited	Laurence Brindle	1	33.3%
IRESS Limited	Anthony D'Aloisio	3	33.3%
IOOF Holdings Ltd	Allan Griffiths*	2	33.3%
Gold Road Resources Limited	Timothy Netscher	2	33.3%
Lynas Corporation Limited	Richard Harding	2	33.3%
Webjet Limited	Roger Sharp*	2	33.3%
United Malt Group Limited	Graham Bradley	2	33.3%
Resolute Mining Limited	Marthinus Botha	2	33.3%
Costa Group Holdings Limited	Neil Chatfield*	2	33.3%
Credit Corp Group Limited	Donald McLay	2	33.3%
Bravura Solutions Limited	Neil Broekhuizen	2	33.3%
Bega Cheese Limited	Barry Irvin	2	33.3%
G.U.D. Holdings Limited	Mark Smith	2	33.3%
Nearmap Ltd	Peter James	2	33.3%
Collins Foods Limited	Robert Kaye	2	33.3%
Telstra Corporation Limited	John Mullen*	3	30.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
Woodside Petroleum Ltd	Richard Goyder	3	30.0%
News Corporation	Keith Murdoch, Lachlan Murdoch	3	30.0%
Afterpay Limited	Elana Rubin	2	28.6%
Sydney Airport Limited	Trevor Gerber*	2	28.6%
Domino's Pizza Enterprises Limited	John Cowin*	2	28.6%
Saracen Mineral Holdings Limited	Anthony Kiernan*	2	28.6%
Charter Hall Group	David Clarke*	2	28.6%
Carsales.com Limited	Patrick O'Sullivan	2	28.6%
Viva Energy Group Limited	Robert Hill	2	28.6%
Iluka Resources Limited	Gregory Martin*	2	28.6%
ALS Limited	Bruce Phillips	2	28.6%
Breville Group Limited	Steven Fisher	2	28.6%
Fletcher Building Limited	Bruce Hassall	2	28.6%
Steadfast Group Limited	Francis O'Halloran	2	28.6%
IGO Limited	Peter Bilbe	2	28.6%
Reliance Worldwide Corporation Limited	William Crosby	2	28.6%
Nanosonics Limited	Maurie Stang	2	28.6%
Healius Limited	Robert Hubbard	2	28.6%
Domain Holdings Australia Pty Ltd	Nicholas Falloon	2	28.6%
Whitehaven Coal Limited	Mark Vaile	2	28.6%
Bingo Industries Limited	Michael Coleman*	2	28.6%
Ingenia Communities Group Ltd	James Hazel*	2	28.6%
Perpetual Limited	Anthony D'Aloisio*	2	28.6%
EML Payments Limited	Peter Martin	2	28.6%
Omni Bridgeway Limited	Michael Kay	2	28.6%
Monadelphous Group Limited	Calogero Rubino	2	28.6%
Perenti Global Limited	Ian Cochrane	2	28.6%
McMillan Shakespeare Limited	Timothy Poole	2	28.6%
Southern Cross Media Group Limited	Peter Bush*	2	28.6%
Rio Tinto Limited	Simon Thompson	3	27.3%
ASX Limited	Roderic Holliday-Smith*	3	27.3%
Crown Resorts Limited	Helen Coonan	3	27.3%
Worley Limited	John Grill	3	27.3%
BHP Group Limited	Kenneth MacKenzie*	3	25.0%
Newcrest Mining Limited	Peter Hay*	2	25.0%
Fisher & Paykel Healthcare Corporation Limited	Antony Carter	2	25.0%
REA Group Ltd	Hamish McLennan	2	25.0%
QBE Insurance Group Limited	Michael Wilkins	2	25.0%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
James Hardie Industries PLC	Michael Hammes	3	25.0%
Scentre Group Limited	Brian Schwartz*	2	25.0%
Evolution Mining Limited	Jacob Klein	2	25.0%
Vicinity Centres RE Ltd	Trevor Gerber*	2	25.0%
AMP Limited	David Murray	2	25.0%
Washington H. Soul Pattinson and Company Limited	Robert Millner	2	25.0%
Cleanaway Waste Management Limited	Mark Chellew	2	25.0%
Challenger Limited	Peter Polson	2	25.0%
The Star Entertainment Group	John O'Neill*	2	25.0%
Growthpoint Properties Australia Limited	Geoffrey Tomlinson*	2	25.0%
Brickworks Ltd	Robert Millner	2	25.0%
Charter Hall Long Wale REIT	Peeyush Gupta	1	25.0%
Megaport Limited	Bevan Slattery	1	25.0%
Smartgroup Corporation Ltd	Michael Carapiet	2	25.0%
GWA Group Limited	Darryl McDonough	2	25.0%
Tassal Group Limited	Allan McCallum*	2	25.0%
oOh!Media Limited	Tony Faure	2	25.0%
Origin Energy Limited	Gordon Cairns*	2	22.2%
AusNet Services Ltd	Peter Mason	2	22.2%
Seven Group Holdings Limited	Kerry Stokes	2	22.2%
Beach Energy Limited	Glenn Davis*	2	22.2%
Technology One Limited	Adrian Di Marco	2	22.2%
Premier Investments Limited	Solomon Lew	2	22.2%
Nufarm Limited	Donald McGauchie	2	22.2%
Polynovo Limited	David Williams	2	22.2%
Amtor Plc	Graeme Liebelt*	2	20.0%
Cochlear Limited	Roderic Holliday-Smith*	2	20.0%
Mineral Resources Limited	Peter Wade	1	20.0%
Flight Centre Travel Group Limited	Gary Smith	1	20.0%
Charter Hall Retail REIT	Roger Davis	1	20.0%
Eagers Automotive Limited	Timothy Crommelin	2	20.0%
Centuria Industrial REIT	Roger Dobson	1	20.0%
Austal Limited	John Rothwell	1	20.0%
Janus Henderson Group PLC	Richard Gillingwater	2	20.0%
GrainCorp Limited	Peter Richards	1	20.0%
NRW Holdings Limited	Michael Arnett	1	20.0%
Goodman Group	Ian Ferrier	2	18.2%

ASX 200 company	Chair	No. of Female Directors	% of Female Directors
TPG Telecom Limited	David Teoh	2	16.7%
NEXTDC Limited	Douglas Flynn	1	16.7%
Spark Infrastructure Trust	Douglas McTaggart*	1	16.7%
National Storage REIT	Laurence Brindle	1	16.7%
Blackmores Limited	Brent Wallace	1	16.7%
Perseus Mining Limited	Terence Harvey	1	16.7%
Avita Medical Ltd	Louis Panaccio	1	16.7%
Sandfire Resources Limited	Derek La Ferla*	1	16.7%
Service Stream Limited	Brett Gallagher	1	16.7%
Western Areas Limited	Ian Macliver	1	16.7%
Magellan Financial Group Ltd	Hamish Douglass	1	14.3%
IDP Education Limited	Peter Polson	1	14.3%
Mesoblast Ltd	Joseph Swedish	1	14.3%
ARB Corporation Limited	Roger Brown	1	14.3%
New Hope Corporation Limited	Robert Millner	1	14.3%
CIMIC Group Limited	Marcelino Fernandez-Verdes	1	12.5%
Qube Holdings Limited	Allan Davies	1	12.5%
Vocus Group Limited	Robert Mansfield	1	12.5%
Orocobre Limited	Robert Hubbard	1	12.5%
Harvey Norman Holdings Ltd	Gerald Harvey	1	10.0%
Pro Medicus Limited	Peter Kempen	0	0.0%
Silver Lake Resources Limited	David Quinlivan	0	0.0%

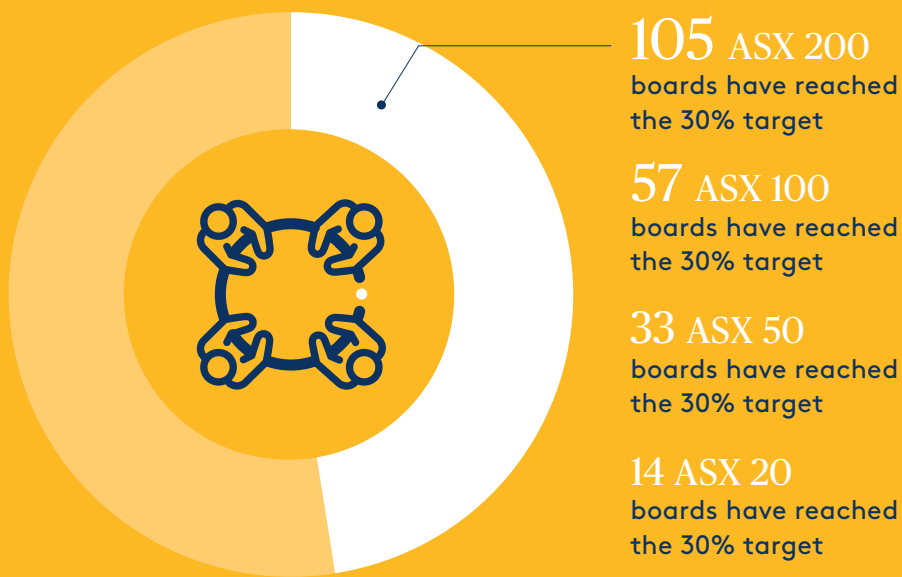
These figures are correct as at 31 July 2020.

Note that Pro Medicus Limited appointed a woman to their board effective 1 August 2020

*Members of the 30% Club

Progress Statistics ASX 200

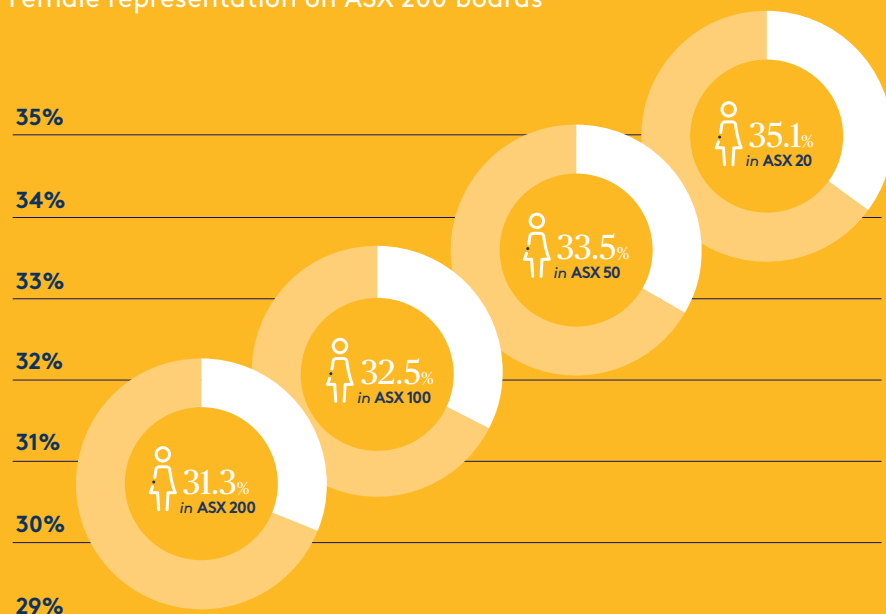
The number of boards that have reached the 30 per cent target, and their position within the ASX 200.



ASX 200 Companies under the 30 per cent target



Female representation on ASX 200 boards



Number of female Chairs:



Progress Report (ASX 300)

The 30% Club is tracking the progress of S&P/ASX 300 (ASX 300) companies in reaching the 30 per cent target by the end of 2021.

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 and 300 are based on the June 2020 Quarterly Rebalance of the S&P/ASX Indices.

For the purposes of our analysis of the statistics of ASX 300 companies, we have removed the companies that feature in both the ASX 200 and ASX 300 indexes, so our focus is on the companies that only feature in the ASX 300.

Statistics

The overall percentage of female directors on the boards of the companies currently in the ASX 300 index is 29.3 per cent.

The percentage of female directors on the boards of ASX 201-300 companies remains at only 23.7 per cent.

The percentage difference highlights that ASX 200 companies, particularly those ranked in the top 100, are lifting the overall percentage of both the ASX 200 and ASX 300 indexes.

The rankings and companies in the table below are from the ASX 300 only and do not sit within the ASX200. 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.

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
297	Myer Holdings Limited	Garry Hounsell	4	57.1%
48	Auckland International Airport Limited	Patrick Strange	5	55.6%
193	Lifestyle Communities Ltd	Philippa Kelly*	3	50.0%
195	Australian Ethical Investment Ltd	Stephen Gibbs	3	50.0%
206	Infigen Energy Limited	Leonard Gill	3	50.0%
225	Lovisa Holdings Limited	No Chair	2	50.0%
240	Elmo Software Limited	Barry Lewin	2	50.0%
256	Asaleo Care Limited	Harry Boon*	3	50.0%
259	Flexigroup Limited	Andrew Abercrombie	3	50.0%
299	Japara Healthcare Limited	Linda Nicholls*	3	50.0%
201	Genworth Mortgage Insurance Australia Limited	Ian MacDonald*	4	44.4%
219	Integral Diagnostics Limited	Helen Kurincic	3	42.9%
272	Regis Healthcare Limited	Graham Hodges	3	42.9%
278	Estia Health Limited	Gary Weiss	3	42.9%
230	Bellevue Gold Limited	Kevin Tomlinson	2	40.0%
252	Australian Pharmaceutical Industries Limited	Mark Smith	2	40.0%
266	Eclixp Group Limited	Kerry Roxburgh	2	40.0%
275	Village Roadshow Limited	Robert Kirby	3	37.5%
191	AUB Group Limited	David Clarke	2	33.3%
196	Freedom Foods Group Limited	Perry Gunner	2	33.3%
203	Charter Hall Social Infrastructure REIT	Grant Hodgetts	1	33.3%
239	Infomedia Ltd	Bart Vogel	2	33.3%
264	Australian Finance Group Ltd	Anthony Gill	2	33.3%
267	BWX Limited	Ian Campbell	2	33.3%
271	Cedar Woods Properties Limited	William Hames	2	33.3%
276	Starpharma Holdings Limited	Robert Thomas	2	33.3%
277	Baby Bunting Group Limited	Ian Cornell	2	33.3%
290	Virtus Health Limited	Sonia Petering	2	33.3%
298	IVE Group Limited	Geoffrey Selig	2	33.3%
146	Tyro Payments Limited	David Thodey	2	28.6%
194	Sealink Travel Group Limited	Jeffrey Ellison	2	28.6%
223	Pact Group Holdings (Australia) Pty Ltd	Raphael Geminder	2	28.6%
232	Investec Australia Property Fund	Richard Longes	2	28.6%
234	Pinnacle Investment Management Group Limited	Alan Watson	2	28.6%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
242	Sigma Healthcare Limited	Raymond Gunston	2	28.6%
246	Select Harvests Limited	Michael Iwaniw	2	28.6%
263	Alacer Gold Corporation	Edward Dowling, Jr	2	28.6%
282	MyState Limited	Miles Hampton	2	28.6%
283	Senex Energy Limited	Trevor Bourne	2	28.6%
180	Synlait Milk Limited	Graeme Milne	2	25.0%
208	Westgold Resources Limited	Peter Cook	1	25.0%
213	Paradigm Biopharmaceuticals Limited	Paul Rennie	1	25.0%
228	Opthea Limited	Geoffrey Kempler	1	25.0%
251	City Chic Collective Limited.	Michael Kay	1	25.0%
255	Bubs Australia Limited	Dennis Lin	1	25.0%
257	Nick Scali Limited	John Ingram	1	25.0%
270	Imdex Australia	Anthony Wooles	1	25.0%
288	Money3 Corporation Limited	Stuart Robertson	1	25.0%
122	Zip Co Limited	Philip Crutchfield	1	20.0%
152	Ramelius Resources Limited	Kevin Lines	1	20.0%
166	Codan Limited	David Simmons	1	20.0%
175	Aventus Group	Bruce Carter	1	20.0%
229	Data#3 Limited	Richard Anderson	1	20.0%
233	Jumbo Interactive Limited	David Barwick	1	20.0%
241	GDI Property Group Limited	Gina Anderson*	1	20.0%
250	Pilbara Minerals Limited	Anthony Kiernan*	1	20.0%
258	APN Industria REIT	Geoffrey Brunson*	1	20.0%
261	Medical Developments International Limited	David Williams	1	20.0%
262	Uniti Group Limited	Graeme Barclay	1	20.0%
286	OFX Group Limited	Steven Sargent*	1	20.0%
294	Phoslock Environmental Technologies Limited	Laurence Freedman	1	20.0%
300	FAR Limited	Nicholas Limb	1	20.0%
211	Pointsbet Holdings Pty Ltd	Brett Paton	1	16.7%
212	Kathmandu Holdings Limited	David Kirk*	1	16.7%
216	West African Resources Ltd	Richard Hyde	1	16.7%
220	Arena REIT	David Ross	1	16.7%
224	Electro Optic Systems Holdings Limited	Frederick Bart	1	16.7%
227	Accent Group Limited	David Gordon*	1	16.7%
238	HUB24 Limited	Bruce Higgins	1	16.7%
247	Integrated Research Limited	Paul Brandling	1	16.7%
269	AMA Group Limited	Anthony Day	1	16.7%

ASX 300 Ranking	ASX 300 Company	Chair	No. of Female directors	% of Female directors
274	Aurelia Metals Limited	Colin Johnstone	1	16.7%
279	Audinate Group Limited	David Krall	1	16.7%
281	Superloop Limited	Bevan Slattery	1	16.7%
284	Galaxy Resources Limited	Martin Rowley	1	16.7%
292	Monash IVF Group Limited	Richard Davis	1	16.7%
167	Champion Iron Limited	William O'Keeffe	1	14.3%
205	Centuria Capital Limited	Garry Charny*	1	14.3%
249	Hansen Technologies Limited	David Trude	1	14.3%
253	Macmahon Holdings Limited	Eva Skira	1	14.3%
273	SG Fleet Group Limited	Andrew Reitzer	1	14.3%
285	Karoon Energy Ltd	Bruce Phillips	1	14.3%
244	Mayne Pharma Group Limited	Roger Corbett	1	12.5%
187	Nickel Mines Limited	Robert Neale	1	11.1%
243	Australian Agricultural Company Limited	Donald McGauchie	1	11.1%
265	Hotel Property Investments Ltd	John Russell	1	11.1%
159	Kogan.Com Ltd	Gregory Ridder	0	0.0%
188	Centuria Office REIT	Peter Done	0	0.0%
221	Mount Gibson Iron Limited	Seng Lee	0	0.0%
235	Rural Funds Group	Leslie Paynter	0	0.0%
237	Red 5 Limited	Kevin Dundo	0	0.0%
254	Jupiter Mines Limited	Brian Gilbertson	0	0.0%
268	Redcape Hotel Group	Nicholas Collishaw	0	0.0%
280	Emeco Holdings Limited	Peter Richards	0	0.0%
287	Carnarvon Petroleum Limited	Peter Leonhardt	0	0.0%
289	Dacian Gold Ltd	Ian Cochrane	0	0.0%
291	MACA Limited	Andrew Edwards	0	0.0%
293	Ardent Leisure Group Limited	Gary Weiss	0	0.0%
295	Ioneer Ltd	James Calaway	0	0.0%
296	Navigator Global Investments Limited	Michael Shepherd	0	0.0%

These figures correct as at 31 July 2020.

*Members of the 30% Club

For more information, please contact

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aicd.com.au/advocacy/board-diversity
