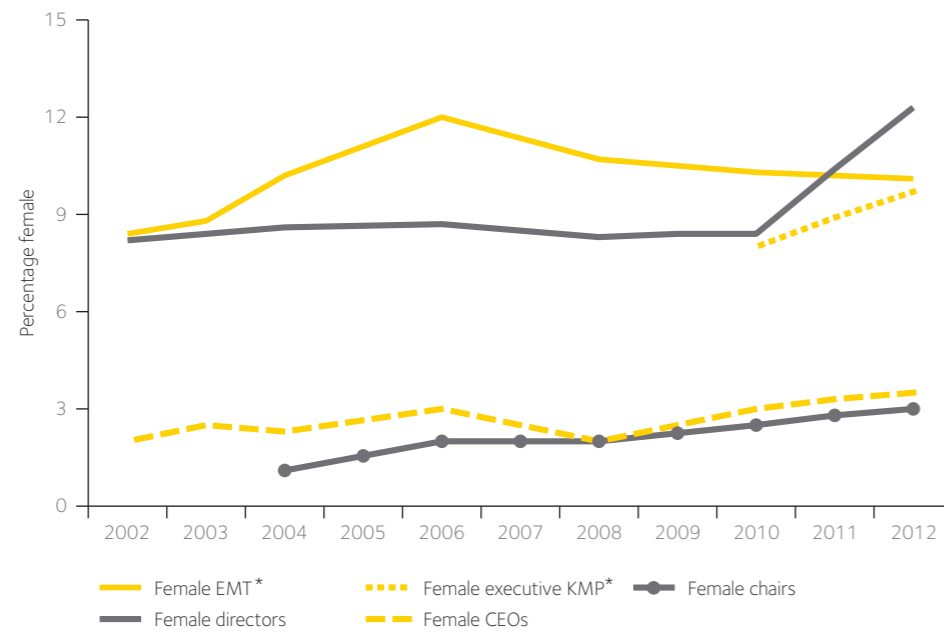


Women in leadership over time

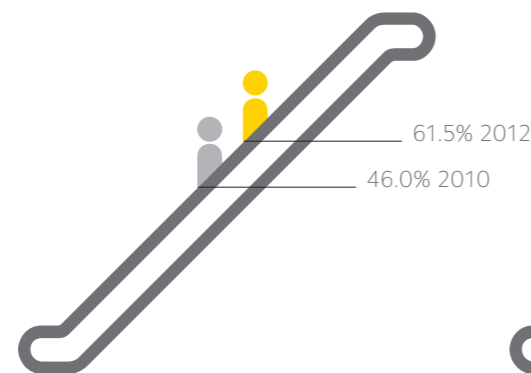
ASX 200 female representation in leadership (2002-12)



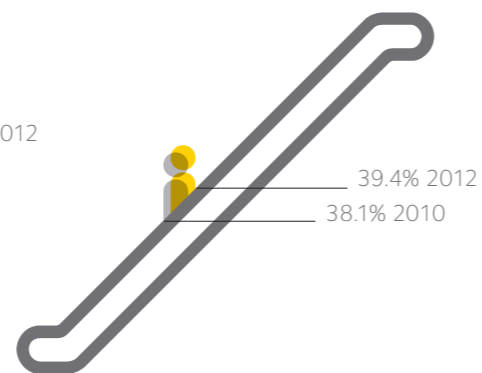
2012 Australian Census of Women in Leadership

Summary of key findings

ASX 200 companies with at least one female director



ASX 200 companies with at least one female executive KMP



For the full 2012 Australian Census of Women in Leadership visit www.eowa.gov.au

Women in leadership 2010 v 2012

Position	2010 ASX 200	2012 ASX 200
Chair	2.5% (5)	3.0% (6)
Director	8.4%	12.3%
CEO	3.0% (6)	3.5% (7)
Executive KMP	8.0%	9.7%

***Definitions of executive team**

Executive management team (EMT) – this term is used in every Census prior to 2010 and comprises the most senior person in the organisation (e.g. CEO or MD) and those who report directly to that person. Australian companies do not have to report against this definition. The 2012 Census refers to EMT only when comparing the 2012 results with results from studies conducted before the definition of executive KMP was adopted in 2010.

Executive key management personnel (executive KMP) – KMP are defined in Australian Accounting Standard AASB 124 as 'persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity'. Executive KMP are the executive members of the KMP group.

Research conducted by the UTS Centre for Corporate Governance.



Key findings: boards

The 2012 Census marks a decade of research into Australian women in corporate leadership.

- **Women hold 12.3% of ASX 200 directorships**, up from 8.4% in 2010.
- **Women hold 9.2% of ASX 500 directorships.**
- The number of ASX 200 directorships held by women has increased substantially (46.4% increase on 2010) for the first time since the inaugural Census was conducted in 2002.
- The percentage of ASX 200 companies with at least one female director has also increased, to 61.5% in 2012, up from 46.0% in 2010 (33.7% increase on 2010). For the ASX 500, 43.8% have one or more female directors.
- 38.5% of ASX 200 companies and 56.2% of ASX 500 companies do not have a female director.
- There are six female chairs in the ASX 200 (compared to five in 2010) and a total of 13 in the ASX 500.
- Larger companies are more likely to have more female directors.
- The industry sectors with the highest percentage of female directors across both the ASX 200 and ASX 500 are the insurance and banking industries.

56.2%
ASX 500
companies have no female directors



Women hold 12.3% of ASX 200 directorships, up from 8.4% in 2010.



Women hold 9.2% of ASX 500 directorships.

Key findings: senior executives

For the first time, the 2012 Census extends its coverage from the ASX 200 to the ASX 500.

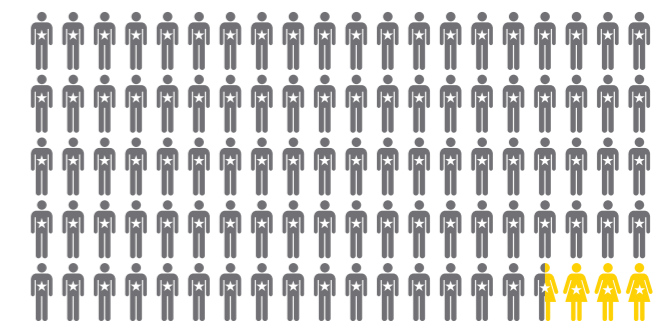
- **Women hold 9.7% of executive key management personnel (executive KMP) positions in the ASX 200**, up from 8.0% in 2010.
- **Women hold 9.2% of executive KMP positions in the ASX 500.**
- The percentage of ASX 200 companies with at least one female executive KMP has increased to 39.4% in 2012, up from 38.1% in 2010 (3.4% increase on 2010). For the ASX 500, 36.9% have one or more female executive KMP.
- 60.6% of ASX 200 companies do not have any female executive KMP, similar to 61.9% of companies in 2010. For the ASX 500, 63.1% do not have any female executive KMP.
- There are seven female CEOs in the ASX 200 (compared to six in 2010) and a total of 12 in the ASX 500.
- There is no relationship between the number of female executive KMP and company size.
- In the ASX 200, women's representation in line management positions is 6.0% and in support positions, 22.0%. In the ASX 500, women's representation in line management positions is 6.2% and in support positions, 22.5%.*
- The industry sector with the highest percentage of female executive KMP across both the ASX 200 and the ASX 500 is the pharmaceuticals, biotechnology and life sciences industry.

*A significant pathway to board and CEO positions is via line management.

63.1%
ASX 500
companies have no female executive KMP



Less than one in 10 executive KMP in the ASX 200 and the ASX 500 are women.



Less than four in every 100 CEOs in the ASX 200 and the ASX 500 are women.