



Chief Executive Women

CEW SENIOR EXECUTIVE CENSUS 2021

BAIN & COMPANY 

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| HESTA |

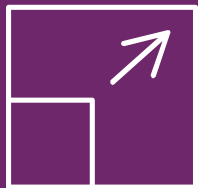
MELIOR INVESTMENT
MANAGEMENT

SpencerStuart

ANZ 

The 5th Census is more comprehensive

Expanded scope from
ASX200 to ASX300



Changes to the
2021 Census

Capture gender
balance targets



ASX300 CEOs and CEO appointments



Women CEOs in ASX300

In ASX200 companies, women CEOs have declined from 14 in 2018 to 10 in 2021. (6%)



1 of 23

CEO appointments
was a woman

Note: Cathy O'Connor was appointed CEO of oOh! Media Ltd
Source: 2021 CEW census data



Chief Executive Women

Executive Leadership Team roles composition



executive leadership
roles are held by men



ASX300 companies
have no women in their
senior executive teams² (15%)

Line (CEO feeder) role composition



Almost **9 in 10**
line roles are held by men

Women hold 14% of line roles. In the ASX200 this has been consistently low, ranging from 12% in 2017 to 14% in 2021. (86%)



Women CFOs

Almost half of the women CFOs (24) are in the top 100 companies. ASX200 companies with women in CFO roles rose from 16% in 2020 to 20% in 2021.

Gender targets

167  ASX300
companies

are implementing gender diversity
targets for their senior leadership teams

 113

Less than half of ASX300 companies
have achieved, or are 'on the cusp'
of achieving gender-balanced
leadership teams

Take Action:



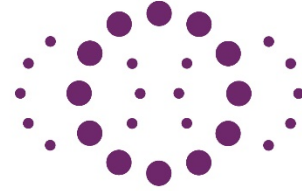
Make gender equity a visible leadership commitment

Focus on building the pipeline of women leaders

Recognise caring responsibilities

Increase men's engagement

Ensure equitable flexibility



Chief Executive Women

Women leaders enabling women leaders

CEW thanks our partners:

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CEW would like to acknowledge our Thought Leadership Partner, ANZ.

