

# CEW SENIOR EXECUTIVE CENSUS 2022

## Speakers & Panellists



Giri Tenneti  
Senior Manager,  
Listed Company  
Services, ASX



Sam Mostyn  
AO  
President,  
CEW



Agathe Gross  
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Sarah Hill,  
Responsible  
Investment Associate,  
HESTA



Julia Bailey,  
Senior Analyst and Head of  
Advocacy, Melior  
Investment



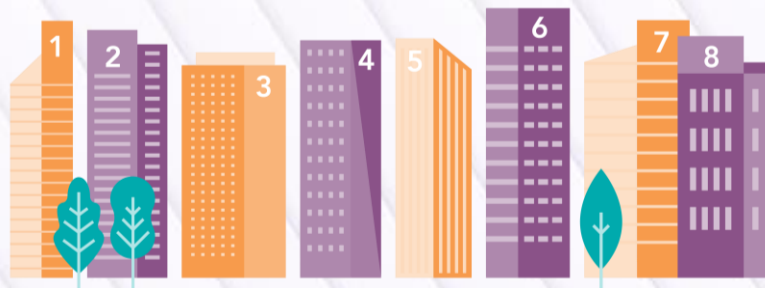


Chief Executive Women

Women leaders enabling women leaders

# CEW Senior Executive Census 2022: Take Action or Step Backwards

# The 6th Census looks at gender balance and targets in the ASX300



**ASX  
100**

**ASX  
200**

**ASX  
300**



**Gender  
balance**



**Gender  
targets**

# ASX300 CEOs and CEO appointments



18

women  
CEOs

in ASX300,  
no improvement  
from 2021

4 in 28

CEO appointments were women





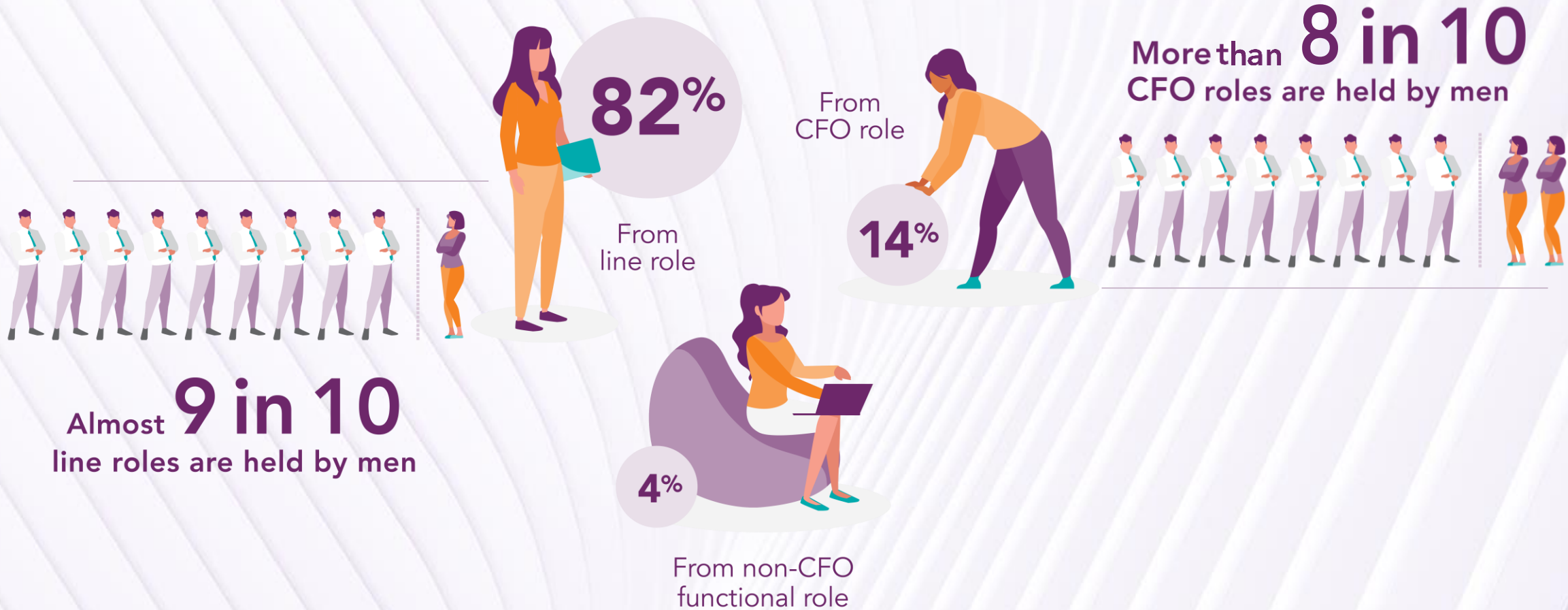
# Executive Leadership Team roles composition



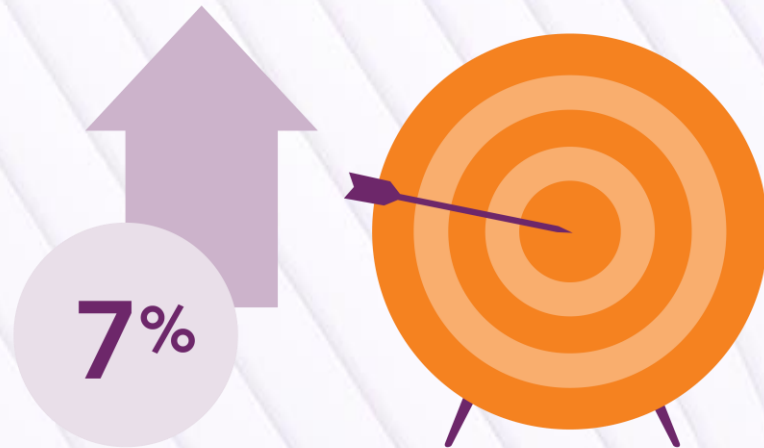
**46**

**46 ASX300 companies**  
have **no women** in their  
executive leadership team

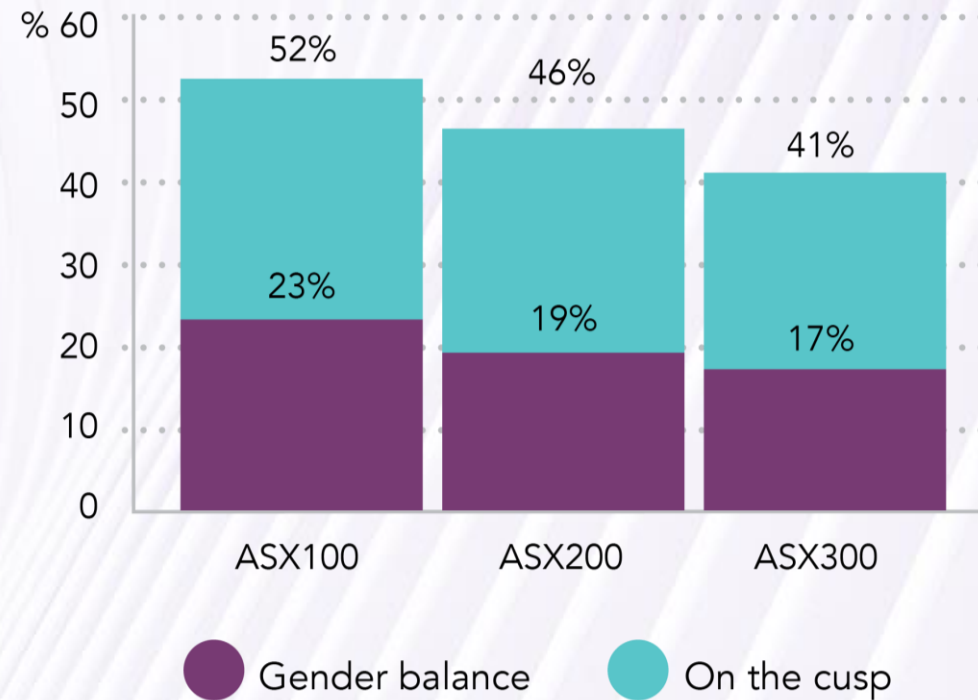
# Line (CEO feeder) role composition



# Gender targets



More companies are setting targets to reach gender balance (40:40 or better) in executive leadership teams.



# Take Action

- ✔ Set and monitor **gender targets** for leadership teams and line roles
- ✔ **Lead from the top**
- ✔ Make **respect** everyone's business
- ✔ Embed **equitable flexibility** for all genders
- ✔ **Reduce gender bias** in recruitment and promotion processes
- ✔ Invest in **building the pipeline** of women leaders