



2023 Report Card

Shift to High Gear

20 December 2023



30% Club is a global business-led campaign to boost female representation at Board and C-Suite level

30% Club



“As a senior female leader, I believe I have a responsibility to create a more inclusive environment, not only for the people that I'm working with today, but also for future generations.”

Hanneke Smits,
CEO, BNY Mellon
Investment Management,
and Global Chair, 30%
Club



“This year marked a new level of ambition, signifying the Steerco's unwavering commitment to bring the 30% Club Malaysia to greater heights. We strengthened our relationships with Corporate Advocates and forged new partnerships. Our true achievements have been about our advocates being invested in the business case of DEI.”

Dato' Ami Moris,
Chair, 30% Club Malaysia



State of Play - Malaysia

Milestone achieved on 1 June 2023:

The top 100 PLCs (public listed companies) on Bursa Malaysia achieved 30% women board representation on aggregate (source: Securities Commission (SC))

Percentage of women on the boards of PLCs on Bursa Malaysia (source: SC)



2016

2017

2018

2019

2020

2021

2022

2023

(As of 1 December 2023)



State of Play - Malaysia

Highlights:

- Large drop in all male-boards due to Bursa's amended Listing Requirement that all PLCs must have at least one woman on board (wob).
- All PLCs showed moderate progress in reaching at least 30% wob.
- > 50% of top 100 PLCs have at least 30% wob but not a significant jump in 2023.
- Still a long way to go to gender parity (50%).

Number of PLCs (source: SC)

	All male boards		Only one wob		≥ 30% wob		≥ 50% wob	
	All PLCs	Top 100	All PLCs	Top 100	All PLCs	Top 100	All PLCs	Top 100
2023								
Change	-155	-1	+93	-5	+57	-	+17	+6
1 Dec	5	0	446	16	311	55	51	10
1 Jan	160	1	353	21	254	55	34	4



Activate: We shifted to higher gear in attracting more Corporate Advocates.

2022: +8 new Corporate Advocates, total to-date 48

2023: +16 new Corporate Advocates, total to-date 64



Deloitte.



Great Eastern General Insurance (Malaysia) Berhad



McKinsey
& Company





Influence: We shaped conversations about DEI through speaking engagements including in Singapore and in government forums, and knowledge partnership.



PROGRAM ISM EXECUTIVE TALK
SIRI 5/2023

Women Empowerment:
MOVING FORWARD FOR Diversity, Equality, And Inclusiveness IN A DYNAMICAL ENVIRONMENT

6 JULAI 2023 **KHAMIS 9.00 - 11.00 PAGI**

MEDIUM: ZOOM MEETING DAN PENETRIMAK LANGSUNG FACEBOOK ISM

Bersama
PUAN NORLELA BAHARUDIN
CO LEAD BOARD MENTORING SCHEME
30% CLUB MALAYSIA AND EXECUTIVE DIRECTOR
BERJAYA CORPORATION BHD

Urus setia untuk dibubangi:
Encik Jumaat bin Roselan 03-7985 3238 jumaat@ism.gov.my

MALAYSIA MADANI

www.ism.gov.my

Editor's Choice | Opinions

Navigating the Gender Pay Gap: Occupational Insights and Business Strategies in Malaysia

By Business Today Editorial | August 24, 2023





Activate

Influence

Enable

The 30% Club Malaysia hosted a session on DEI x Climate Ambition at the OECD-Asia Roundtable on Corporate Governance in Oct

Hosted by the Securities Commission & OECD, the Roundtable was attended by business leaders, and financial regulators from 18 countries.



Carolina Paluello
CEO, Arabesque AI



Charlotte Wolff-Bye
Chief Sustainability Officer, Petronas



Suresh Kumar Dass
General Manager,
Malaysia Design Center, Intel Corporation



Moderator:
Dato' Ami Moris
Chair, 30% Club Malaysia & Advisor, Maybank



Enable: We forged new partnerships with Corporate Advocates to enable a pipeline of board-ready women.

- Board Mentoring Scheme with PwC MY
- 30% Club Malaysia - Heriot-Watt University Malaysia Shaping Entrepreneurial Women Scholarships

New in 2023:

- Board Ready Women Programme with Deloitte MY.
- Board Awareness Programme with Microsoft & MDEC.
- Speed mentoring by CnetG Asia.





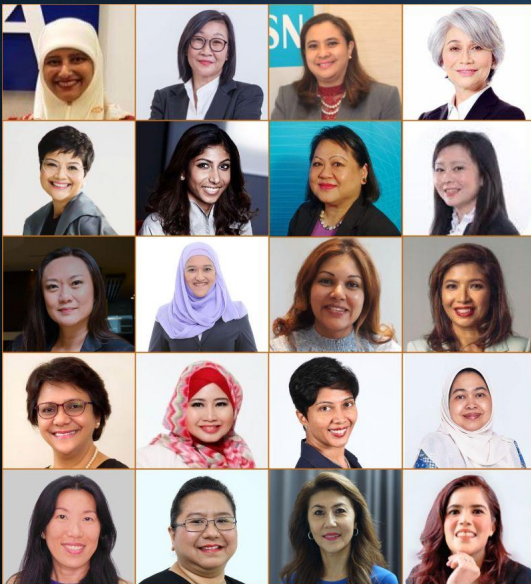
Activate

Influence

Enable

Board Mentoring Scheme in collaboration with PwC

Malaysia. Since 2017, 106 women have been mentored for boards, and 40% have secured positions.



Congratulations Cohort#8

of the 30% Club Malaysia Board Mentoring Scheme.

These women are ready to make a difference in the boardroom!



Thank You Cohort#8

mentors of the 30% Club Board Mentoring Scheme
for your invaluable guidance and support!



Communications: Coverage remains strong in English language media with more mentions of 30% Club in headlines and an op-ed series with The Edge Malaysia.

Local

Malaysia can boost GDP by 36% via higher women's participation in workforce - 30% Club

28-10-2023 03:06 PM

For 30% Club, next target is 50% by 2030. Will we get there?

By Hardesh Singh August 29, 2023

- Avg of 30.6% women representation among top 100 PLCs, 45 yet to hit milestone
- Resistance to change and bias, both conscious and unconscious, remain an issue

Tatler

POWER & PURPOSE | FRONT & FEMALE

Before the boardroom: Dato' Ami Moris on 4 leadership realities you should know

Women hold 30.6pct board seats in top 100 PLCs, 30% Club Malaysia

By Bernama - July 13, 2023 @ 1:59pm

Equity, Equality & Prosperity op-eds in The Edge Malaysia ESG section

Views: Chris Rock's neighbour and equity across time

Views: Invisible factors give rise to persistent workplace inequality

Views: The choices we make on technology and prosperity

Views: DEI leaders can't look the other way

Views: Addressing 'money left on the table' with gender inclusion and artificial intelligence

THE FUTURE Female

30% CLUB MALAYSIA BOARDROOM BOUND WOMEN

DATUK AMI MORIS
Chair, 30% Club Malaysia & Advisor, Business & Sustainability, MABANK

DR SUMITRA NAIR
Senior Director & Head of Sustainability, Telekom Malaysia

SUNDAY • 1 OCTOBER 2023 • 10.00 PM

Watch it on CH 501 | Live TV - astroawani.com & Astro AWANI App

astro AWANI



Thank You

<https://30percentclub.org>

<https://www.linkedin.com/company/30-club-malaysia>

#diversityequityandinclusion

#boardroomexcellence

#advancingMalaysia

#MalaysiaMADANI

