



For Immediate Release

30% Club Malaysia advocates for robust initiatives in getting more women on boards

Kuala Lumpur, 6 September 2024 – The 30% Club Malaysia today hosted its annual Board Mentoring Celebration, a momentous occasion recognising the achievements of 28 women from the ninth cohort of the Club’s Board Mentoring Scheme and welcoming a new cohort of 29 aspiring women leaders eager to break into boardrooms.

The event underscores the organisation’s commitment to increasing female representation on boards of public listed companies (PLCs) in Malaysia.

In 2023, the percentage of women on boards of Malaysia’s Top 100 PLCs hit the 30% mark for the first time, with 30.9% of board seats in the Top 100 PLCs occupied by women. As of 1 July 2024, according to data from Securities Commission Malaysia, women constitute 31.4% of board directors of Malaysia’s Top 100 PLCs. The percentage of women on boards in all PLCs on Bursa Malaysia remains below the 30% target at 26.3%, up slightly from 25.6% in 2023.

“There are 265 board seats to go before we achieve 30% of women on the boards of Malaysian PLCs overall. The gap is closing, but slowly, indicating that many companies are choosing to maintain their existing board gender composition. There can be a number of reasons for this, including the perceived lack of suitable candidates,” said Nurul A’in Abdul Latif, Chair of 30% Club Malaysia and Executive Chair of PwC Malaysia.

She added, “Creating a robust pipeline of female leaders is not just a matter of equity for equity’s sake. Although 30% is our target, it is not a ceiling. Our ultimate goal continues to be parity. As organisations face challenges for which they have no blueprint to address, they’ll need to seek out diverse perspectives and experiences for better decision-making and innovation outcomes. Female representation in seats of leadership is a strategic imperative for businesses and Malaysia’s economic growth. We must continue to advocate for policies that support women’s leadership, challenge gender stereotypes, and create a level playing field for all.”

Established in collaboration with PwC Malaysia in 2017, the Board Mentoring Scheme (BMS) brings together experienced board directors and aspiring board-ready women to enable the appointment of more women into board positions, by supporting them in developing the confidence and networks necessary for boardroom success across a nine-month period. The BMS hopes to empower women to reach new heights in their careers.



Today, the BMS has provided invaluable guidance to 135 senior women leaders across nine cohorts. 40% of mentees have secured board roles in PLCs, SMEs, and industry associations to date.

Pauline Ho, Steering Committee member of 30% Club Malaysia and Partner at PwC Malaysia says, “Mentoring is central to addressing the challenges that aspiring or new women directors face in gaining visibility at the board circles. Many talented women miss out on leadership roles because they were not considered for these roles, and a big part of this boils down to whether existing board members, nomination committee members and recruiters have a diverse network to tap into when a position opens up.”

She continued, “Our goal with the BMS is not placement, but instead to augment a pipeline of leaders with the right competence and fit for Malaysia’s boards - or board-readiness. This means having the right skills to provide strategic direction for companies’ growth in a more challenging business landscape. Skills such as digital competence and future-thinking are critical today, and this platform for knowledge and experience sharing, allows us to take a long-term and sustainable view in achieving gender parity for companies across the board.”

The 30% Club Malaysia is committed to driving top-down collective action, galvanising stakeholders across sectors to accelerate progress towards a more inclusive future.

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About 30% Club Malaysia

The 30% Club Malaysian Chapter was launched in May 2015 as part of a global business-led campaign to promote diversity, equity and inclusion (DEI) with a focus on gender parity in Boards and C-suites. Through its activities, the 30% Club aims to activate the Chairs and CEOs to be visible in adopting diversity and inclusion best practices; to engage wider stakeholders with market influence to champion the diversity agenda; and enable the development of a sustainable pipeline of future women leaders for boards. The 30% Club has over 60 Corporate Advocates including PwC Malaysia as the Corporate Sponsor. As at 1 July 2024, women hold 31.4% of board seats of top 100 PLCs, and for all PLCs, 26.3% in Malaysia.

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