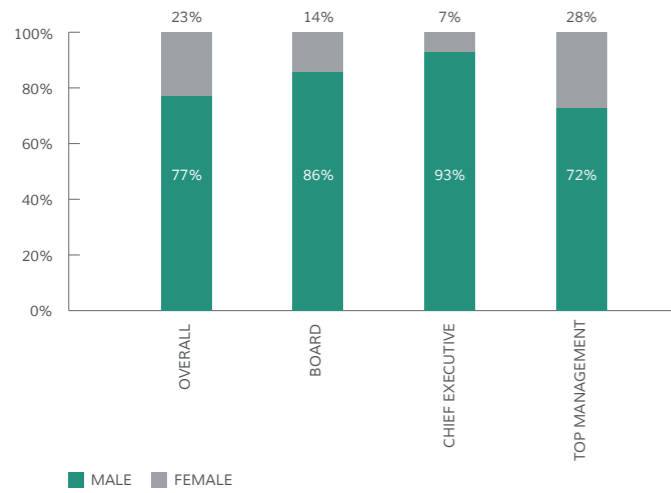


# DIVERSITY AND WORKFORCE COMPOSITION FOR TOP 100 PLCs

REPRESENTING 82% OF MARKET CAPITALISATION

## GENDER COMPOSITION

GENDER COMPOSITION BY POSITION LEVELS

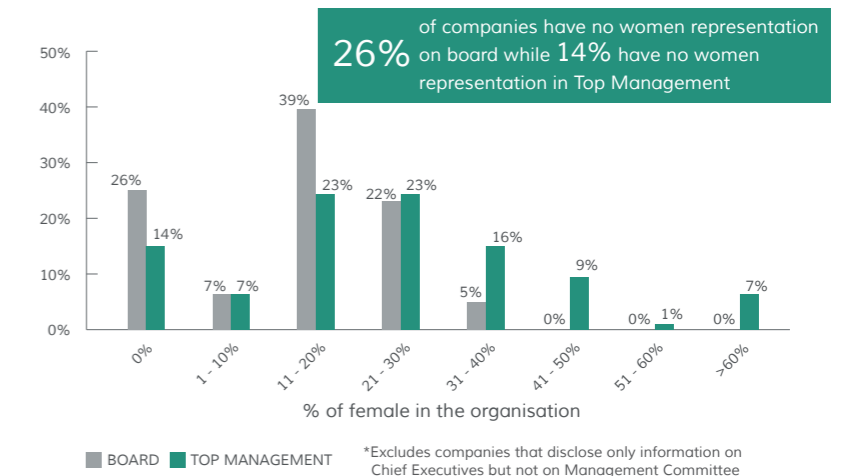


GENDER COMPOSITION BY INDUSTRY



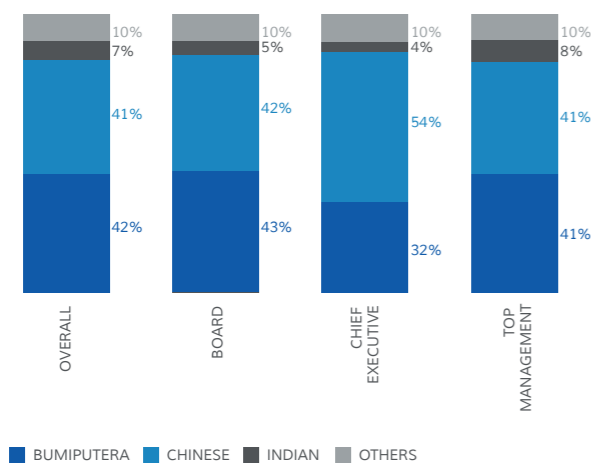
GENDER COMPOSITION (DISTRIBUTION OF COMPANIES)

Distribution of companies based on representation of women in Board and Top Management\*

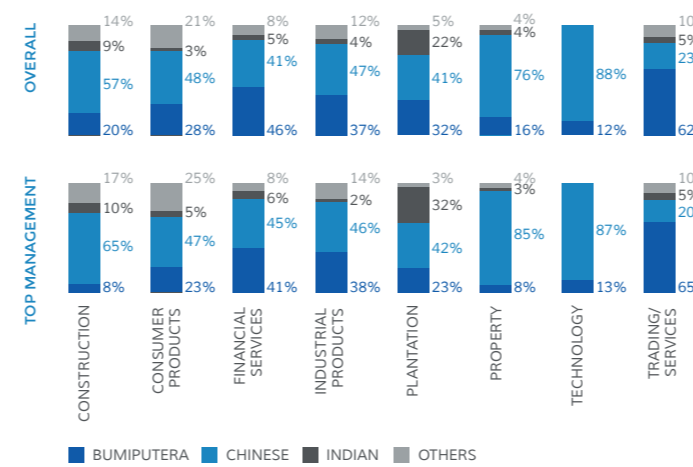


## ETHNIC COMPOSITION

ETHNIC COMPOSITION BY POSITION LEVELS

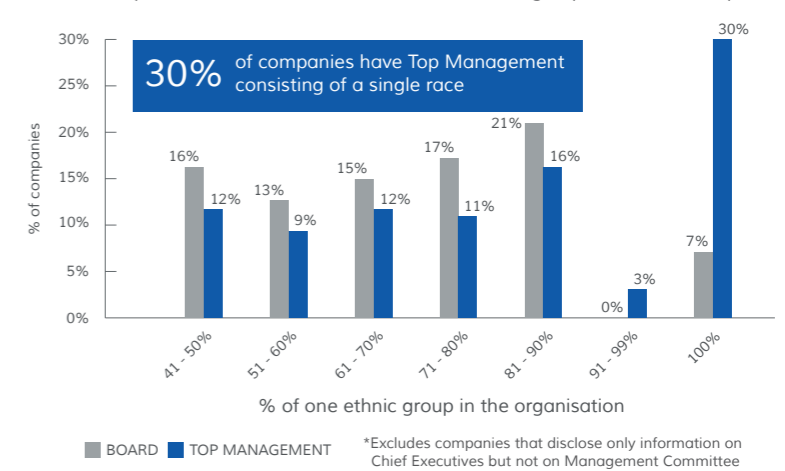


ETHNIC COMPOSITION BY INDUSTRY



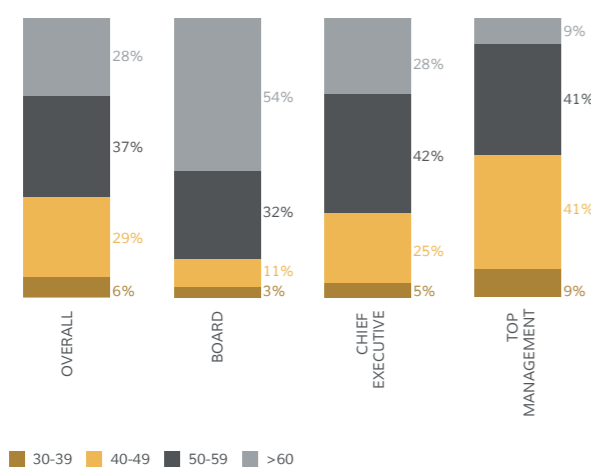
ETHNIC COMPOSITION (DISTRIBUTION OF COMPANIES)

Distribution of companies based on concentration of one ethnic group in Board and Top Management\*

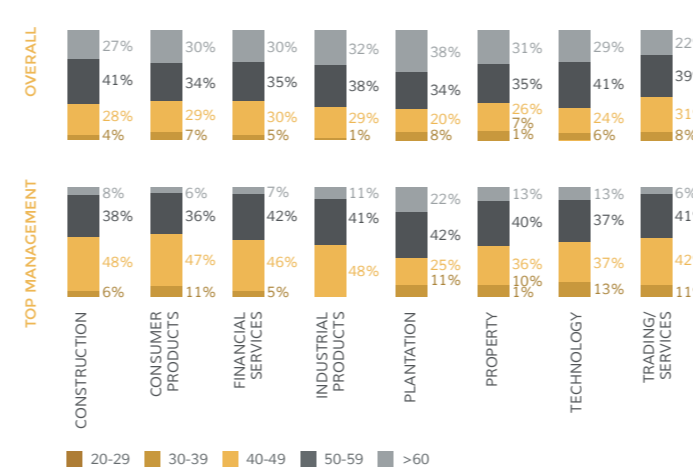


## AGE COMPOSITION

AGE COMPOSITION BY POSITION LEVELS

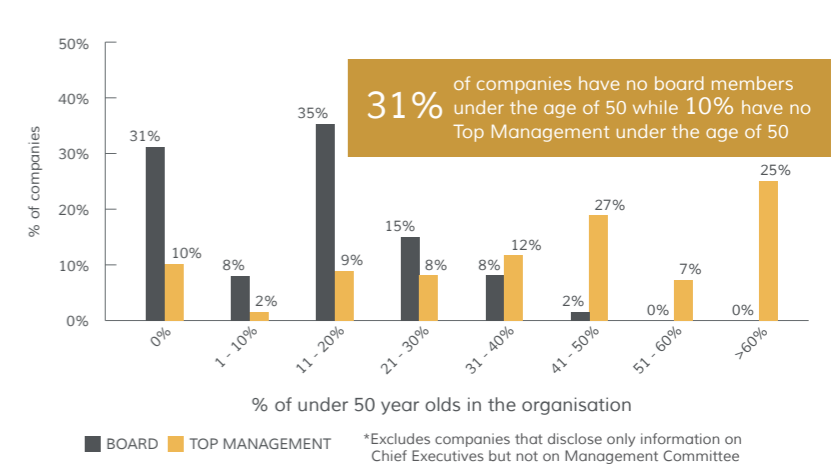


AGE COMPOSITION BY INDUSTRY



AGE COMPOSITION (DISTRIBUTION OF COMPANIES)

Distribution of companies based on representation of under 50 year olds in Board and Top Management\*



# BACKGROUND

Malaysia's strength is in its diversity. For organisations to move forward, it is key for them to embrace Diversity & Inclusion (D&I) in the workplace by tapping into a diverse pool of talent to create a more inclusive and qualified workforce. Studies have shown that companies with a diverse workforce perform better financially. For example, the Diversity Matters report by McKinsey found that gender-diverse companies are more likely to outperform other companies by 15 percent while ethnically-diverse companies will most likely outperform other companies by 35 percent.

While Malaysia has made good progress in achieving some level of diversity in the workforce, greater effort is needed to enhance diversity, especially at board level and Top Management. The Government has introduced various measures to increase workforce diversity, including:

**55%**

Female labour force participation rate by 2015

Tenth Malaysia Plan, 2011-2015

**30%**

Women representation in decision-making positions by 2016

Announced by YAB Prime Minister Dato' Sri Najib Tun Abdul Razak in June 2011

All listed companies to disclose diversity policy & composition covering gender, ethnicity and age for board, Top Management and workforce

Disclosure requirement takes effect for all annual reports issued from January 2015 onwards

NEM's three main objectives are high income, sustainability and inclusiveness - which includes leveraging on women talent

New Economic Model (NEM) for Malaysia

However, moving beyond these measures, D&I needs to be embraced as a national agenda championed by both public and private sectors.

# ABOUT THIS PUBLICATION

YAB Prime Minister Dato' Sri Najib Tun Abdul Razak announced on 8 May 2015 that listed issuers are required to disclose the composition and diversity of their boards and Top Management in terms of gender, ethnicity and age.

Following this announcement, Talent Corporation Malaysia (TalentCorp) then undertook to analyse data of top 100 Public Listed Companies (PLCs), of which 99 disclosed complete data in terms of composition of gender, age and ethnicity of their board, Top Management and workforce (as such, the one company with incomplete data submission was excluded from the analysis).

The top 100 PLCs encompasses 82% of market capitalisation.

Sector composition of respondents (based on Bursa Malaysia's categorisation):

Sector	% share of Top 100 (out of 99)
Trading/Services	34%
Financial Services	15%
Property	13%
Consumers Products	12%
Mining & Plantations	10%
Industrial Products	9%
Construction	6%
Technology	1%

# DIVERSITY IN THE WORKPLACE 2015



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