

Bloomberg Gender-Equality Index

Bursa Malaysia Berhad

Key Performance Indicators

KPI	Definition	Location in Our IAR2022/SR2022
Leadership		
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. * This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	In 2022, 30% of our board seats were occupied by dynamic and accomplished women. <i>Please refer to our SR2022, page 148 and IAR2022, pages 120 and 121.</i>
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	Our chairperson is Tan Sri Abdul Wahid Omar (a male). The prior chairperson was a woman. <i>Please refer to our IAR2022 page 98.</i>
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	In 2022, 22.2% of the committees of the board of directors were chaired by women. <i>Please refer to our IAR2022, pages 101 and 105.</i>
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	Our CEO is Datuk Muhamad Umar Swift (a male). <i>Please refer to our IAR2022 page 99.</i>
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	Yes, our CFO is a woman (Ms. Rosidah Baharom has been our CFO since 12 August 2014)

		<i>Please refer to our IAR2022, page 110.</i>
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent. *	We define executive officers as the key senior management members and heads of divisions (HOD). In year 2022, we have 47.5% women in key senior management and/or head of divisions. <i>Please refer to our SR2022, pages 73 and 144</i>
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	There has been no appointment of a dedicated Chief Diversity Officer role, but the function of ensuring diversity and inclusion strategies falls under the purview of Group Human Capital, led by the Director of Group Human Capital. <i>Please refer to our DEI Policy here.</i>
Talent Pipeline		
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management. *	In 2022, we had 51.75% women in total management, which consists of senior management, middle management and lower-level supervisory responsibilities. <i>Please refer to our SR2022, page 144.</i>
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management. *	In 2022, we have 47.5% women in key senior management and head of divisions who have senior-level supervisory responsibilities. <i>Please refer to our SR2022, pages 73 and 144.</i>
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management. *	We have about 51.5% (186 women compared to 175 men in middle management) women in management who have middle- or lower-level supervisory responsibilities.

		<i>Please refer to our SR2022, page 144.</i>
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others. *	The percentage of women in non-managerial positions in 2022 is 16.4% (10 women compared to 61 men). <i>Please refer to our SR2022, page 144.</i>
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees. *	The percentage of women in the total full-time workforce is 47.4%. <i>Please refer to our SR2022, page 143 and IAR2022 pages 10 and 36.</i>
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted. *	The percentage of women promoted out of total promotions in 2022 is 47.6%. <i>Please refer to our SR2022 page 146.</i>
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles. *	The percentage of women in IT function is 21.3%.
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires. *	The percentage of new hires is 42% women in year 2022. <i>Please refer to our SR2022 page 146.</i>
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company. *	The percentage of women employees that left the company in 2022 is 42.7%. <i>Please refer to our SR2022, page 147.</i>
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may	We do not have a time-bound action plan with targets to increase the representation of women in leadership positions as our workforce exhibits a relatively balanced gender distribution across all levels. However, as part of

	include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	our commitment to champion gender diversity, we will continue in monitoring all diversity-related indicators and implement necessary interventions to maintain a gender-balanced workforce.
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	We do not have a time-bound action plan with targets to increase the representation of women in the company as our workforce exhibits a relatively balanced gender distribution across all levels. However, as part of our commitment to champion gender diversity, we will continue in monitoring all diversity-related indicators and implement necessary interventions to maintain a gender-balanced workforce.
Pay		
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	We are cognisant of the importance of both adjusted and unadjusted gender pay gap disclosures to provide a more precise representation of pay disparities within our organisation. Currently, we do not calculate the adjusted pay gap but we are committed to enhancing our methodologies by incorporating more precise and relevant factors as we move forward.
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	Gender pay gap ratio is 1:1 between male and female employees. <i>Please refer to our SR2022, page 146.</i>

Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	We do not have a time-bound action plan to close the gender pay gap, given that the ratio is 1:1 between men and female employees. We remain dedicated to championing gender diversity and will continue in monitoring this indicator as part of our ongoing commitment.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	We do not currently tie executive compensation to gender-related factors, as our workforce exhibits a relatively balanced gender distribution across all levels. However, as part of our commitment to champion gender diversity, we will continue in monitoring all diversity-related indicators and implement necessary interventions to maintain a gender- balanced workforce.
Inclusive culture		
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	98 consecutive days, as per the Malaysian Employment Act (Amendment) 2022. <i>Please refer to our SR2022, pages 71 and 120.</i>
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	7 consecutive days, as per the Malaysian Employment Act (Amendment) 2022. <i>Please refer to our SR2022, pages 71 & 120.</i>

Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	<p>In 2022, we recorded 100% of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave.</p> <p><i>Please refer our SR2022, page 146.</i></p>
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	<p>We offered medical benefits and part of the benefits are made available to employees' family. We also expanded compassionate leave to encompass the inclusion of accompanying unwell children, legal spouses, and parents.</p> <p><i>Please refer to our SR2022, page 71.</i></p>
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flexitime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	<p>As a forward-looking employer, we always strive to provide a conducive and progressive workplace environment by promoting work-life balance. This includes implementing flexible working hours (start or end time, and flex time) to enable employees to better manage their personal and family obligations. There is also a Work from Home Policy in place, for the supervisors to accommodate and manage on a need basis.</p> <p><i>Please refer to our SR2021, page 57.</i></p> <p><i>Note: We began to pilot work from home option for most employees in 2023.</i></p>
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	<p>We do not yet have a gender-specific resource group for women (again partly considering we have balanced women participation in the workforce and in leadership positions). However, we have other employee groups such as the Sports Club, Bursa VIBE (employee volunteering group) and Green Warriors (support group to drive environmental initiatives in the office) that provide a</p>

		platform for individuals with shared experiences, backgrounds, or interests to connect.
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	<p>In 2022, we continued to work closely with LeadWomen to raise awareness about workplace bias. A series of workshops was carried out under the 'Creating a Safe and Inclusive Workplace' programme, which was first held in 2021. Comprising two workshops held in July and August 2022, the programme this year focused on uncovering hidden bias and eliminating barriers that deter full participation of our workforce.</p> <p><i>Please refer to our SR2022, page 71.</i></p>
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	<p>Our Code of Ethics explicitly states that sexual harassment is both unacceptable and strictly prohibited within our organisation. To reinforce this commitment, we have established a protocol of annual mandatory compliance attestation for all employees. This attestation requires them to affirm that they have consistently adhered to our general code of ethical conduct and maintained personal integrity throughout the year. Furthermore, as part of our onboarding process, all new employees are required to acknowledge that they have read and understood our Code of Ethics. The pertinent information about sexual harassment and other dos and don'ts was also conveyed to the new employees during our onboarding programme, People Power Hour (PPH).</p> <p>In 2022, we did not conduct specific, separate annual anti-sexual harassment training sessions. Instead, we adopted an approach that centres on addressing unconscious bias. Unconscious bias is recognised as a precursor to harassment, as it can foster and perpetuate harmful</p>

		<p>stereotypes concerning gender roles, power dynamics, and acceptable behaviour. These stereotypes can then contribute to an environment where harassment can thrive.</p> <p>By addressing unconscious bias within our organisation, we aim to proactively prevent the conditions that can lead to sexual harassment. We remain committed to creating a workplace culture that is free from harassment, where all employees are treated with dignity and respect.</p>
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**Alternatively, absolute values used to derive this percentage will be accepted*