

Media Release

MSM ADOPTED THE UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES (WEPs)

Committed to empower and supporting the women workforce in the organisation

KUALA LUMPUR, 9 FEBRUARY, 2023 – MSM Malaysia Holdings Berhad (MSM), the national refined sugar producer, has adopted the United Nations Women's Empowerment Principles (WEPs) as part of its commitment to promote gender equality and women's empowerment in the workplace, marketplace and community.

MSM Group Chief Executive Officer, Syed Feizal Syed Mohammad signed the Principles on 8 December 2022, and pleased to announce that MSM is now listed among the 100 signatories of Malaysia companies from various industries and committed to provide a safe and inclusive workplace that embraces and promotes women empowerment, diversity and equal opportunity.

For over 60 years, MSM has consistently invested in developing its human capital and employees' well-being, regardless of gender. The multicultural and diverse workforce, represents MSM strong stance on harnessing diversity in opinions, perspectives and backgrounds of the employees, adding on to the strength of the company.

Syed Feizal said MSM is committed to fostering a culture of diversity and inclusion. This includes empowering and supporting the women in the organisation. Women bring unique skills, perspectives, and experiences to the table, and a company will stand stronger when tapping into that diversity.

"I believe empowering women means giving them the support and opportunities they need to succeed and creating an environment where they can thrive. We must also recognise that there are still barriers and biases that hold women back. It is our responsibility to identify and address these issues and to create a level playing field where everyone has an equal chance to succeed. It is important and necessary to create a culture of empowerment for all of our employees including the women among us," he further added.



MSM recognise workforce diversity as an organisational strength and competitive advantage in retaining and attracting the best people to grow business performance and strive for excellence in a competitive business world. To date, the percentage of full-time women employees across MSM Group is 17 percent, where 41 percent is at executive level and 7 percent is non-executive level. Sugar refining production floors in Prai and Johor are rigorous type work and very much male dominated. In senior management, MSM has 22 percent women and 26 percent in Board representation. MSM target to achieve at least 30 percent for the abovementioned categories within three years.

ABOUT THE WOMEN'S EMPOWERMENT PRINCIPLES

The Women's Empowerment Principles (WEPs) guide businesses on how to promote gender equality and empower women in the workplace, marketplace and community. Jointly established by the UN Global Compact and UN Women, the WEPs are underpinned by international labour standards and human rights and by the recognition that businesses have an important role in promoting gender equality and women's empowerment. Adopting the seven principles is the best way that businesses can deliver on the ambitions for gender equality and women's empowerment as outlined in the 2030 Agenda on Sustainable Development and in the 17 SDGs.

To learn more about the WEPs, visit <https://www.weps.org/>

-ENDS-

About MSM Malaysia Holdings Berhad (MSM)

MSM Malaysia Holdings Berhad (MSM) is Malaysia's leading refined sugar producer and one of the biggest sugar refiners in Asia. MSM is involved in producing, marketing and selling refined sugar products under the "Gula Prai" brand. The company conducts its business principally through two operating subsidiaries, MSM Prai Berhad and MSM Sugar Refinery (Johor) Sdn Bhd. In addition, MSM also operates a logistics company – MSM Logistics Sdn Bhd.

At present, MSM's annual production capacity is up to 2.05 million tonnes of refined sugar. In 2021, MSM produced 895,222 tonnes of refined sugar, of which 246,101 tonnes are catered for the export market. Currently, MSM corroborates up to 60% of the domestic market share. MSM has been listed on the Main Market of Bursa Malaysia since 2011 and has a market capitalisation of RM900 million as at 31 December 2021. MSM combines economic success with environmental protection and social responsibility for a sustainable future.

MSM offers a variety of products ranging from white refined sugar of various grain sizes to soft brown sugar. These are marketed and sold in a variety of packaging options under its flagship brand - Gula Prai. MSM also sells molasses, a by-product of the refining process, to distilleries and producers of ethanol, animal feed and yeast, among other products. Aside from household consumers, MSM sells to a wide range of customers in Malaysia and in other countries directly and indirectly through traders, wholesalers and distributors. Its customers include major companies in the beverage and confectionery industries, hotels, restaurants and food outlets.

For more information, please visit www.msmsugar.com



Forward Looking Statements

Certain statements in this media release regarding MSM's operations may constitute forward-looking statements. These statements can be identified by key words such as "believes", "estimates", "anticipates", "expects", "intends", "may", "will", "plans", "outlook" and other words of similar meaning in connection with a discussion of future operating or financial performance. These statements relate to the plans, objectives, goals, strategies, future operations and performance of MSM. Actual results and outcomes may differ materially from those projected in any forward-looking statements due to various events, risks, uncertainties and other factors. We neither intend to nor assume any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

For media enquiries, please contact:

Siti Noorbaya Mohd Yunus
+6016 677 6118
noorbaya.my@msmsugar.com

Syahidah Ismail
+6019 225 9705
syahidah.i@msmsugar.com