



PRESS RELEASE

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MNRB ADOPTS NATIONAL LIVING WAGE COMMITMENT

Strengthening Workforce Stability and Talent Sustainability

Kuala Lumpur, 20 January 2026 – MNRB Holdings Berhad (MNRB or the Group) today announced its adoption of the Living Wage Commitment, in line with Malaysia's national efforts to promote fair and adequate wages while reinforcing the Group's people-first philosophy.

Under this commitment, all permanent Malaysian employees in the Group receive a minimum monthly living wage of RM3,100.

The adoption of MNRB's Living Wage Commitment is in line with the MNRB's vision of "*We Protect Everyone*", underscoring the Group's long-standing commitment to safeguarding employee wellbeing, supporting sustainable organisational performance and upholding fair employment practices.

"At MNRB, we believe that financial security is fundamental to job satisfaction and overall wellbeing," said Dato' Rudy Rodzila Che Lamin, Interim President & Group Chief Executive Officer of MNRB. "By adopting the Living Wage Commitment, we are reinforcing our responsibility to protecting our people, while supporting their long-term stability and rewarding them for their meaningful contribution to the organisation."

MNRB's Holistic Approach to Talent Sustainability

MNRB's total remuneration framework has been structured above the statutory minimum wage requirements, ensuring that permanent employees receive a **minimum monthly living wage of at least RM3,100** inclusive of base salary, allowances, and benefits in kind.

This reflects the Group's holistic approach to employee remuneration and has been in place since 30 July 2025, benefitting the entire MNRB Group's workforce.



Together with other existing benefits and talent development initiatives, this approach will support talent retention and skills development, enabling the Group to build a stable, skilled, and capable workforce over time, while preserving institutional knowledge and strengthening long-term organisational capability.

An Ongoing Commitment

The Group views the adoption of the Living Wage Commitment as an evolving practice under its human capital and sustainability framework. MNRB will continue to periodically review its remuneration approach to remain responsive to employee needs, evolving economic conditions and sustainability expectations, reinforcing its role as a responsible employer.

This dovetails to MNRB's commitment to its people by strengthening the foundations for skills development, engagement, and workforce stability, recognising that a financially secure workforce is essential to building a resilient organisation future-ready organization.

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About MNRB

MNRB Holdings Berhad (“MNRB”) is a leading financial holding company offering reinsurance, retakaful and takaful solutions through its wholly owned subsidiaries – Malaysian Reinsurance Berhad, Takaful Ikhlas Family Berhad and Takaful Ikhlas General Berhad. MNRB is listed on the Main Market of Bursa Malaysia Securities Berhad. For more information, please visit www.mnrb.com.my.

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