

NEWS RELEASE

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RHB DELIVERS ON LIVING WAGE, FOCUSES ON EMPLOYEE WELLBEING AND GROWTH

Kuala Lumpur - RHB Banking Group ("RHB" or the "Group") today announced that all permanent employees in Malaysia are earning at or above the nationally recognised Living Wage benchmark of RM3,100 per month, as outlined in the Employee Provident Fund's Belanjawanku Expenditure Guide.

The commitment supports the Ministry of Finance's call for financial institutions and Government Linked Companies (GLCs) to lead in advancing fair compensation, aligned with the "Raise the Floor" pillar of the Ekonomi MADANI framework to improve quality of life for all Malaysians.

RHB's full implementation of the Living Wage framework reflects its commitment as a responsible employer and its role in supporting Malaysia's broader efforts to improve the standard of living of the *rakyat*.

"At RHB, fair pay is a fundamental part of building a progressive and inclusive workplace. Our compensation practices reflect this but our duty goes further. Our Employee Value Proposition is designed to support our employees holistically, ensuring their physical, emotional and financial wellbeing, in a meaningful and practical way. This commitment is reflected in our employee engagement score which stands at 87%, a strong indicator of the trust and connection our people have with the organisation," said Dato' Mohd Rashid Mohamad, Group Managing Director/Group Chief Executive Officer of RHB Banking Group.

In addition to the living wage commitment, mental health and wellness remain core areas of focus in RHB. The Group provides access to free confidential professional counselling and emotional support services through its Employee Assistance Programme, available to all employees Group wide. These are complemented by regular mental health webinars and awareness initiatives that help employees manage stress, strengthen emotional intelligence and maintain work-life balance. In 2024, RHB introduced a digital health platform offering personalised coaching, wellness tracking and lifestyle incentives, further strengthening its holistic approach to employee wellbeing.

Employees also benefit from targeted financial support, including festive advance programmes, preferential rate staff loans, and a dedicated Staff Welfare Fund for emergencies or personal hardship. Comprehensive medical coverage, robust insurance protection and flexible leave policies further contribute to a work environment that supports both individual and family wellbeing.

"We recognise the complex pressures in today's world, emotionally, financially, and professionally. Our responsibility is to support them in all dimensions, not just through compensation, but through care, flexibility and long term opportunities to grow," added Dato' Mohd Rashid.

RHB continues to invest in structured career development to future proof its workforce. In 2024 alone, the Group delivered over 390,000 hours of learning, averaging of 29 hours per employee, with more than 13,000 employees participating in programmes covering digital transformation, sustainability,

leadership and core technical skills. These efforts align with national priorities to create high quality jobs and strengthen social mobility.

“Our people are our greatest asset. When they thrive, our customers, communities and the nation thrive with them,” said Dato’ Mohd Rashid.

RHB will continue to refine its people strategies to ensure long term impact, for employees and the communities it serves, contributing to Malaysia’s aspirations for sustainable and inclusive economic growth.
