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RESEARCH PAPER REPORT

**THE EFFECT OF FEMALE BOARD DIRECTORS ON FIRM PERFORMANCE
FROM MALAYSIAN TECHNOLOGY SECTOR**

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EXECUTIVE SUMMARY

This research investigates the correlation between the participation of female board directors and the performance of companies in the Malaysian technology sector. The study seeks to examine the correlation between the presence of women in boardrooms and the financial performance and overall profitability of technology companies in Malaysia.

The study is founded on an extensive examination of data gathered from companies functioning within the technology industry in Malaysia. The study analyses different financial metrics, including return on assets to assess the performance of a company. Furthermore, the financial parameters are assessed and linked to the inclusion of female board directors.

The research findings suggest a positive correlation between the inclusion of female board directors and the performance of companies in the technology industry in Malaysia. The study demonstrates that organizations with a greater proportion of women on their boards tend to display superior financial performance in comparison to those with a smaller or non-existent number of female directors. The findings indicate that having a diverse range of genders in boardrooms positively impacts decision-making, creativity, and corporate governance standards, leading to greater firm performance.

The consequences of these findings are substantial for technology companies operating in Malaysia. The study emphasises the significance of advocating for gender diversity and inclusion at the executive level, as it can have a favourable impact on the overall prosperity and competitiveness of companies in the industry. The report advocates for technology companies to implement policies and practices that promote the nomination and progression of women to board positions, thus leveraging the advantages of varied viewpoints and skills. Technology companies in Malaysia should prioritise enhancing the participation of women on their boards by focusing on targeted recruitment, mentorship programmes, and leadership development activities. By adopting this approach, firms can access a wider range of skilled individuals, cultivate an environment that promotes fairness and diversity, and achieve long-lasting expansion and productivity.

To summarise, this study paper presents empirical data that supports the favourable influence of female board directors on the success of companies in the technology sector of Malaysia. The results emphasise the significance of gender diversity and inclusion in corporate governance, indicating that companies should actively pursue increased participation of women in boardrooms to access the advantages of varied leadership and promote company success.

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2.0 COMPANY PROFILE

2.1 BACKGROUND OF COMPANY



Goh Siong Tee Marine Product (GST) is a Malaysian seafood enterprise that was established in 2003. Established in Simpang Ampat, a vibrant town in the northern region of Penang, GST originated as a modest, family-owned enterprise fuelled by an intense love for the ocean and its unlimited supply. Throughout its history, the company has consistently expanded its presence in the Malaysian seafood sector, positioning itself as a reputable provider of superior marine products within the country and abroad.

Simpang Ampat, situated strategically on the western coastline of Penang, has gained a longstanding reputation for its successful fishing sector. The huge supply of fresh seafood readily accessible from the surrounding oceans, together with the town's highly developed infrastructure and proficient labour force, created an ideal setting for GST to thrive. With the company's growth, it implemented a vertically integrated business strategy that included fishing, processing, packaging, and distribution. This approach allowed the company to have full control over the whole supply chain and maintain the highest quality standards.

The organizational structure of GST demonstrates its dedication to operational efficiency and flexibility. The company functions under a centralized leadership structure, headed by Dato' Goh Cheng Liang, the Board of Directors, and Allen Goh Soo Loon, the Managing Director, who supervise all parts of the business. The key departments include of procurement, production, quality control, sales and marketing, logistics, and finance. Each department is led by highly skilled experts. The establishment of distinct duties guarantees efficient functioning and facilitates prompt decision-making, which is crucial in the dynamic seafood business.