

OUR PEOPLE

Being recognised as one of the top employers in Malaysia enhances the organisation's brand reputation and attracts the best candidates to join the organisation. The recognition is vital for improving employer branding, attracting impressionable young graduates, retaining top talent, and enhancing public image. The Malaysia's 100 Leading Graduate Employers award is an annual recognition given to the top employers in Malaysia that actively recruit and develop graduates. In 2023, the SC has been given the recognition of placing first runner-up under the sector 'Government Regulatory Bodies' and the SC's ranking had improved significantly by 22 ranks. Receiving the Malaysia's 100 Leading Graduate Employers award is a prestigious recognition of SC's efforts to attract and retain top graduate talent. It enhances the SC's reputation as an employer of choice and allows the SC to showcase its commitment to developing young professionals.

As the SC focuses on transforming into a high-performing organisation, the SC has introduced the first SC Corporate Scorecard in 2023. The adoption of the Corporate Scorecard marks a crucial milestone in the pursuit of continued excellence. The Corporate Scorecard provides a more outcome-based performance management that allows the SC to set clear objectives, measure its progress and enhance overall organisation performance.

The SC employees embody the essence of its culture and core values. Their dedication to maintaining a positive work environment, fostering teamwork, and upholding ethical standards is instrumental in shaping the SC's identity and reputation. The SC DNA, introduced in March 2023 with six dimensions serves as the backbone for the SC's values and forms a powerful foundation in embodying the values of a model regulator and delivering excellence in all aspects of the employees' work.

Job rotation is a proven effective tool in promoting skill enhancement, professional growth, employee engagement, succession planning, knowledge-sharing, and talent retention within an organisation. Hence, the SC has revised its job rotation policy, which not only aims at strengthening its talent development and

management initiatives, but it also aligns with the SC's commitment to uphold integrity and transparency in its operations. This is apparent when the SC had implemented mandatory job rotation particularly for employees occupying high-risk functions and/or holding sensitive roles for a specified number of years in the SC.

Recruitment, Talent Management and Development

In 2023, the SC continued its recruitment initiatives, primarily on a needs and replacement basis. This was important to ensure the continuity of an inflow of high-skilled talents into the organisation.

The SC hired a total of 89 candidates, of whom 84 were experienced hires and five Graduate Management Executives (including three returning scholars). In addition, career progression opportunities were given to deserving employees, where 81 promotions were affected across the SC. This proves to be the testament of the SC in recognising and rewarding strong performers.

The SC also continued to provide opportunities for young graduates to gain knowledge and work experience in a regulatory environment; 33 undergraduate students from both local and foreign universities had completed their internships during the year. In addition, 13 trainees from polytechnics and vocational colleges were given practical training opportunities in the SC's Facilities Management and Services department. Pursuant to the collaboration with Khazanah Nasional Bhd in 2022, the SC hosted one trainee under the Malaysia Short-Term Employment Programme (MySTEP), an initiative to enhance the employability of young graduates.

In continuing talent development efforts, 12 employees underwent secondment or attachment programmes, namely to the Ministry of Finance, MITI, Credit Consumer Oversight Board, Islamic Financial Services Board, Malaysia International Islamic Financial Centre, ICMR, CMM and the World Bank. Out of the 12, five were new secondments and this marked a significant increase in the number of secondees from the SC to other

organisations. These opportunities enabled them to gain greater learning, broaden work experience, expand networking opportunities, and inculcate knowledge-sharing.

Realising that there is a need to create greater awareness of the wide range of career opportunities available in the capital markets, the SC spearheaded a talent inculcation programme called *investED*. *investED* is a large-scale, multi-faceted three-year capacity-building programme that aims to enhance the capital market knowledge of students, creating job opportunities for graduates, enhancing the leadership skills among graduates, and offering them job placement opportunities. A total of 171 trainees were recruited for the first cohort and they commenced their classroom learning session at the Asia School of Business for a month and thereafter were successfully placed in designated participating organisations. A total of 49 organisations within the capital market fraternity participated in the placement exercise.

Participating in learning and development interventions provides the opportunity for employees to acquire new skills and enhance existing ones. In today's fast-paced and ever-changing business environment, it is crucial to stay abreast with new technologies, trends, and best practices so they can stay ahead of the curve. Participation of the SC employees in learning and development interventions recorded an increase from 93% in 2022 to 99.8% in 2023. This reflects the organisation's commitment to its employees' professional growth and development.

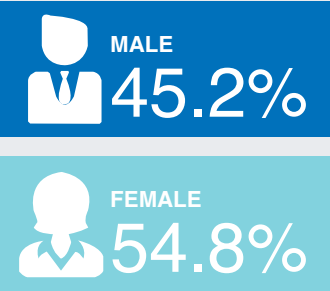
Cyber security awareness is a critical aspect of leading in the digital era, as reliance on technology creates a potential risk to cyber threats. Cyber security awareness helps employees understand the potential risks and threats from cyber attacks, safeguards sensitive information and protects organisational reputation. The SC takes cyber security seriously and believe that the responsibility for safeguarding digital assets lies with every employee within the organisation. In line with the SC's ongoing efforts to strengthen its cyber defenses and protect valuable data, the SC rolled out a Cyber Security Awareness Programme, which is mandatory for all employees to participate. It is with great hope that implementing regular training and awareness programmes on the subject matter can significantly improve the SC's overall security posture.

Digital technology is constantly evolving, as such digital -related learning programme equips employees with the necessary skills and knowledge to leverage technology effectively and become proficient in using digital tools and platforms. As part of the SC's strategy to enhance employees' digital forensic capabilities and to better handle digital evidence during an investigation, an e-discovery solution will be adopted to process, identify, review, and analyse digital evidence. Six employees have gone through a certification programme which was intended to enhance their expertise in digital investigation.

GENDER AND DIVERSITY

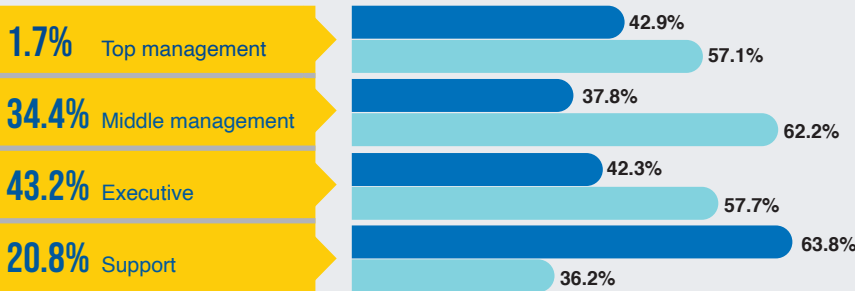
HEADCOUNT
838 (As at 31 December 2023)

GENDER

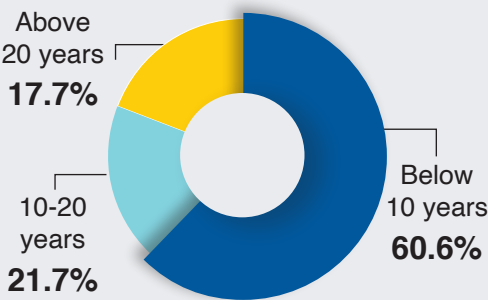


EMPLOYEE CATEGORY

Male Female



YEARS OF EXPERIENCE



EMPLOYEE AGE GROUP

