

# EMPOWERING OUR PEOPLE

Our ability to create value rests upon our employees. We continue to cultivate a high-performing workforce that enables us to deliver significant value to the country. To achieve this, we foster an open and collaborative culture while also providing valuable learning and development opportunities.

## Redoubling Our Focus on Fostering Diversity, Equity and Inclusion (DEI)

We continued to focus on employee wellbeing through a holistic lens, fostering a truly inclusive environment across Khazanah. To unlock the full potential of our employees, we continued to nurture a culture based on three Core Values:

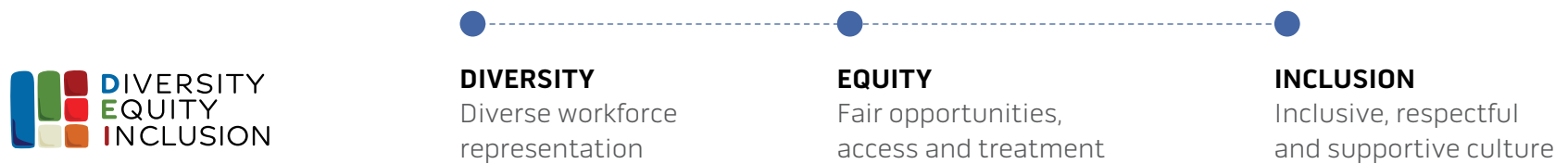


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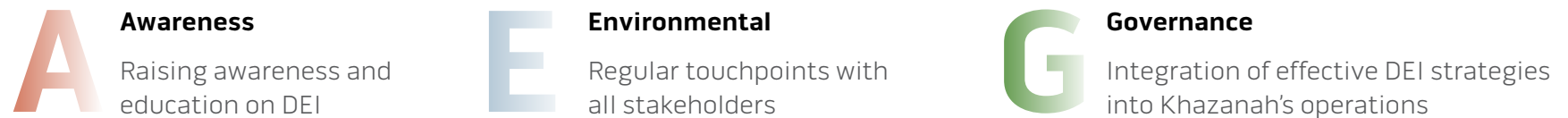
## Aspiration

To embed the principles of DEI into the people and organisational culture of Khazanah while respecting local laws and cultural practices.

## What is DEI



## Strategy



## Outcomes

<p>Drive a diverse, equitable and inclusive <b>mindset</b></p>	<p>DEI mindset to be consciously applied in our <b>behaviour</b></p>	<p>Actions will positively <b>impact</b> employee performance and drive innovation</p>
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## EMPOWERING OUR PEOPLE

### Wellbeing and DEI

In 2024, we intensified our efforts to enhance employee wellbeing through initiatives built upon four main pillars: physical, mental, social and financial health. This dedication complements our DEI strategies, grounded in the belief that true inclusion is only possible when every individual feels supported in both their health and identity.

A standout initiative was KITAWellbeing Week, which featured a range of engaging activities, including:

- EPF Awareness Talk
- AKPK Financial Literacy Session
- 30<sup>th</sup> Anniversary Steps Challenge
- Employee-led Zumba class



30<sup>th</sup> Anniversary Steps Challenge winners receiving their prizes during KITAWellbeing Day 2024.

During KITAWellbeing Day, where over 30 wellness vendors provided tools and resources to support employee wellbeing.

Other engagement initiatives introduced throughout the year included:

- Monthly health talks
- Experiential learning workshops
- Personal colour analysis
- DASS-21 mental health screenings
- “Shades of Sight” series, addressing visual impairment and accessibility

Our dedication to DEI was recognised at the Life at Work Awards (LAWA), affirming our continued efforts to cultivate a culture that champions both wellbeing and inclusion.



An employee participating in a personal colour analysis workshop during KITAWellbeing Week 2024.

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### Khazanah Volunteer Network (KVN)

KVN is Khazanah's employee volunteer platform aimed at fostering a culture of service, social responsibility, and environmental awareness. It empowers employees and their families to contribute to meaningful causes through initiatives supported by Khazanah and Yayasan Hasanah, public activities by registered associations or employee-led programmes in collaboration with NGOs.

#### Programme

Conducted employee volunteer initiatives to strengthen societal impact, environmental responsibility and a cultivate service-oriented culture amongst employees.

#### Impact

Held **eight** community engagement programmes, including outreach and environmental activities. We also organised a blood donation drive, which saw participation from **54** employees.



KVN volunteers lending a hand at Zoo Negara while promoting mental wellbeing and the joy of giving back.



Super Tuesday at UiTM Puncak Alam.

### Super Tuesday and University Outreach Programme

Super Tuesday facilitates meaningful dialogue between Khazanah alumni and university educators on how to prepare graduates for current industry demands.

#### Programme

Continued Super Tuesday and its complementary University Outreach Programme to strengthen institutional partnerships and prepare students for working life, leveraging the KVN platform to share insights on internships, industry expectations and transition strategies.

#### Impact

Engaged **580** students from Universiti Kebangsaan Malaysia (UKM), Universiti Malaysia Sarawak (UNIMAS) and Universiti Teknologi MARA (UiTM), while expanding outreach through the Mini Faculty of Accounting (FACT) Open Day at UiTM.

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### AMEU x Khazanah Discovery Day

#### Programme

Partnered with the Association of Malaysian Economics Undergraduates (AMEU) to build partnerships with student societies and boost graduate employability through an open day at Khazanah's office.

#### Impact

53 pre-university and postgraduate students participated in the event, which featured an introduction to Khazanah and its Graduate Trainee Programme, a panel session on career readiness and an ESG-centric case study competition.



Students were divided into groups for case study discussions during the AMEU x Khazanah Discovery Day.

### Khazanah Graduate Trainee Programme (KGTP)

The KGTP is a year-long programme that fully immerses top graduates in various sectors and fields, accelerating their development within a dynamic and fast-paced setting. Outstanding graduates are offered positions as Associates at Khazanah, providing them with a major stepping stone in their careers and a unique opportunity to serve the nation.

#### 2024 KGTP Cohort

20

graduates trained under  
GTP-Investments

13

graduates trained under  
GTP-Khazanah

#### GTP trained from 2011 to 2024

261

graduates  
trained under  
GTP-Investments

70

graduates  
trained under  
GTP-Khazanah

82

graduates  
trained under  
GTCA\* Since 2010

For more information on KGTP, visit <https://www.khazanah.com.my/careers/khazanah-graduate-trainee-programmes-kgtp/>

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### Life at Work Awards (LAWA) 2024

Organised by Talent Corporation Malaysia (TalentCorp), the Life at Work Awards (LAWA) recognises employers who demonstrate commitment to championing diversity, equity, inclusion and work-life practices in the workplace. It celebrates organisations that are setting exemplary standards in creating supportive and progressive work environments.

In 2024, Khazanah was named first runner-up in the Young Graduates Category, in recognition of our continued efforts to nurture emerging talent and foster a workplace where young professionals are empowered to grow, thrive and make an impact. This award reflects our dedication to cultivating a people-first culture that supports the development and aspirations of the next generation.



LAWA Awards Pitching Session



Graduan Brand Awards 2024

### Graduan Brand Awards 2024

The Graduan Brand Awards celebrate Malaysia's most sought-after employers as voted by graduates and young professionals across the country. Organised by GRADUAN®, the awards highlight organisations that excel in employer branding and appeal to top talent entering the workforce.

At the 2024 awards, Khazanah was named second runner-up in the Government category of Malaysia's Most Preferred Employers and was also recognised as one of the Top 20 Most Preferred Employers nationwide. These recognitions underscore the strength of Khazanah's employer brand and our growing reputation as an employer of choice among high-calibre talent.