

# TALENTCORP ON A MISSION TO STRENGTHEN MALAYSIA'S TALENT POOL



Malaysia's aspiration to be a market-driven talent hub has been around for a while, but in this day and age, where the Covid-19 pandemic has created a global workforce through remote work, the goal has become a little harder to achieve.

A key concern and challenge is to bridge the gap between what the industry wants and the skills our graduates possess. If we achieve this, we can incentivise companies to offer even higher wages, driving economic growth, says Talent Corporation Malaysia Bhd (TalentCorp) group CEO Thomas Mathew.

By narrowing this skills gap, not only will the job market be more competitive but the brain drain will also be mitigated. On top of that, people will find compelling and well-paying opportunities here, making Malaysia an attractive prospect.

"This approach is not unique to Malaysia. Even countries like the UK and Singapore, which might offer higher wages, are grappling with a rising cost of living. In the UK, inflation is on the rise and Malaysians [living there] are looking to return [home]. In Singapore, where the cost of living is high, we see around 50,000 talents commuting daily and facing significant challenges in their work-life balance.

"The ultimate goal is to provide compelling opportunities in Malaysia that not only address the underemployment issue but also enable Malaysians to stay, build their careers, and lead fulfilling lives, ultimately reducing the need to migrate abroad for employment," says Mathew.

This is where TalentCorp comes into the picture, to drive this agenda and address the primary challenges seen in Malaysia's talent ecosystem. A significant challenge is the lack of high-skilled jobs to match the number of graduates in Malaysia, says Mathew. Underemployment arising primarily from talent mismatch, which in 2022, saw more than two million tertiary graduates in jobs that were either semi- or low-skilled."

"Another challenge is the high unemployment among youth, which was 11.7% in 2022 as against the national average of 3.5%."

Also, in 2022, the female labour force participation rate stood at 55.8%, and only 35.9% of women were in skilled level occupation.

Understanding these challenges, Mathew says the agency's initiatives are focused on working with industry, academia and the government to help address them. "The bulk of TalentCorp's work is aimed toward local Malaysian talent, where we work together to improve the well-being of Malaysians via initiatives that help reduce the mismatch, nurture and produce employable graduates, encourage women's participation in the workforce, and drive forward-looking initiatives that attract and retain talent in the job market," says Mathew.

"Next year will be very key for us in strengthening industry-academia collaboration to further close the gap in Malaysia's labour market in the long run. We intend to introduce a new initiative, working closely with industry stakeholders."

This can be done by emphasising the crucial role of TalentCorp's Industry-Academia Collaboration (IAC) as it extends its reach across industries. Through a collaborative approach involving government ministries, industries and educational institutions, the IAC becomes the cornerstone to fostering industry-driven skill development. The IAC initiatives are strategically implemented within a range of economic sectors nationwide, customising solution-driven efforts to address the specific demands of each sector, including, but not limited to, electrical and electronics, oil and gas, small and medium enterprises (SMEs), information and communications technology and logistics.

Furthermore, TalentCorp is extending its efforts into schools to ensure that students are aware of industry trends and leverages on the Critical Occupations List (MyCOL) produced by the agency to understand the demands of the job market. This preparation will equip them with the necessary industry-specific skills and soft skills during their schooling. Ultimately, this initiative will contribute to Malaysia's ability to cultivate a larger pool of industry-ready talent in the long term.

To encourage more women participation in the workforce, TalentCorp has the Career Comeback Programme (CCP), where the tax incentive for women who return to work after a career break has been extended until Dec 31, 2027.

The corporation is also incentivising the return of the Malaysian diaspora via the Returning Expert Programme (REP) while

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**— Mathew**

also encouraging their contribution to the country regardless of their location via the MyHeart portal.

Last but not least, it is supporting strategic foreign investors and emphasising ease of doing business via the MYXpats centre facilitation for expatriate-related passes.

"Our strategic decisions and initiatives are strongly data-driven, utilising insights and analytics to make informed choices that will best serve the nation's talent ecosystem. We actively shape, influence and align policies and develop initiatives like the Critical Occupations List (MyCOL) to underpin Malaysia's talent policies," says Mathew.

"Our ultimate goal is to create a robust talent pool for Malaysia, driving economic growth by attracting both local and global talent. We are committed to enhancing Malaysia's talent sustainability, bridging skill gaps, reshaping workplaces, fostering a culture of diversity, equity and inclusion (DEI) and aligning with the United Nations Sustainable Development Goals (UN SDGs)."

**DEI-signing Malaysia's workforce**  
 DEI is key in today's workplace. It has extended beyond mere checkbox compliance and focused on cultivating an environment in which individuals from diverse backgrounds feel genuinely valued and included.

It's not just the right thing to do from an ethical standpoint, says Mathew, but it also brings concrete advantages to organisations, including increased creativity, better decision-making and happier employees.

TalentCorp is well-positioned to boost DEI education and awareness and organises workshops and training sessions to help companies understand all the benefits of diversity and inclusion.

"This educational journey involves sharing success stories, case studies and best practices from companies that have successfully integrated DEI initiatives.

"We also facilitate networking events that bring together professionals from diverse backgrounds as a strategic approach. These events serve to expand an organisation's talent pool and, more importantly, foster a more inclusive workplace culture where diversity is not just embraced but celebrated," he says.

TalentCorp also provides consultation services to companies that need help in implementing flexible work arrangements in a structured manner. By proactively championing DEI and providing both guidance and tangible support, Mathew says TalentCorp can contribute to the development of more DEI workplaces.

"TalentCorp plays a key role in the country's development, serving as the crucial bridge connecting skilled individuals with the industries that depend on their expertise. At the end of the day, industries drive the economy. For them to thrive, they need skilled talents for their purpose," says Mathew.

"I foresee a continued commitment, especially from the government, to nurture talent, attract skilled professionals and cultivate an environment that fosters innovation."

He adds that in the next few years, the talent landscape will morph into skills-focused and appreciation, especially in emerging technologies. The demand for adaptable and tech-savvy professionals will surge along with global demands.

"We can anticipate a growing emphasis on cross-disciplinary skills, especially soft skills such as adaptability and creativity. TalentCorp will continue to play its role to cultivate a dynamic and forward-thinking workforce."

SAM FONG/THE EDGE

## LAWA WINNERS

**1. Yayasan Pahang**  
 Best Overall Public Sector Organisation, Public Sector CHRO Champion and Promising Young HR awards

**EVER READY TO** take on new challenges, Yayasan Pahang attributes its win to CEO Datuk Indera Mahmud Mohd Nawaw, who champions the 7F principles (faith, family, finances, fitness, friends, fun and future) and emphasises Yayasan Pahang's core values, which have been integral to its HR practices.

The company says Yayasan Pahang had to tailor its human resource (HR) practices to meet their diverse workforce's needs. It focused on employees' individual growth and development to align them with the company's evolving requirements, ensuring that no talent remained untapped.

"Our journey to success was not without its challenges, especially in the specific categories won at LAWA. Our diverse workforce spans various generations, making it imperative to tailor our HR practices to meet the unique needs of each group," the company says.

"We are blessed with an abundance of talents, particularly among our young officers. The challenge was to ensure that no talent remained untapped. Our Talent Development Programme has been instrumental in identifying and nurturing these talents.

Yayasan Pahang will continue to provide opportunities for its employees and Pahang citizens. "Our journey is not just about awards. It's about leaving an indelible mark on our industry, community and the lives we touch. As we look to the future, our journey is focused on championing DEI to create a dignified society."

**2. Malayan Banking Bhd (Maybank)**  
 Best Overall Malaysian Organisation, Malaysian Companies CHRO Champion and Diversity Hiring awards

**MAYBANK'S WORKPLACE PRACTICES** are guided by the bank's core values that look at its people's overall well-being and nurture a sustainability-led culture, which has been around for over 60 years, shaping its response to its people, customers and communities.

The bank says its principles ensure employees are empowered by creative thinking, embracing diversity, prioritising employees' well-being and enabling work-life integration through flexible work arrangements with an emphasis on creating an inclusive environment.

"As a responsible organisation, we are continuously committed to creating an inclusive environment to nurture our people to achieve their best professionally and personally. Our focus is ensuring that we champion work-life strategies that will enable our employees to achieve greater success in their corporate and personal lives, and at the same time demonstrate our drive and commitment to championing DEI and sustainability," says the company.

DEI is integral to building a future-ready workforce and workplace, says the company, where all its employees are treated right, fairly, equitably and with dignity, without discrimination in all aspects of employment and people practices. "In doing this, a sense of inclusivity will be cultivated where employees feel a sense of belonging and are valued for their individual contributions, leading to an increase in performance."

**3. Ciba Vision Johor Sdn Bhd**  
 Overall Best International Organisation, International Companies CEO Champion and HR Digitalisation awards

**CIBAVISION JOHOR SDN BHD** embarked on the DEI journey in 2016, and over the years its structured DEI strategy focuses on "diverse talents, inclusive culture and impact of connection".

"Our team invested in driving and improving our execution, monitoring our progress and measuring our successes. This recognition validates our passion and discipline in our DEI journey," says the company.

The key challenge, it says, is to consistently sustain this momentum and continuously seek buy-in of the ever-changing needs of the workforce and their participation, which calls for creative and innovative ideas to implement impactful programmes.

"We are as determined as ever to ensure this momentum continues with our robust, holistic strategic plan based on the Madani concept, specifically in the hiring of talents with different abilities and creating an even better workplace that can support our society to grow, to support our government's call for a progressive nation," says the company.

**4. Central Force International Sdn Bhd**  
 Promising Young HR award

**CENTRAL FORCE BELIEVES** its success at LAWA is rooted in the exceptional dedication and passion of its human resource (HR) executive and award winner Tanaletchumy Ganasan. She undertook several substantial initiatives to elevate the company's existing practices to the highest professional standards.

"Her priority was always focused on enhancing and simplifying our company's processes by introducing comprehensive onboarding programmes, a transparent set of policies through a documented handbook, curating letter templates while transitioning towards a sustainable, paperless environment," the company says.

"We feel that her passion for HR and our strong belief in the value of these initiatives were the driving force behind our win."

The company says Central Force's quest to implement game-changing initiatives was not without its share of challenges, including introducing a dedicated HR function in a company that had operated for 26 years without one. There was initial resistance to change.

"The transition was met with some scepticism from the employees as we introduced sweeping changes to our company's established practices. Yet, we viewed these challenges as a stepping stone for growth and overcame them through effective communication, collaboration and a steadfast belief in our collective vision."

"Our journey does not end with this recognition, we see it as just the beginning and are committed to further refining our company's practices by further nurturing our employee's well-being and exploring initiatives for enhanced job satisfaction."

## LIFE AT WORK Awards (LAWA) returns in 2023

On Oct 18, TalentCorp's LIFE AT WORK Awards (LAWA) 2023 returned after a pandemic-stricken hiatus with a ceremonial and celebratory dinner at M Resort and Hotel Kuala Lumpur. The dinner was a celebration of diversity, equity and inclusion (DEI) at the workplace.

Talent Corporation Malaysia Bhd (TalentCorp) group CEO Thomas Mathew says LAWA can bring about transformation in Malaysian organisations as it adds prestige and recognition. This recognition enhances an organisation's reputation, not only locally but also internationally, making it more appealing to top talents and strengthens its employer brand.

It also fosters a positive work environment and boosts employee morale and engagement. Mathew says organisations that are acknowledged for prioritising employee well-being and nurturing a healthy workplace culture make their employees proud to be associated with them.

"The awards also shed light on the disparities in understanding between employers and employees regarding future skills and development methods. Recognising and addressing these gaps is crucial for preparing the workforce for the economy of the future," he says.

"Moreover, the award acts as a magnet for top talents. Talented individuals are drawn to organisations known for their commitment to employee well-being, diversity and innovative workplace practices."

LAWA has been seen to encourage organisations to continually benchmark themselves against industry standards and best practices. Mathew says this motivation drives them to enhance their work-life practices, ensuring they remain at the forefront of innovative and effective approaches.

"Focusing on work-life balance and employee well-being

can lead to higher employee retention rates. Satisfied and engaged employees are more likely to stay with the organisation for the long term.

"In pursuit of the award, organisations may stimulate a culture of innovation and creativity. They might experiment with new practices to enhance employee satisfaction and productivity, creating a dynamic and forward-thinking workplace."

Ultimately, winning the LAWA signifies an organisation's commitment to societal well-being, resonating positively with employees, customers and the broader community. Mathew adds that it has instilled a sense of purpose and pride.

"LAWA serves as a catalyst for Malaysian organisations to elevate their practices, creating workplaces that not only attract and retain talent but also make a positive impact on employee well-being and society as a whole."

LAWA 2023 honoured 30 winners from eight categories that excelled in incorporating DEI in their workplace. TalentCorp also introduced new categories — Sustainability and DEI, Care, CEO Champion, CHRO (chief human resource officer) and Young HR — to recognise leaderships, teams and individuals who have served as catalysts in enhancing employee well-being.

Other categories include Overall Best Organisation and Best Leadership Team among international companies, Malaysian (large local) companies, small and medium enterprises or sole proprietorship companies and public sector companies.

There were also eight open categories: Young Graduates, Workplace Environment, Women in the Workplace (Women Workforce), Talent Development, HR Digitalisation, Flexible Work Arrangement, Employee Engagement and Diversity Hiring.

## TALENTCORP'S GOALS IN DEVELOPING TALENT

**1** Increase the female labour force participation rate by 60% — in line with the United Nations Sustainable Development Goals (UN SDGs) — by 2030. The government's commitment to extending tax incentives for women returning to the workforce under the Career Comeback Programme until 2027 is a key step in achieving this goal.

**2** To address talent shortages and skills gaps by actively shortening the youth talent pool through initiatives like the Young Employability Students (YES!) programme.

**3** Fostering collaboration between industry and academia to ensure an industry-ready talent pipeline is being produced to support the government's aim of achieving an unemployment rate of 3.3% by 2025 and fulfilling market talent needs.

**4** Attract global talents and the Malaysian diaspora back to the country through initiatives like the Malaysia@Heart (MyHeart) and the Returning Expert Programme (REP). The extension of REP tax incentives until 2027, as announced in Budget 2024, is expected to further support these efforts.





SAM FONG/THE EDGE

# Award winners 2023

Thirteenth from left: TalentCorp group CEO Thomas Matthew, with Deputy Human Resources Minister Mustapha Mohd Yunus Sakmud, Human Resources Minister V Sivakumar, and deputy secretary-general of policy and international at the Human Resources Ministry Datuk Amran Ahmad, together with the winners of the LIFE AT WORK Awards (LAWA) 2023.

**“Employers need to align workforce practice with the evolving requirements of the nation’s multi-generational workforce.”**  
 — Sivakumar

**EMBODYING SIX CORES** of the Malaysia Madani principles, the government’s focus remains on eradicating poverty and reinforcing inclusivity. Human Resources Minister V Sivakumar stressed the importance of implementing structures and mechanisms so that talents feel supported to continue working. “A diverse workforce is an innovative workforce. What’s more, the deeper diversity runs in an organisation, the more significant this connection becomes,” he said. “In our pursuit of economic transformation, we want to build a labour market that is ready for the economy of the future, one with more skilled jobs and higher productivity growth. The finalists and winners of the Life At Work Awards show the commitment by employers to not only retain our talent pool, but also to attract global minds, which is crucial in our nation’s progress,” said Sivakumar in his keynote address at LAWA 2023. “Employers need to align workforce practice with the evolving requirements of the nation’s multigenerational workforce.”

## LAWA WINNERS

### 5. Shell Malaysia Sustainability and DEI, Young Graduates and Flexible Work Arrangement awards

**SHELL MALAYSIA’S COMMITMENT** to sustainability and DEI played a significant role in its win. The company says it focuses on inclusive hiring practices, ensuring equal opportunities for individuals from different backgrounds.

Shell adopted hybrid working and flexible work arrangements for better employee productivity. It further pushed for the installation of solar panels at office sites, recycling programmes, and a zero food wastage initiative with food composting.

It overcame the lack of DEI, flexible work arrangements and sustainability awareness among employees through education and constant communication. The extensive review and update of company policies and practice was time-consuming, hence, it focused on identifying and nurturing the right talents.

The company says it continues to empower its people to push the boundaries to reach their potential. They are focused on enlarging their footprint in the space of collaboration with government agencies and universities to up-skill our young talents today to be more future fit and ready.

“Shell Malaysia’s unwavering commitment to embracing DEI is deeply embedded in our DNA. We will persistently endeavour to build a workplace environment where every individual can genuinely feel a sense of pride and belonging. Our dedication to celebrating Malaysia’s rich and diverse culture will be evident in our offices, which will serve as welcoming spaces for all.

### 6. bp Malaysia Care Initiatives award

**BP MALAYSIA SAYS** its commitment to DEI is the anchor to the company’s win – through several initiatives put in place to encourage DEI. bp says it is guided by its “code” that is the heart of everything the company does and highlights its absolute commitment to safety, compliance, speaking up, caring for others and working together as one integrated bp team.

bp’s three beliefs – Live our purpose, Play to win and Care for others – describes how the company expects people to show up when working for the company. Additional contributing factors include: bp’s comprehensive employee wellness/well-being programme, progressive workplace culture, holistic support for employees and their dependents, comprehensive and modern workplace facilities and competitive benefits.

bp says it is already distinctive for the way it cares for others and how it lives its purpose. These are strengths we will continue to nurture and hold dear.

“On the DEI front, we are working hard to create greater equity, diversity, and inclusion across our business. We want all our people to know that they can be themselves at work every day. Attracting the best and brightest talent starts with equity and inclusion – for everyone.”

### 7. Above Creative Events (M) Sdn Bhd SME CHRO Champion award

**ABOVE CREATIVE EVENTS (ACE), WHICH** also earned first runner-up in Outstanding Practices – Diversity Hiring category at LAWA 2023 attributes its win to chief imagination officer Micky Ng, who plays a pivotal role in driving sustainability by incorporating DEI into the organisation’s culture.

ACE recognises that diversity is not just a buzzword but a key driver of success. “We’ve been proactive in sourcing, hiring and retaining a diverse and talented workforce, which strengthens our organisation. Our commitment to diversity hiring extends to inclusive recruitment practices, equal opportunities and ongoing support for all employees, resulting in a vibrant and dynamic workforce.”

“These awards underscore our dedication to building a workplace where all voices are valued, and diversity is woven into the fabric of our operations. Ng’s leadership and our practices in diversity hiring reflect our sustained commitment to a culture of inclusion and innovation, propelling a.c.e to new heights in the industry.”

It is committed to strengthening its talent development programmes by expanding its learning initiatives and offering even more opportunities for skill enhancement and career growth for our employees.

“Our commitment to sustainability remains a guiding principle. We are working towards embedding sustainability practices not only in our HR policies but across all aspects of our business. This will include initiatives to reduce our carbon footprint, enhance social responsibility and further engage in community development programmes.”

### 8. POS Malaysia Bhd CEO Champion (Malaysian Company) award

**POS MALAYSIA ATTRIBUTES** its LAWA 2023 win to several key factors, with a primary focus on its strong leadership and commitment to its core values and strategic pillars. Pos Malaysia says it is passionate about building trust to connect lives and businesses for a better tomorrow, and that purpose contributed significantly to its achievements.

“At the helm of our transformation journey is our group CEO Charles Brewer. Charles not only sets a powerful example for all Pos Malaysia employees but also encourages us to continually strive to be better every day,” says the company.

Pos Malaysia commented that “This award reflects the effectiveness of our leadership, our unwavering commitment to employee well-being, our dedication to diversity and inclusion, and our emphasis on learning and development within Pos Malaysia.”

By prioritising service quality and enhancing the customer experience, Pos Malaysia says it has effectively upheld its position as a trusted service provider, underscored by the results of the 2022 MCMC Courier Challenge survey, in which it achieved an impressive 96% in guaranteed delivery performance, surpassing the industry average of 78%, and 91% for reliability, outperforming the industry average of 83%.

Brewer not only champions DEI, says the company, but has also made it a core principle of the organisation. Under his guidance, Pos Malaysia has adopted DEI as part of its core ethos, not just as an initiative.

A set of unique challenges and opportunities came about as the company embarked on a mission to turn Pos Malaysia around. The journey involved addressing various complexities associated with organisational transformation, such as streamlining operations, adapting to changing market dynamics, and ensuring the well-being and development of its employees.

“However, our unwavering commitment to service excellence, continuous improvement and Brewer’s guidance were instrumental in overcoming these challenges and achieving success.”

“The acquisition of this highly competitive and esteemed honour serves as a validation of our ongoing efforts in the transformative journey of Pos Malaysia. It motivates us to continue aligning with our organisational purpose, core values, and strategic goals.”

### 9. Dexcom Malaysia Sdn Bhd Women in the Workplace (Women Workforce) award

**DEXCOM BELIEVES ITS** win is attributable to the organisation’s steadfast embrace of its defined values and expected behaviours, emphasising their importance even as the company experiences rapid growth.

Despite the awards, Dexcom faced significant obstacles, particularly in the area of women empowerment. The company says traditional gender roles in Asia have created particular challenges, forcing women to take employment pauses to care for their families. To guarantee a smooth transition, reintegrating these women into the workforce requires considerable planning.

“Promoting greater gender diversity and inclusivity inside the business has necessitated a rethinking of hiring procedures as well as the creation of a welcoming atmosphere for women in all roles and at all levels,” according to Dexcom.

Dexcom’s commitment to excellence in women empowerment continues with proactive planning. “Ongoing diversity, equity and inclusion (DEI) foundation training will ensure employees remain informed about relevant DEI matters in a dynamic workplace. Additionally, the company is revisiting available resources to align them with Dexcom Values and competency behaviour that contributes to business success.”

“Dexcom is dedicated to addressing these challenges and continually enhancing its workplace culture to empower women and foster diversity and inclusion. The company’s journey towards excellence in women empowerment and DEI is not only an acknowledgment of its past achievements but a testament to its unwavering commitment to creating a workplace that truly values all its employees.”

### 10. Vista Laser Eye Center Sdn Bhd Overall Best Organisation and CARE Initiative awards

**ONE OF THE** foundational principles that drives Vista Laser Eye Center is the dedication to making a positive impact on people, be it their patients, suppliers, local communities or their own team.

“Safety helps people see their best and changes lives. This commitment is encapsulated in Vista’s Core Values with ‘Value People’ taking the top spot,” says Vista Laser.

One prime example of this commitment is the offering of benefits that genuinely matter to its staff, notably 90 days’ maternity and 30 days’ paternity leave as early as 2018, even before it became mandatory. The company also introduced a variety of other innovative leave schemes, such as the filial piety leave, staff and spouse birthday leave to enable its team to spend quality time with their loved ones.

“Another significant factor behind our achievements is our deep investment in our employees. We firmly believe that our people are our most valuable assets, and this conviction is reflected in our extensive efforts to nurture and develop our team through our Vista Academy,” the company says.

Vista Laser grappled with the challenge of staff’s resistance to change, especially given the pioneering nature of its initiatives in the industry and region. To tackle this, the management team focused on continuous communication, feedback collection, creating engaging and educational experiences, implementing highly motivating recognition and reward systems, and ensuring the active involvement of top management.

The company says its commitment centres on nurturing and enhancing its staff, empowering them to make meaningful contributions to the country’s sustainable development and economic prosperity.

“Looking ahead, we recognise the evolving social and economic landscape. We are preparing for potential future trends, including the rising prevalence of mental health issues. Additionally, we are actively exploring innovative sustainability initiatives and adapting to meet the unique needs and aspirations of the upcoming generations of talent in Malaysia,” says the company.

## 2023 LAWA WINNERS LIST

CIBA VISION JOHOR SDN BHD

MALAYAN BANKING BHD

VISTA LASER EYE CENTER SDN BHD

YAYASAN PAHANG

POS MALAYSIA BHD

WORLD TRADE CENTRE KUALA LUMPUR

SMALL MEDIUM ENTERPRISE DEVELOPMENT BANK MALAYSIA BHD

SEEK (JOBSTREET.COM SHARED SERVICES SDN BHD)

ABOVE CREATIVE EVENTS (M) SDN BHD

BANK ISLAM MALAYSIA BHD

CENTRAL FORCE INTERNATIONAL SDN BHD

DHL INFORMATION SERVICES (ASIA-PACIFIC) SDN BHD

MULIA PROPERTY DEVELOPMENT SDN BHD

BP MALAYSIA

SHELL MALAYSIA

CYBERVIEW SDN BHD

NII MALAYSIA SDN BHD

DEXCOM MALAYSIA SDN BHD

RANHILL UTILITIES BHD

HSBC BANK MALAYSIA BHD

BASF PETRONAS CHEMICALS SDN BHD

DPSTAR THERMO CONTROL ELECTRIC SDN BHD

IBM MALAYSIA SDN BHD

CIMB BANK BHD

TITANFOUR BUSINESS SOLUTIONS SDN BHD

PKNS REAL ESTATE SDN BHD

BOSTON SCIENTIFIC MEDICAL SERVICES DEVICES (MALAYSIA) SDN BHD

UDA HOLDINGS BHD

INFINEON TECHNOLOGIES (KULIM) SDN BHD

PWC MALAYSIA

SMITHS DETECTION MALAYSIA SDN BHD

AIA IT (M) SDN BHD

NEXPERIA MALAYSIA SDN BHD

VERITAS ARCHITECTS SDN BHD

UNITED OVERSEAS BANK (MALAYSIA) BHD

RESPACK MANUFACTURING SDN BHD

ECOWORLD DEVELOPMENT GROUP BHD

TRAPO MARKETING SDN BHD

S&amp;P GLOBAL

ANALOG DEVICES MALAYSIA SDN BHD

THE RUMA HOTEL AND RESIDENCES

PEOPLELOGY DEVELOPMENT SDN BHD

ROBERT BOSCH SDN BHD

ITRAIN (M) SDN BHD

BIOCON BIOLOGICS (BIOCON SDN BHD)

GREAT CSA MANAGEMENT

SKF BEARING INDUSTRIES (M) SDN BHD

WIPRO UNZA (MALAYSIA) SDN BHD

SGS MALAYSIA SDN BHD