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ANNUAL HIGHLIGHTS **2024**

SECTION 1: CEO's MESSAGE & INTRODUCTION



Marking 30 Years with Strategic, Sustainable Momentum

In 2024, SIDC proudly marked its **30th anniversary** of its inception, a milestone that reflects not just our longevity, but our evolution from a traditional learning institution into a strategic capacity-building partner for Malaysia's capital market. This year also marked the final phase of our Medium-Term Strategy (2022–2024), where we scaled delivery, deepened industry outcomes, and broadened accessibility through purpose-driven solutions in talent development, digital enablement, and sustainability readiness.

A major highlight was the launch of our third **Certified Capital Market Professional (CCMP)** certification, this time in **Sustainable and Responsible Investment (SRI)**. Developed through extensive industry consultation with subject matter experts and supported by a CMDF grant, CCMP-SRI marked a significant milestone in strengthening ESG and sustainability talent pipelines. This initiative supports the broader ecosystem's sustainable finance ambitions and regulatory alignment with the Securities Commission Malaysia's Principles-based Sustainable and Responsible Investment Taxonomy. CCMP-SRI programme also earned **the Initiative Award (Malaysia) for Sustainable Investment** at the ESG Business Awards 2024 in Singapore, further cementing SIDC's leadership in sustainability education.

We also proudly hosted the inaugural CCMP graduation ceremony, celebrating 248 graduates across all CCMP programmes, a strong affirmation of our commitment to fostering professional excellence in the industry.

In line with the **National Sustainability Reporting Framework (NSRF)**, SIDC delivered the **GRI Certification Capacity Building Programme for Auditors**, funded by the Audit Oversight Board. This programme equipped audit professionals with the competencies to prepare and assess sustainability disclosures, helping ensure industry readiness for NSRF.

As the principal implementer of the **investED programme**, we deepened our collaboration with the **Securities Commission Malaysia (SC)** and capital market stakeholders to address critical skill gaps and develop a sustainable pipeline of young talent.

Internally, we continued to foster a culture of innovation. Six innovation projects were delivered, including the launch of an **AI-powered chatbot** to enhance customer support and a new **CPE Tracker system** to simplify continuing professional education compliance for market participants.

Our commitment to talent development was equally strong within SIDC where 100% of staff participated in structured upskilling programmes, including certifications in GRI standards, Certified Training Professional (CTP), digital competencies, and leadership development.

As we conclude this strategy cycle and celebrate **SIDC's 30th anniversary**, we look ahead with clarity and confidence, ready to contribute meaningfully to the capital market's next phase of growth as a strategic partner in capability building, regulatory alignment, and sustainable innovation.

Tengku Zarina Tengku Chik
Chief Executive Officer

OVERVIEW

As of December 2024, SIDC had engaged a total of 15,613 participants through its diverse range of training initiatives. Of this number, 5,724 participants attended Public and Customised Programmes, while 1,433 participants (including 1,008 from investED) benefited from programmes supported by the Capital Market Development Fund (CMDF). Lastly, SIDC also provided free programmes including the Derivatives E-Learning Series (DEL), Derivatives E-Learning Advanced Series (DELA), and four programmes on the eLatih platform, benefiting a total of 8,456 participants.

15,613

participants

5,724

attended public & customised programmes

1,433

benefitted from CMDF related Programmes (including 1,008 from investED)

8,456

attended FREE programmes including DEL, DELA and eLatih



2,086

participants sat for SCLE in 2023

Beyond training initiatives, SIDC also reinforced the professional licensing ecosystem by administering the Securities Commission Licensing Examinations (SCLE), which saw 2,086 candidates sitting for the examinations in 2023.

SECTION 2: PROFESSIONAL STANDARDS

2.1 SC Licensing Examination (SCLE)

SIDC manages the SC Licensing Examinations (SCLE) for Malaysia’s capital market and ensures strategic oversight and continuous enhancement of Malaysia’s capital market assessments from design to delivery.

The SC Licensing Examinations is the examination to be passed by individuals seeking to:

- Be licensed by Securities Commission Malaysia (SC) to carry out regulated capital market activities*;
- Hold a position as head of operations, head of compliance or compliance officer*; and
- Be employees of registered persons to carry out permitted capital market activities**

* Prescribed under the SC Licensing Handbook

** Prescribed under the Guidelines on Investor Protection jointly issued by the SC and Bank Negara Malaysia

2023



SESSIONS CONDUCTED

169



CANDIDATES

2,086



OVERALL PASSING RATE

67%



SC MODULES CONDUCTED

13

2024



SESSIONS CONDUCTED

164



CANDIDATES

2,156



OVERALL PASSING RATE

67%



SC MODULES CONDUCTED

13

SECTION 2: PROFESSIONAL STANDARDS

2.1 SC Licensing Examination (SCLE) (continued)

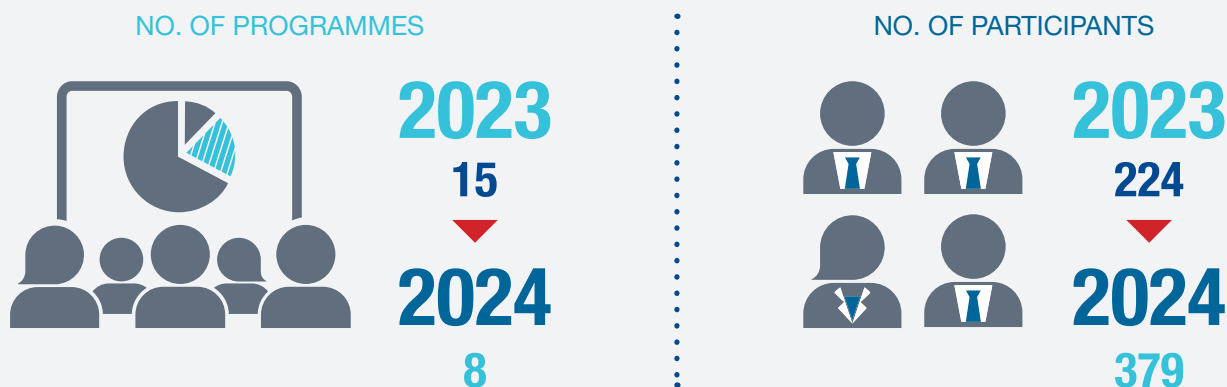
SC LICENSING EXAMINATIONS (SCLE)		NO. OF CANDIDATES	
		2023	2024
Module 6	Stock Market and Securities Law	500	498
Module 7	Financial Statement Analysis and Asset Valuation	459	461
Module 9	Funds Management Regulation	170	185
Module 10	Asset and Funds Management	136	172
Module 11	Fundamentals of Compliance	51	59
Module 12	Investment Management and Corporate Finance	239	308
Module 14	Futures and Options	67	56
Module 16	Rules & Regulations of Futures and Options	83	57
Module 17	Securities and Derivatives Trading (Rules and Regulations)	19	40
Module 18	Securities and Derivatives Trading (Products and Analysis)	17	22
Module 19	Advisory Services (Rules and Regulations)	229	221
Module 19A	Advisory Services (Rules and Regulations) – Part A	111	73
Module 19B	Advisory Services (Rules and Regulations) – Part B	5	4
TOTAL		2,086*	2,156*

* The figure includes multiple counting of candidates who have attended more than 1 exam session.

In 2024, 2,156 candidates participated in SIDC's 164 licensing examination sessions. Despite a slight 3% increase in participation, the 67% pass rate achieved by 1,436 candidates reflects consistent performance across 13 modules. To further support candidates on their SCLE journey, SIDC introduced new learning tools, including downloadable PDF e-Guides for guided self-study and a dedicated SCLE Practice Set with exam-style questions, enhancing both preparation and confidence.

2.2 SCLE Programme (previously known as SCLE Revision Course)

This programme is designed as a refresher for Capital Markets Services Representative's Licence (CMSRL) holders and Employees of Registered Persons (ERPs) seeking to revisit key concepts, while also supporting individuals preparing for SCLE. Led by experienced speakers, each session is tailored to the specific module and examination requirements. The interactive format allows participants to engage directly with the speakers to clarify difficult topics, ask questions, and strengthen areas of uncertainty. This approach not only reinforces understanding but also builds confidence. Candidates preparing for the SCLE are encouraged to complement these sessions with a minimum of 120 self-study hours using resources such as the SCLE e-guide, practice questions, reading lists, and the latest market updates for a well-rounded and effective preparation.



SECTION 2: PROFESSIONAL STANDARD

2.2 SCLE Programme (previously known as SCLE Revision Course) (continued)

In 2024, 8 SCLE programmes were conducted across four SCLE modules, drawing a total of 379 participants marking a 64% increase compared to the previous year. This strong growth reflects rising demand for targeted, exam-ready learning among both aspiring and licensed professionals. These programmes will remain a key offering, supporting SCLE candidates, capital market entrants, and practitioners in stockbroking and investment firms.

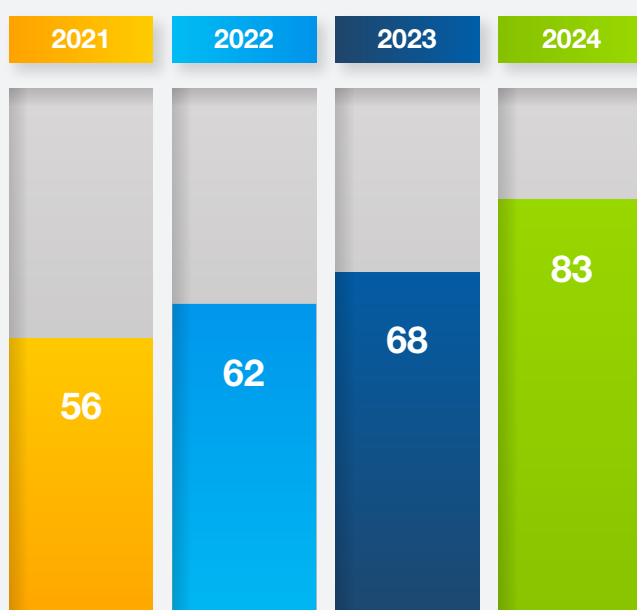
2.3 Continuing Professional Education (CPE)

To ensure our capital market professionals remain agile, informed, and principled, Continuing Professional Education (CPE) remains a key requirement (mandatory) for CMSRL and ERPs holders. As mandated in the Securities Commission Malaysia's Licensing Handbook and Guidelines on Investor Protection, CPE plays a vital role in reinforcing technical expertise, ethical conduct and behavioural competence across the industry.

CPE-approved courses are structured around three core pillars: Capital Market Development, Capital Market Regulations, and Behavioural. Training providers offering CPE-approved courses must ensure that their programmes are aligned with the Industry Competency Framework (ICF) for the Malaysian Capital Market.

- **Capital Market Development** courses generally focus on the characteristics of market products, players, trading tools, environment and business services for liquidity, competition and value creation
- **Capital Market Regulations** courses cover laws, regulations, ethics and professional conduct for investor protection and value creation, including compliance, regulatory developments, principles of corporate governance, transparency and accountability, business ethics and market integrity
- **Behavioural** courses emphasise personal attributes for effective interaction, drawing from management, leadership and soft skills and supported by relevant examples, illustrations, or models.

ACTIVE CPE TRAINING PROVIDERS RECORDING IN YEAR 2024 = 83



SECTION 2: PROFESSIONAL STANDARD

2.3 Continuing Professional Education (CPE) (continued)

BREAKDOWN OF 497 CPE-APPROVED COURSES IN YEAR 2024



Capital Market Development

299



Capital Market Regulations

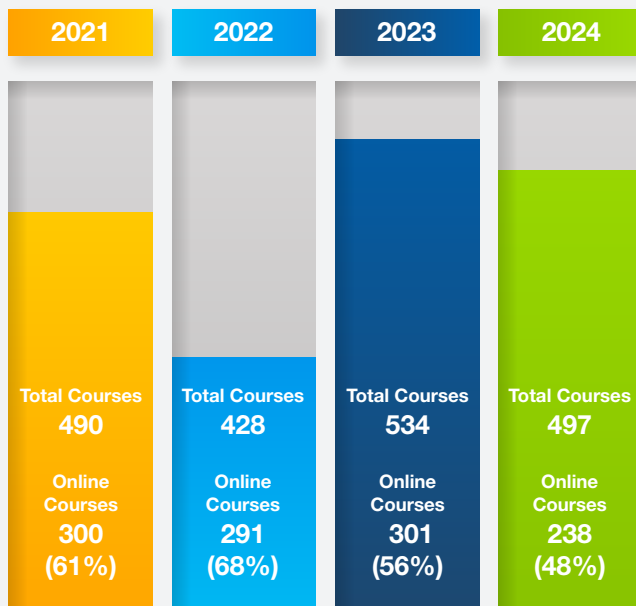
161



Behavioural

37

TOTAL CPE-APPROVED COURSES



Out of 497 courses, 238 (48%) were CPE-approved online courses.

By the end of 2024, 83 CPE training providers were actively registered in the CPE Tracker System. Of these, 35 (42%) offering CPE-approved online courses that accounted for 238 (48%) of all CPE-approved courses delivered that year. The CPE Secretariat oversaw 497 approved courses, delivered by providers through public and in-house programmes covering the three main course pillars. Of these, 299 courses (60%) focused on Capital Market Development, 161 (32%) on Capital Market Regulations, and 37 (8%) on Behavioural topics.

The CPE Tracker system noted a modest 7% decline in the total number of courses offered compared to the previous year, highlighting an opportunity to optimise the current portfolio and ensure the offerings remain aligned with participant needs and industry relevance.

SECTION 2: PROFESSIONAL STANDARD

2.4 Capital Market Director Programme (CMDP)

The Capital Market Director Programme (CMDP) serves as a premier learning platform tailored for board members and senior leaders of licensed intermediaries. It equips them with the critical knowledge and strategic insights needed to lead with confidence and influence the advancement of corporate governance excellence within the capital market.

More than a knowledge-sharing initiative, CMDP creates a space for meaningful dialogue on key issues shaping the industry, viewed through the lens of multiple stakeholders.

Since its inception in May 2015, CMDP has been a mandatory programme for all directors of Capital Markets Services Licence (CMSL) holders involved in dealing in securities, derivatives, and portfolio fund management. The programme comprises five modules, shaped by extensive industry input gathered through focus group discussions and targeted consultation ensuring its continued relevance and impact.

CMDP MODULES COMPLETED	NO. OF CANDIDATES		
	2022	2023	2024
Participants who completed Modules 1, 2A, 2B, 3 and 4 - all 5 Modules	31	27	15
Participants who completed Modules 1, 2A, 3 and 4 ONLY	27	14	20
Participants who completed Modules 1, 2B, 3 and 4 ONLY	44	45	34
TOTAL	102	86	69

Programme title:

CMDP Module 1: Directors as Gatekeepers of Market Participants

CMDP Module 2A: Business Challenges and Regulatory Expectations - What Directors Need to Know (Equities & Futures Broking)

CMDP Module 2B: Business Challenges and Regulatory Expectations - What Directors Need to Know (Fund Management)

CMDP Module 3: Risk Oversight and Compliance - Action Plan for Board of Directors

CMDP Module 4: Emerging and Current Regulatory Issues in the Capital Market

In 2024, 69 participants successfully completed various CMDP modules, with 15 of them achieving full completion across all five modules. While overall participation saw a slight dip from 86 in 2023, participant feedback remained strong, with average ratings ranging from 'Agree' to 'Strongly Agree,' reflecting the relevance and value of the programme to their professional roles. Participants affirmed that the learning materials were relevant and useful, the programme boosted their confidence by meeting its stated objectives, and the learning environment together with the quality of materials effectively supported their learning experience.

SECTION 2: PROFESSIONAL STANDARD

2.5 Certified Capital Market Professional (CCMP)

First developed in Q3 2021 for the Derivatives series, the Certified Capital Market Professional (CCMP) programme plays a pivotal role in closing competency gaps and raising professional standards across Malaysia’s capital market. Built on a robust quality assurance framework since inception, the CCMP has evolved into a modular, flexible certification programme incorporating blended learning to enhance accessibility and relevance.

While the quality governance structure has been in place throughout the programme’s development and rollout, a key milestone in 2024 was the inaugural meeting of the Conferment Committee on 8 May. Convened for the first time to evaluate and approve candidate results, the committee’s work marks the final phase of the certification lifecycle and reinforces the rigour of SIDC’s certification process.

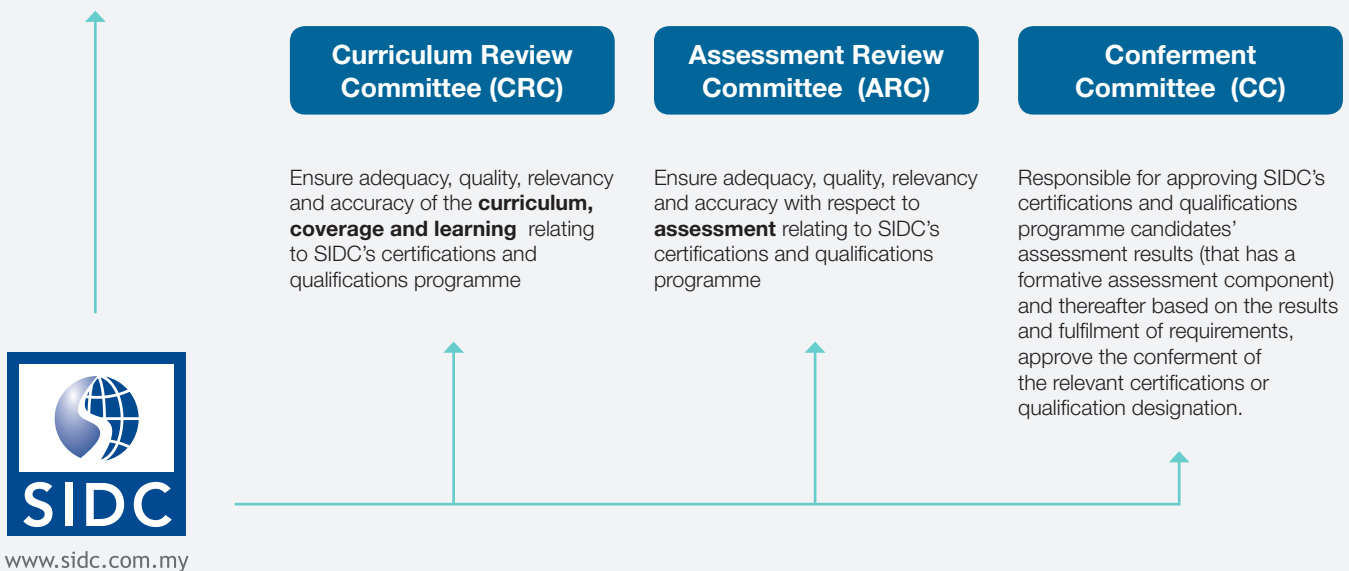
SIDC’s quality assurance is anchored by four key governance bodies comprising senior industry professionals:

- **Certification Qualifications and Advisory Panel (CQAP):** Provides strategic direction and oversees the overall structure of SIDC’s certification and qualification programmes.
- **Curriculum Review Committee (CRC):** Ensures the quality and relevance of the curriculum.
- **Assessment Review Committee (ARC):** Safeguards the integrity and focuses on maintaining high assessment standards.
- **Conferment Committee (CC):** Approves formative assessment results and the conferment of certifications.

Assessment Governance and Quality Assurance Structure

Certifications and Qualifications Advisory Panel (CQAP)

Advises and approves matters concerning the strategic direction, policy issues and overall structure of **SIDC certifications and qualifications programmes** that involves assessment such as the SCLE, CCMP and Familiarisation Programmes



Acts as the secretariat for the CQAP, CRC, ARC and CC

SECTION 2: PROFESSIONAL STANDARD

2.5 Certified Capital Market Professional (CCMP) (continued)

Together, these bodies uphold the credibility, integrity, and industry alignment of the CCMP suite, which now includes three flagship certifications in Dealing in Derivatives for Dealer’s Representatives (Dealing in Derivatives), Compliance, and Sustainable and Responsible Investment (SRI).

As of December 2024, the CCMP programmes have achieved the following key outcomes.

2.5.1 CCMP – Dealing in Derivatives

From its inception in 2022 through December 2024, SIDC recorded a total of 412 enrolments in this CCMP programme, marking a 14% increase compared to the previous year. Of these, 207 individuals successfully attained certification, reflecting continued interest and commitment to professional development in the capital market. Although the CMDF-funded “Revitalising the Derivative Market” initiative concluded in 2023 with CCMP-Derivative being one of its three key components SIDC remains committed to sustaining momentum by continuing to offer the programme to the public.



2.5.2 CCMP Compliance

Over the past three years, a total of 740 participants enrolled across various learning components under the CCMP certification. Of these, 112 participants were conferred the CCMP Compliance certification. CCMP in Compliance 1 saw the highest engagement, with 585 participants, including 411 young talents, and 58 successfully conferred. CCMP in Compliance 2 recorded 21 enrolments, with 16 successfully conferred. Meanwhile, the CCMP as Compliance Advocate (CA) programme attracted 14 participants, with 13 conferred. The Compliance Professional Training Scheme (CPTS) recorded 120 enrolments, with 25 participants successfully conferred.

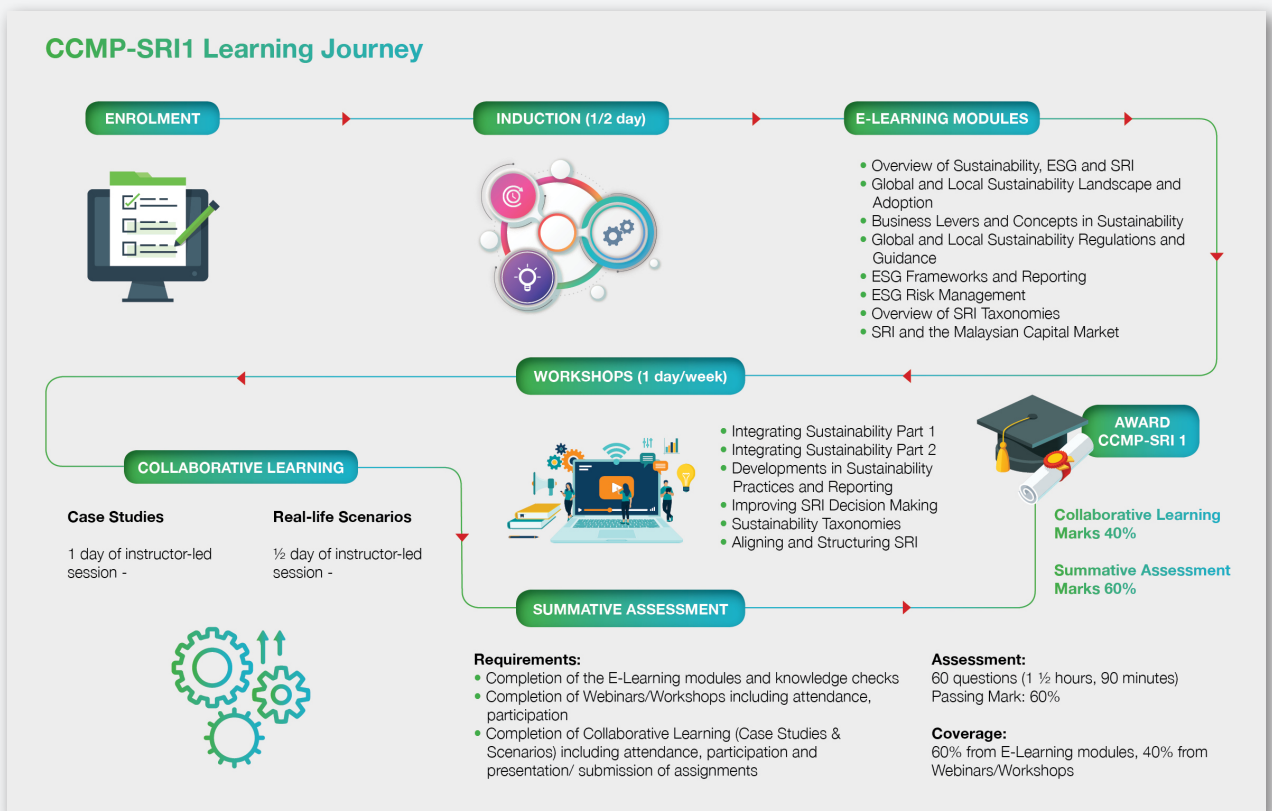


SECTION 2: PROFESSIONAL STANDARD

2.5 Certified Capital Market Professional (CCMP) (continued)

2.5.3 CCMP in Sustainability and Responsibility Investment (SRI)

Launched on 20 June 2024, the CCMP-SRI certification programme attracted 63 enrolments, with 39 individuals successfully completed and others actively progressing through the course. Participants gained essential insights into Sustainable and Responsible Investment (SRI) principles, ESG factors, and responsible investing practices. In recognition of its innovation and impact, the CCMP-SRI earned international acclaim in September 2024, receiving the **“Initiative Award – Malaysia for Sustainable Investment”** at the ESG Business Awards. This milestone marks it as Malaysia’s first comprehensive SRI certification tailored specifically for the capital market.



SECTION 2: PROFESSIONAL STANDARD

2.5 Certified Capital Market Professional (CCMP) (continued)

2.5.4 CCMP Graduation

On 4 July 2024, we proudly marked a significant milestone with the inaugural CCMP graduation ceremony celebrating the achievements of 248 individuals (189 in CCMP-Dealing in Derivatives and 59 in CCMP Compliance Levels 1 and 2). Among the graduates, 7 were fresh graduates or university students who participated in the industry's investED graduate programme.



SECTION 3: PROFESSIONAL DEVELOPMENT

3.1 Training Programmes (Public and Customised)

SIDC delivered a diverse range of high-calibre programmes in 2024, conducting a total of 150 sessions across 6 key content pillars: Governance & Sustainability, Laws & Regulations, Products & Services, Innovation & Digital Technology, Leadership & Behavioural, and Islamic Capital Market (ICM).



5,724

TOTAL NO. OF PARTICIPANTS ATTENDED SIDC PROGRAMMES IN 2024 (2023: 6,131)



150

TOTAL NO. OF PROGRAMMES CONDUCTED IN 2024 (2023: 217)

In 2024, SIDC continued to prioritise resource optimisation and programme quality, even as the total number of programmes declined compared to 2023. However, the average number of participants per programme increased to 38, compared to 28 in the previous year. This intentional focus enabled deeper engagement with priority audiences and supported a more targeted delivery approach, ensuring that each initiative remained relevant and impactful.

CATEGORY	NO. OF PROGRAMMES	NO. OF ATTENDEES
Governance & Sustainability	29	2,284
Laws & Regulations*	76	1,740
Product & Services	8	603
Innovation & Digital Technology	8	442
Leadership & Behavioural	23	380
Islamic Capital Market (ICM)	6	275
Total	150	5,724**

* Including registered pax for e-Familiarisation Programme and eLearning series programmes

** The figure may include multiple counting of participants who have attended more than 1 programme

SIDC Training Programmes in 2024 in delivery mode

DELIVERY MODE	PROGRAMMES	PARTICIPANTS
Face-to-face (Physical/F2F)	52	3,026
Webinars	46	1,909
eLearning		
1. eFP for Marketing Representatives (eFPMR)	52	789
2. eFP for Trading Representatives 1 (eFPTR1)		
3. eFP for Trading Representatives 2 (eFPTR2)		
4. Anti-Money Laundering Series - Part 1		
5. Malaysian Capital Market Insights Series (MCMCI Series) (AML Series) - Part 1		
6. Case Studies: Lessons on AML from A Capital Market Perspective - Part 2		
7. Stock Market and Securities Law eLearning Programme (M6)		
8. Financial Statement Analysis and Asset Valuation e-Learning Programme (M7)		
Total	150	5,724**

Distribution of participants across SIDC programmes

SECTION 3: PROFESSIONAL DEVELOPMENT

3.1 Training Programmes (Public and Customised) (continued)

In 2024, our diverse suite of programmes comprising 46 webinars, 52 face-to-face sessions (including 3 major conferences), and 52 eLearning sessions/modules reached a total of 5,724 participants. Among the various content pillars, Governance & Sustainability stood out as the most engaging, drawing in 2,284 participants. On average, each programme drew 38 participants, a notable increase from the 2023 average of 28 participants per session.

Additionally, the demand for face-to-face mode continues to grow in 2024, increasing to 52 programmes from 43 in 2023, reflecting a sustained preference for in-person learning experiences and deeper participant engagement. We also observed higher attendance in Governance & Sustainability-related programmes underscoring a growing awareness and commitment among professionals to uphold ethical practices, environmental stewardship, and long-term value creation.

SIDC also provided free programmes including the Derivatives E-Learning Series (DEL), Derivatives E-Learning Advanced Series (DELA), and four programmes on the HRDC eLatih platform namely Trading in Crude Palm Oil Futures Contract, Introduction to Financial Derivatives and Crude Palm Oil Futures Contract, Jenayah Siber Skim Pelaburan Cepat Kaya Sagifutures, and The Sagifutures Scheme Chronicles of Cyber Investing, benefiting a total of 8,456 participants.

3.1.1 Customised Programmes

SIDC's customised programmes are designed to support the talent development goals of our corporate clients, equipping capital market professionals with the skills and knowledge to continuously grow, no matter where they are in their learning journey. Over the years, SIDC has established itself as a respected provider of capital market training supported by strong industry relationships and a solid understanding of market needs.

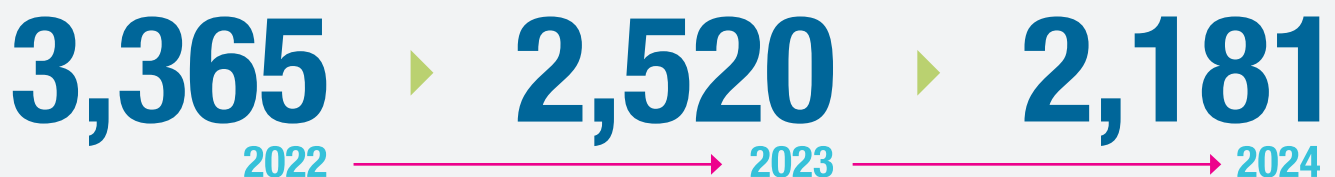
In 2024, SIDC delivered a total of 55 customised programmes for various organisations with the top 5 clients based on the number of programmes being:

ORGANISATION	PROGRAMMES	PARTICIPANTS
Permodalan Nasional Berhad (PNB)	13	511
Public Investment Bank Berhad	5	168
AmanahRaya Trustees Berhad	4	140
Public Mutual Berhad	4	129
Amlslamic Funds Management Sdn. Bhd	3	116

The top 5 customised programmes in 2024:

PROGRAMME	PROGRAMMES	PARTICIPANTS
Fundamentals of ESG in Driving Business Organisation	5	168
ESG Disclosures: Improving the Quality of ESG Data and its Impact	4	193
Leveraging Artificial Intelligence (AI) in Growing the Digital Economy	3	232
ESG Score and Investment Analysis	3	125
Understanding ICM Principles and ESG Criteria	2	116

CUSTOMISED PROGRAMMES TOTAL PARTICIPANTS



2,181 TOTAL NO. OF PARTICIPANTS FROM CUSTOMISED PROGRAMMES (2023: 2,520)
55 TOTAL CUSTOMISED PROGRAMMES (2023: 67)

SECTION 3: PROFESSIONAL DEVELOPMENT

3.1.1 Customised Programmes (continued)

In 2024, we observed a shift in client preferences, with fewer customised programmes delivered compared to the previous year. This decline could be attributed to increasing programme offering by other training providers as reflected in the increase of CPE-approved training providers from 68 in 2023 to 83 in 2024.

3.1.2 Knowledge Transfer: Pre & Post Assessment - Effectiveness Of 2024 SIDC Training Programmes (Public and Customised)

To continuously enhance the customer experience, we use pre- and post-assessments as part of our knowledge transfer indication. These assessments help us track how much participants are learning, with the knowledge transfer rate serving as a key indicator of the programme’s overall effectiveness.

APPROACH



This approach is to gauge the effectiveness of the programme/training based on self-reported levels of knowledge before and after the programme/training.

RESULTS



In 2024, the average pre-assessment score was 69% and the average post-assessment score was 80%, indicating a 11% improvement in knowledge transfer.

SECTION 3: PROFESSIONAL DEVELOPMENT

3.2 Thought Leadership

3.2.1 Conferences

As part of its ongoing commitment to industry thought leadership, SIDC organised the IIC Corporate Governance Conference in March, the Sustainable and Responsible Investment Conference (SRI 2024) in June, and the Business Foresight Forum 2024 in August, fostering dialogue on critical topics like sustainability, innovation, governance and MSME. Together, these events brought together over 1,300 participants and received widespread media attention, further cementing SIDC's role at the forefront of shaping Malaysia's capital market.



Sustainable and Responsible Investment (SRI) 2024 Conference

SRI 2024 gathered over 500 participants in a hybrid conference themed *'Investing in Human Wellbeing and the Planet.'* The conference focused on mobilising investments to enhance human wellbeing and preserve the environment in the face of escalating climate change challenges. With engaging keynotes, a lively closing debate, and 40 media features from 25 outlets, SRI 2024 amplified its message across the region.

Dato' Mohammad Faiz Azmi, Executive Chairman of the Securities Commission Malaysia, delivered the opening address. Among the distinguished speakers were Professor Tan Sri Dr. Jemilah Mahmood (Executive Director, Sunway Centre for Planetary Health, Sunway University), YB Nik Nazmi bin Nik Ahmad (Minister of Natural Resources and Environmental Sustainability), Muazzam Mohamad (Senior Vice President, Head of Investment Stewardship Division, Permodalan Nasional Berhad), Tunku Alizakri Raja Muhammad Alias (Chairman of Penjana Kapital Sendirian Berhad), and Tan Sri Abdul Wahid Omar (Chairman of Bursa Malaysia Berhad). These individuals represented just a portion of the many influential voices who enriched the programme with their insights and expertise.

YEAR	CONFERENCE THEME	KEY FOCUS AREAS	ATTENDANCE
2021	Paving the Way for Profitability through Sustainability	Focused on driving profitability through sustainability by fostering green, social, and sustainable investments aligned with the Sustainable Development Goals (SDGs).	519 participants
2022	Preserving the Climate Through Sustainable Business and Living	Explored how to align COP26 goals with the SRI Roadmap and expand sustainability culture throughout the organisation.	643 participants
2023	Revvng up the Race for Sustainability	Continued driving the sustainability agenda, focusing on broader organisational engagement.	691 participants
2024	Investing in Human Wellbeing and the Planet	Focused on mobilising investments to enhance human wellbeing and preserve the environment in the face of escalating climate change challenges.	513 participants

SIDC extended its heartfelt appreciation to SRI 2024 Platinum sponsors **Maybank Investment Bank Berhad, Principal Asset Management Berhad, Affin Hwang Investment Bank, and Kenanga Investment Bank Berhad** as well as our Silver and Bronze sponsors, **Bursa Malaysia** and **CGS International Securities Malaysia**, for their generous and valued support for this Conference.

SECTION 3: PROFESSIONAL DEVELOPMENT

3.2 Thought Leadership

3.2.1 Conferences (continued)

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SRI 2024

PLATINUM SPONSORS: Maybank Investment Bank, Principal In alliance with CIMB, AFFIN HWANG INVESTMENT BANK, kenanga

SILVER SPONSOR: BURSA MALAYSIA

BRONZE SPONSOR: CGS

20 JUNE 2024
9:00am - 5:00pm
Conference Hall, Securities Commission Malaysia

Investing in Human Wellbeing and the Planet

Sustainable and Responsible Investment Conference (SRI) 2024

HRD CORP REGISTERED COURSE PROGRAMME NO: 10001399162

MyCode: 765204K

HYBRID CPE

Sustainable and Responsible Investment Conference (SRI) 2024
20 JUNE 2024 | 9:00am - 5:00pm | Conference Hall, Securities Commission Malaysia

Welcome Remarks

Tengku Zarina Tengku Cik
Chief Executive Officer, Securities Industry Development Corporation

Sustainable and Responsible Investment Conference (SRI) 2024
20 JUNE 2024 | 9:00am - 5:00pm | Conference Hall, Securities Commission Malaysia

Opening Address

Datuk Mohammad Faiz Azmi
Chairman, Securities Commission Malaysia

Sustainable and Responsible Investment Conference (SRI) 2024
20 JUNE 2024 | 9:00am - 5:00pm | Conference Hall, Securities Commission Malaysia

Keynote Address: Planetary Health and Humanity

Professor Tan Sri Dr. Jemilah Mahmood
Executive Director, Sunway Centre for Planetary Health, Sunway University

Sustainable and Responsible Investment Conference (SRI) 2024
20 JUNE 2024 | 9:00am - 5:00pm | Conference Hall, Securities Commission Malaysia

Planetary Health and Sustainability Discourse

MADIAH HANIM ABOL LATIF
Sustainability & Social Impact Advocate

YB NURUL IZZI NIK AHMAD
Minister of Natural Resources & Environmental Sustainability

PROFESSOR TAN SRI DR. JEMILAH MAHMOOD
Executive Director, Sunway Centre for Planetary Health, Sunway University

SECTION 3: PROFESSIONAL DEVELOPMENT

3.2 Thought Leadership

3.2.1 Conferences (continued)



Business Foresight Forum 2024 (BFF 2024)

The eighth edition of the SIDC BFF 2024 themed *'Investing in MSMEs for Impact'* held on 22 August 2024 brought together forward-thinking leaders and emerging voices. It provided participants, especially those from MSMEs, with valuable insights to navigate the ever-evolving global landscape. The Forum attracted 426 participants, including 14% from MSMEs, and received 51 media coverages from 32 media organisations, reinforcing SIDC's reputation as a thought leader in addressing critical market challenges.

Dato' Mohammad Faiz Azmi, Executive Chairman of the Securities Commission Malaysia, delivered the opening address, followed by a keynote address from YB Puan Lim Hui Ying, Deputy Minister of Finance. The event also showcased a distinguished lineup of speakers, including Shahril Anas (CEO, Malaysia Venture Capital Management Berhad [MAVCAP]), Muhamad Zamry Abu Samah (Founder and CEO, Richiamo Coffee Sdn Bhd), Ibrahim Sani (CEO, Yayasan Peneraju), and Sinan Ismail (Founder and CEO, Durioo+), among many other notable voices who contributed meaningfully throughout the programme.

The event also featured exclusive suite chat with Khairy Jamaluddin (Former Minister of Health, Malaysia and Co-host of Southeast Asia's leading current affairs podcast, *Keluar Sekejap*), who offered insights on *"Malaysia 2025: Seizing Opportunities with Optimism Amidst Uncertainties."* Another highlight was a fireside chat with Professor Emerita Tan Sri Dr. Mazlan Othman (Project Director, Academy of Sciences Malaysia), who explored the theme *"From Vision to Reality: Space Tech, Revolutionary Technology and Impact."*

YEAR	CONFERENCE THEME	KEY FOCUS AREAS	ATTENDANCE
2021	Transformative Innovation: Reshaping Business Realities in Extraordinary Times	Focused on opportunities to boost creativity and resilience, strengthen employees' engagement and pursue new areas of growth.	507 participants
2022	Scaling Up Innovations Towards Future Sustainable Business Now	Explored ground-breaking ideas and transformative strategies focusing on people, process and solutions that are highly adaptable for disruptive realities.	327 participants
2023	Explore the Path to Revolutionary Business Growth - Convergence of Transformative Innovation with Revolutionary Impact	Focused on embracing game-changing innovations, which are critical to ensuring sustainable growth and compel businesses to re-strategise and work together for long-term success.	354 participants
2024	Investing in MSMEs for Impact	Focused on investing in the sustainable growth of MSMEs and emerging enterprises through innovation to build a vibrant MSME ecosystem at the heart of Malaysia's economy.	426 participants

SIDC extended its heartfelt gratitude to BFF 2024 sponsors and supporting sponsors for their invaluable contributions in making this conference a success. A special thank you to our Gold sponsor, **KWAP**, our Silver sponsor, **Credit Guarantee Corporation Malaysia Berhad (CGC)** and our Bronze sponsors, **Talent Corporation Malaysia Berhad** and **Yayasan Peneraju**, for their generous support.

SECTION 3: PROFESSIONAL DEVELOPMENT

3.2 Thought Leadership

3.2.1 Conferences (continued)



SECTION 3: PROFESSIONAL DEVELOPMENT

3.2.2 Collaborations

To drive industry growth through talent and investor development, SIDC places collaboration and meaningful stakeholder engagement at the core of its approach.

a. CFA Institute Research Challenge x SIDC Networking Event

On 20 January 2024, SIDC and the CFA Institute kickstarted the continuous collaboration and networking for 2024 by co-hosting the CFA Institute Research Challenge x SIDC Networking Event in the SC conference hall where many of our trainers and writers (Subject Matter Experts) are proud CFA charter holders. This event was attended by 130 attendees.

b. IIC Corporate Governance Conference 2024

In collaboration with the Institutional Investors Council Malaysia (IIC), we organised the IIC Corporate Governance Conference theme 'Countdown to 2030: Investing Towards Sustainable Development in Malaysia' on 5 March 2024. A standout moment of the event was the inspiring Keynote Address by YB Senator Datuk Seri Amir Hamzah Azizan, Minister of Finance II, who graced the occasion as the Guest of Honour. The conference attracted 372 participants.

c. Strengthening Talent Pipelines Through Strategic University Partnerships

Our commitment to nurturing a sustainable talent pipeline for the capital market is strengthened through strategic partnerships with top universities in Malaysia, formalised via MOUs. These collaborations have led to impactful initiatives such as virtual career talks and the promotion of SCLE and preparatory courses, inspiring and equipping future market professionals. In 2024, we focused on curriculum mapping with five universities: International Islamic University Malaysia (IIUM/UIA), Universiti Teknologi MARA (UiTM) Segamat Campus, Universiti Teknologi MARA (UiTM) Puncak Alam Campus, University of Wollongong (Australia), and Universiti Sains Islam Malaysia (USIM).

To bridge academia and industry, we helped universities to align their syllabi with the SCLE syllabus to keep academic programmes relevant to market needs. This ensures students gain practical knowledge and are industry-ready, strengthening the talent pipeline. Throughout 2024, we have actively reviewed and mapped the syllabus with these five partner universities to better connect education with real-world demands.

d. Malaysian Association of Certified Fraud Examiners (MACFE) and SIDC signed a Memorandum of Understanding

On 15 October 2024, MACFE and SIDC signed an MoU to strengthen fraud awareness and education in Malaysia's capital market. The partnership, highlighted by media coverage, will kick off with the inaugural SIDC-MACFE Fraud Conference in February 2025 themed 'Strengthening Governance and Innovation in Fraud Prevention,' focusing on governance and innovation in fraud prevention.

SECTION 3: PROFESSIONAL DEVELOPMENT

3.3 Consultancy and Capacity Building

In collaboration with the SC, industry stakeholders, and/or the Capital Market Development Fund (CMDf), SIDC continues to strengthen its professional education initiatives and young talent development in several key areas.

3.3.1 Developing Talent for Sustainable and Responsible Investment (SRI) Ecosystem (December 2022 - December 2026)

Mapped to SIDC's Industry Competency Framework (ICF), the CCMP-SRI certification programme brought together 74 industry experts including consultants and members of the Curriculum and Assessment Review Committees to co-develop a robust curriculum, delivered through a mix of eLearning, webinars, workshops, and collaborative learning. Officially launched on 20 June 2024, this certification programme attracted 63 enrolments with 39 individuals successfully completed and others progressing through the course, gaining vital knowledge in SRI principles, ESG factors, and responsible investing. In recognition of its innovation and impact, the CCMP-SRI earned international acclaim in September 2024 with the "Initiative Award – Malaysia for Sustainable Investment" at the ESG Business Awards, marking it as Malaysia's first comprehensive SRI certification tailored for the capital market.

The development of Part 2 of the CCMP-SRI certification is advancing, with preparations for a 2025 launch focused on delivering advanced insights into Sustainable and Responsible Investment.

3.3.2 Capital Market Graduate Programme (rebranded as investED) (January 2023 - December 2025)

To address the growing talent gap in the capital market industry driven by low awareness among youth, limited interest, and a mismatch between graduate skills and industry needs, the investED initiative was launched on 19 June 2023. This strategic effort aims to build a future-ready talent pipeline by raising awareness of diverse career opportunities and equipping young professionals with relevant skills. Through a blend of career talks, fairs, certification programmes, and industry attachments, investED continues to attract, nurture, and upskill the next generation of capital market professionals, driving long-term talent sustainability for the industry.

- **IMPACT 1: Attracted Younger Talent and Provided Job Placement Opportunities**
We have attracted and nurtured a new generation of young, skilled professionals in the capital market. The percentage of licensed capital market participants aged 30 and below has fluctuated: 10% in 2015, dropped to 8% in 2019, and has now risen back to 10% in 2024.
- **IMPACT 2: Created Greater Awareness of Multi-disciplinary Career Opportunities in the Capital Markets**
90% of participants now see the capital market as a promising career path. This shift is reflected in the SC's leap in the Malaysia's 100 Leading Graduate Employers ranking from 96th in 2022 to 87th in 2024.
- **IMPACT 3: Built Baseline Capacity in Areas Relevant to the Capital Market**
A total of 347 investED graduates are now certified and job-ready, creating a solid pipeline for key roles such as marketing representatives and compliance executives across the capital market ecosystem.

In 2024, investED achieved the following milestones:

- Organised 21 career talks, reaching a total of 4,945 attendees
- Participated in 6 career fairs attended by 58,506 attendees
- Enrolled 1,013 participants in capital market certification programmes

SECTION 3: PROFESSIONAL DEVELOPMENT

3.3 Consultancy and Capacity Building (continued)

3.3.3 Technical and Vocational Education and Training (TVET)

To support the growth of a future-ready workforce, SC launched the three-year initiative under the Madani Economy framework to boost financial literacy and entrepreneurial skills among TVET students on 31 March 2024.

In collaboration with the National TVET Council, and TVET universities, this initiative aims to upskill 750 students through targeted modules: Be Money Wise (B.M.W.), Train-the-Trainer (T.T.T.), and the Business Acumen, Start-ups & Entrepreneurship (B.A.S.E.) Bootcamp.

SIDC was appointed as the delivery partner on 13 December 2024. And by the end of December 2024, we successfully delivered a series of impactful entrepreneurship programmes, including the B.M.W. for Aspiring Entrepreneurs' Workshop, the B.A.S.E.'s Bootcamp at Universiti Kuala Lumpur (UniKL) and Universiti Poly-Tech Malaysia (UPTM), as well as a Train-the-Trainer session for the B.M.W. Workshop. The B.M.W. Workshop alone engaged 100 participants, the B.A.S.E. Bootcamp welcomed 58 budding entrepreneurs, and the Train the Trainer session attracted 42 participants reflecting our continued commitment to nurturing entrepreneurial mindsets among youth.

3.3.4 New Competencies for Industry Competency Framework (ICF)

To stay ahead of global trends and evolving regulatory needs, we enhanced the ICF competency framework with a sharper focus on Sustainable and Responsible Investment (SRI) and Islamic Capital Market (ICM) products. This included the development of tailored competencies for Clearing for Securities and Derivatives, and updates to the competency dictionary to reflect modern standards in sustainability and Islamic finance.

In 2024, we expanded the ICF from 58 to 61 competency titles, covering 173 job roles. This included two new competencies in sustainability covers fundamental components in SRI Products and Sustainability/SRI Analysis, and a new competency in Shariah Advisory. We also introduced additional competencies in Clearing for Securities and Derivatives to upskill professionals and prepare them for emerging challenges and opportunities. These enhancements ensure the capital market workforce remains future-ready and aligned with evolving industry demands.

3.3.5 Global Reporting Initiative (GRI) Certification Capacity Building Programme for Auditors

Commissioned by the Securities Commission Malaysia (SC) through the Audit Oversight Board (AOB), SIDC was appointed as the delivery partner for the GRI Certification Programme, delivered in collaboration with PricewaterhouseCoopers, one of Malaysia's accredited GRI Certified Partners. The GRI Certification is a globally recognised qualification for sustainability practitioners and is designed to equip auditors with the knowledge and capability to assess sustainability disclosures in alignment with the National Sustainability Reporting Framework (NSRF). The programme which provided comprehensive training to build a skilled talent pool of 100 auditors was conducted across three cohorts from 21 October to 1 November 2024 thereby strengthening transparency, accountability and sustainability practices within Malaysia's capital market.

3.3.6 Certified Training Professional (CTP) Programme

The CTP programme, delivered under the CMDF initiative, plays a pivotal role in strengthening Malaysia's capital market by enhancing the capabilities of trainers to deliver high-quality SRI/ESG training. Using structured methodologies like the ADDIE process, the programme standardised instructional design and delivery, equipping both new and experienced trainers with the skills needed to elevate knowledge, drive sustainable finance, and reinforce Malaysia's leadership in responsible investment.

As part of this effort, from 26 August to 9 September 2024, we conducted a 5-day in-house programme for 14 participants, including six SIDC staff, equipping them with advanced skills in planning, designing, and evaluating training using the ADDIE framework. This initiative not only ensured the standardisation and effectiveness of SRI/ESG training delivery but also expanded the pool of subject matter experts supporting the capital market's transition towards sustainability.

SECTION 4: INDUSTRY UTILITY

4.1 Capital Market Competency Management System (CMS)

Since its launch in February 2019, the Competency Management System (CMS) has served as a dynamic one-stop platform, seamlessly integrating the Industry Competency Framework (ICF), assessments, and development activities. It empowers individuals to benchmark their capabilities against industry standards and take charge of their growth through self-directed learning and development. In 2024, 20 individuals registered for the CMS with 14 (70%) (2023: 93%) completing the self-assessment.

4.2 Learning and Assessment Management System (LAMS): Enhancing Usability and User Experience

Building upon the successful rollout of the Learning Management Module (Phase 2 in 2022) and the expansion to mobile platforms in 2023, SIDC continued to enhance its digital learning ecosystem in 2024 by improving both the LAMS platform and the SIDC Learning App. These enhancements focused on strengthening usability, accessibility, and overall user experience.

The upgraded LAMS interface showcases significant improvements in both design and functionality, featuring a modern, clean, and intuitive layout that aligns with current UI/UX best practices. Navigation has been streamlined to address previous usability challenges, enabling users to find and access key features more efficiently.

The system's design has been optimised for responsiveness and accessibility, ensuring seamless performance across various devices and screen sizes. In addition, a newly introduced comprehensive dashboard provides users with quick access to essential information and frequently used functions, directly addressing user feedback and promoting greater efficiency in system use.

The SIDC Learning App mirrors these enhancements, offering a consistent experience across web and mobile platforms. Optimised for mobile viewing, the app features a simplified user journey for accessing learning materials, further supporting SIDC's commitment to flexible, accessible, and user-centric digital learning.

4.3 Enterprise Resource Planning (ERP system known as the SIDC Portal)

To better serve our learners, the SIDC Portal was enhanced with a cleaner layout, simplified navigation, and fewer clicks - making it faster and easier to access learning content. These UI/UX improvements were designed with the user in mind, ensuring a more intuitive experience that closely mirrors the familiar LAMS interface for seamless navigation across platforms.

4.4 New CPE Tracker

We strengthened support for training providers and the CPE Secretariat with the successful launch of Phase 1 of the new CPE Tracker on 1 December 2024, replacing the legacy system. This first phase introduced a more intuitive interface and a streamlined submission process for TPs and internal administrators, enabling real-time tracking and course management without compromising compliance requirements. These enhancements improve operational efficiency, data accuracy, and transparency - delivering a more seamless and user-friendly experience. The next development phase, target to launch in 2025, will focus on digitalising the approval workflow for the Working Review Committee, which is currently managed manually via email, further modernising the end-to-end ecosystem.

SECTION 5: ORGANISATIONAL INITIATIVES

5.1 Our People - Talent and Growth

In 2024, SIDC continued to align internal talent development with strategic business goals, focusing on building a resilient, skilled, and client-centric workforce. Our learning strategy prioritised closing skill gaps, deepening leadership capabilities, and driving innovation to support financial sustainability.

Key programmes focused on enhancing client advisory capabilities and improving outreach effectiveness, equipping teams with the skills to better connect with stakeholders and communicate SIDC's value proposition, while Agile project management training strengthened cross-functional delivery. Digital skills were enhanced through practical training in tools such as Microsoft Planner, Canva, SharePoint, and cybersecurity, ensuring operational agility and future readiness. To continue nurturing leadership and communication, "Speak-Up Sessions" encouraged open dialogue, public speaking, and peer learning. The SIDC Culture Spark program reinforced shared values, adaptability, and team cohesion. We also invested in our staff in obtaining professional certifications such as CompTIA Security+, CCMP-C1, and GRI Standards 2021, particularly in IT, compliance, and sustainability, to strengthen SIDC's capabilities in these critical and evolving domains.

5.2 Internal: Progressing the Digital Transformation and Innovation Agenda

SIDC's digital transformation efforts in 2024 focused on elevating service delivery and operational efficiency through targeted innovation.

1. The AI Chatbot now provides 24/7 support on programmes and services, enhancing user experience while reducing response time.
2. Active Campaign tools improved targeted marketing outreach, while a digital IT support ticketing system using Microsoft Forms streamlined internal service resolution.
3. Digital Business Cards were introduced to support eco-friendly, modern networking.

Together, these initiatives reflect our continued shift towards a more data-informed, technology-enabled organisation focused on customer experience and sustainability.

5.3 Customer

Our customer-centricity efforts in 2024 translated into tangible impact - customer satisfaction scores reached 85%, with a 53% reduction in complaints, showing measurable improvement in experience quality. Digital engagement also increased, with a 62% increase in LinkedIn interactions, while the SIDC Friends alumni network grew to 683 members, signalling stronger post-programme engagement and brand affinity.

5.3.1 SIDC Friends

SIDC Friends continued to grow into a good platform for alumni connection and industry collaboration. Members enjoyed exclusive benefits, such as discounts, complimentary tickets, and early access to flagship conferences. Looking ahead, SIDC will deepen engagement by inviting members to contribute as speakers, mentors, or subject matter experts, and by curating thematic networking sessions aligned to professional interests.

SECTION 5: ORGANISATIONAL INITIATIVES

5.3 Customer (continued)

5.3.2 Subject Matter Expert (SME) Management Framework

The SME Management Framework is designed with the objective to ensure a comprehensive approach in managing SIDC's subject matter experts throughout the entire lifecycle of their engagement. This framework covers every critical aspect, from the identification and selection, through their engagement and delivery, to performance evaluation and progression within the SME management ecosystem. The framework also serves to ensure that each SME is effectively managed to maintain the highest standards of expertise and delivery. While this ensures that our SME repository is regularly updated and maintained, it will allow SIDC to track, evaluate, and further develop the capabilities of our experts, ensuring that the SME ecosystem remains dynamic in alignment with SIDC's expectation and the evolving expectations of its industry participants.

5.4 Social Impact Causes - SIDC Supports Digital Learning for Underprivileged Students

In line with our capacity-building mission, SIDC in collaboration with Pusat Pungutan Zakat (PPZ) via the staff Zakat Wakalah fund sponsored pilot students at Sekolah Anak Malaysia (SAM), the country's first fully digital school.

The 2024 pilot supported 32 lower-secondary students, providing access to quality blended learning (80% online, 20% in-person) focused on wellbeing, project-based learning, and global competencies. The programme will expand in 2025, reaching more underserved communities.

This initiative reinforces SIDC's belief in inclusive, future-ready education and reflects our broader commitment to nurturing digital literacy and socio-economic mobility.



SECTION 6: A PEEK INTO 2025

- Inaugural SIDC-MACFE Fraud Conference 2025.
- Launch of CCMP in Sustainable and Responsible Investment (CCMP-SRI2).
- New strategic programmes or certifications.
- International collaboration to forge strategic alliances and knowledge exchange with global partners.





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