

IE Internal/Employees ○●●●○



Why Are They Important

Our people are our most valuable asset. Their safety, well-being, including their mental and physical health are our top priority.

Our employees are key in realising our growth journey. Their courage and resilience helped us achieve significant milestones in 2022, against a challenging business environment. Their competencies, knowledge, dedication and agility give PETRONAS the competitive edge to drive business goals.

Key Concerns

- Job security.
- Competitive remuneration and benefits.
- Flexible work arrangements.
- Opportunities for career progression.
- Learning and development and on-the-job learning opportunities.
- Strategic direction, business growth and performance.
- Safe, healthy and conducive working environment.
- Ethical and sustainable business practices.
- Diversity and inclusion.
- Positive behaviour and mindset.

Response

- Continued to upskill and reskill our people to maximise their potential.
- Provided regular updates via various internal digital platforms to keep employees informed, engaged and assured.
- Continued holistic wellness support programmes such as the Employee Assistance Programme (EAP), counselling and stress management sessions to safeguard employees’ mental health and overall well-being.
- Extended EAP to family members to strengthen our employees’ support system.
- Introduced the PETRONAS FlexiWork Arrangement to improve employee productivity and enable them to thrive in any working environment.
- Enhanced awareness on the importance of diversity, equity and inclusion which includes programmes that uplift women in leadership through the PETRONAS Leading Women Network (PLWN).
- Provided young talents with a safe space to contribute ideas, connect with peers and nurture their passion through the PETRONAS Young Professionals Club (YPC).
- Recruited talents from the local communities where we operate and ensured effective succession planning for diverse representation in leadership roles.
- Leveraged PETRONAS Organisation Culture Survey (POCS) and internal talent management system (myCareerX) to provide a safe environment for employees to speak up in fostering diversity, inclusion, creativity and innovation.
- Organised appreciation for long-serving employees and retirees by conducting the Long Service Awards (*Majlis Sekalung Budi*) event.
- Conducted nationwide showcase to engage with staff on HR transformation solutions.

Value Created for Stakeholders

- Provided growth opportunities and the right environment to harness our people’s passion to achieve their potential in shaping an innovative and agile workforce of the future.

Engagement Platform

Engagement Platform	Frequency
• Townhalls	Y
• Staff engagement sessions (in-person, virtual and hybrid)	M
• Internal digital communications	W
• Health, Safety and Environment campaigns	W
• Upskilling sessions (in-person, virtual and hybrid)	AR
• Annual health survey	Y
• Organisational culture survey	Y