



اَبُو بَكْرٍ مَرْثُومٌ
UNIVERSITI
TEKNOLOGI
MARA

Cawangan Melaka

**INDUSTRIAL TRAINING REPORT AT KUMPULAN
WANG PERSARAAN (DIPERBADANKAN)**

1st March 2023 - 15th August 2023



MUHAMMAD AIMAN NAJMI BIN MUHAMAD MURAD

2021125851

BA242

ACKNOWLEDGEMENT

Alhamdulillah, my Industrial Training Report has been successfully completed with the guidance and assistance of several people who helped me a lot throughout the process of preparing and completing this report.

First of all, I would like to thank Pn. Najihah, Head of Department for Accounts and Finance the giving me the opportunity to undergo my internship at Kumpulan Wang Persaraan (Diperbadankan) [KWAP]. As the completion of this industrial report and working in KWAP has brought me great pleasure, I would like to express my gratitude and appreciation to my advisor lecturer, Encik Syahbudin Senin for the valuable guidance and advice. I would also like to thank him for providing me with a good guideline for reporting during completing this project.

Next, I would like to express my gratitude to my supervisor, Encik Muhammad Kamal Adzmeer, for giving me advice and knowledge when I was just starting out in the field. To all the staff members who have helped me in any way possible during my time working here, I would like to express my thanks. Since the first day I started working here till I completed my industrial training at this company successfully, I appreciate all of their hard work and initiative.

Aside from that, I appreciate my family's spiritual support and enthusiastic encouragement, as well as their love and support. The support and encouragement I got during this long and challenging path made everything possible for me. Not to mention, a special thanks to all of my friends for their determination and assistance in completing this report and my industrial training.

Lastly, I would like to thank anyone who helped directly and indirectly for helping me throughout my industrial training journey. I really hope that this industrial training report can provide us with additional knowledge about the industry, and help future students to find a good and reliable company for their industry training

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EXECUTIVE SUMMARY

Internship is the last course for all undergraduates in the Faculty of Business and Managements. All students are mandatory to undergo an internship for 6 months. An internship is a short-term work experience program to gain practical knowledge and skills in a specific field or industry. It provides students with hands-on learning opportunities, allowing them to apply theoretical knowledge in real-world settings. Internships can be paid or unpaid and are designed to offer valuable exposure to the professional environment, foster networking connections, and enhance the intern's resume. They serve as a bridge between academic education and professional life, helping individuals explore potential career paths, clarify their goals, and make informed decisions about their future endeavors.

I managed to undergo my internship at Kumpulan Wang Persaraan (Diperbadankan) [KWAP], under Accounts and Finance Department. I started my internship on 1st March and ended on 15th August. In my opinion, KWAP is one of the best place for students to do an internship. KWAP is one of the GLIC in Malaysia and it is a great place to develop career and skills as interns are given real job tasks. In addition, KWAP also offers above average allowance and benefits for the interns.

KWAP is a Malaysian government agency responsible for managing and safeguarding retirement funds for public sector employees in the country. Established in 2007, KWAP aims to ensure the financial security and welfare of retired civil servants by investing their contributions in a diversified portfolio of assets. As a significant institutional investor, KWAP plays a crucial role in the nation's economy, making long-term investments to generate returns and secure pension benefits for its members, contributing to the overall stability of Malaysia's retirement system.

In this report, we can identify the SWOT analysis for KWAP. SWOT analysis is performed to assess the strengths, weaknesses, opportunities, and threats of a business or project. It helps organizations identify internal strengths and weaknesses, external opportunities and threats, enabling them to make informed decisions, capitalize on advantages, mitigate risks, and develop effective strategies for success.

STUDENT'S PROFILE

MUHAMMAD AIMAN NAJMI BIN MUHAMAD MURAD Bachelor of Business Administration (Hons) Finance



EDUCATION

Feb 2021 — Jan 2023	Bachelor of Business Administration (Hons) Finance, Universiti Teknologi MARA <i>Current CGPA: 3.70/4.00 MUET: Band 4 Dean's List: all semesters</i>	Bandaraya Melaka
Jun 2018 — Jan 2021	Diploma in Banking Studies, Universiti Teknologi MARA <i>CGPA: 3.72/4.00</i>	Segamat
Jan 2013 — Dec 2017	Sijil Pelajaran Malaysia, SMK Taman Sri Muda	Shah Alam

AWARDS

2023	Anugerah Tokoh Kepimpinan Pelajar Nominated for Anugerah Tokoh Kepimpinan Pelajar for Majlis Pra-Graduan UiTM Bandaraya Melaka 2022/2023
2022	Bring The Light: Investment Portfolio Competition Awarded 1 st place in investment competition organized by Faculty of Business and Administration UiTM Melaka
2021	Anugerah Dekan, Bachelor of Business Administration (Hons.) Finance Awarded for achieving above 3.5 GPA
2019	Anugerah Dekan, Diploma in Banking Studies Awarded for achieving above 3.5 GPA, for four semesters

RELEVANT EXPERIENCES

Mar 2023	Internship, Kumpulan Wang Persaraan (Diperbadankan) [KWAP] <ul style="list-style-type: none"> Ensure the completeness of the daily interface between investment system and accounting system. Assisted Digital Business Support System team in creating new accounting code in the system. Liaise with IT Department whenever required. Prepared daily and monthly bank reconciliation reports. Prepared monthly fixed asset report for the management. Examined monthly bank statements to ensure there were no discrepancies. Responsible for any ad-hoc tasks assigned by upper and top management.
Jan 2023	Registration Bureau of Week Without Wall Closing Ceremony 'Money Sense' <ul style="list-style-type: none"> Collected participants information through Google Form for attendance purposes Generated E-Certificate for all participants using AutoCrat
Dec 2022	Treasurer of Innovation Competition 2022 <ul style="list-style-type: none"> Collected and distributed the budget to each bureau
Jun 2022	Project Leader of Webinar of Hotel Professional Etiquettes <ul style="list-style-type: none"> Oversaw 58 committee members, which resulted in efficient coordination of the programme Ensure the progress is on track Responsible to make decision regarding the programme
May 2022	Treasurer of CSR: Tabung Jalinan Kasih Dengan Kolaborasi Pertubuhan Mihrab <ul style="list-style-type: none"> Collaborated with Pertubuhan Mihrab for fundraising purposes Raised funds amounted RM 10,000 and contributed it to the orphanage
Oct 2021	Executive Treasurer of Finance Student Association (FINEST) <ul style="list-style-type: none"> Responsible to analyse and track the expenses for the association Obtain the expenses required by each committee or department Ensure the expenses did not exceed the budget approved Managed claim payments with UiTM Treasury Department

SKILLS	Microsoft Office	Experienced	Adobe Photoshop	Beginner	Adobe Illustrator	Beginner
	Canva	Experienced	iMovie	Expert	Tableu	Intermediate

LANGUAGES	Malay	Native speaker	English	Highly proficient
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REFERENCES	Muhammad Kamal Adzmeer Mohd Roslan Internship Supervisor Senior Associate Level 37, Integra Tower, The Intermark 348, Jalan Tun Razak 50400 Kuala Lumpur	Miss Nurhaslinda binti Hashim BA242 Programme Coordinator Faculty of Business and Administration UiTM Bandaraya Melaka 110 off Jalan Hang Tuah 75350 Melaka
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COMPANY PROFILE



KWAP's Logo

Vision

To be the trusted retirement fund that supports nation building by innovatively delivering sustainable benefits.

Mission

To optimise investment returns and deliver excellent services by adopting best practices in meeting the key stakeholders' commitments.

Objectives

To achieve optimum returns on investments for the fund so as to assist the Federal Government Administration in financing its pension liability.

Functions

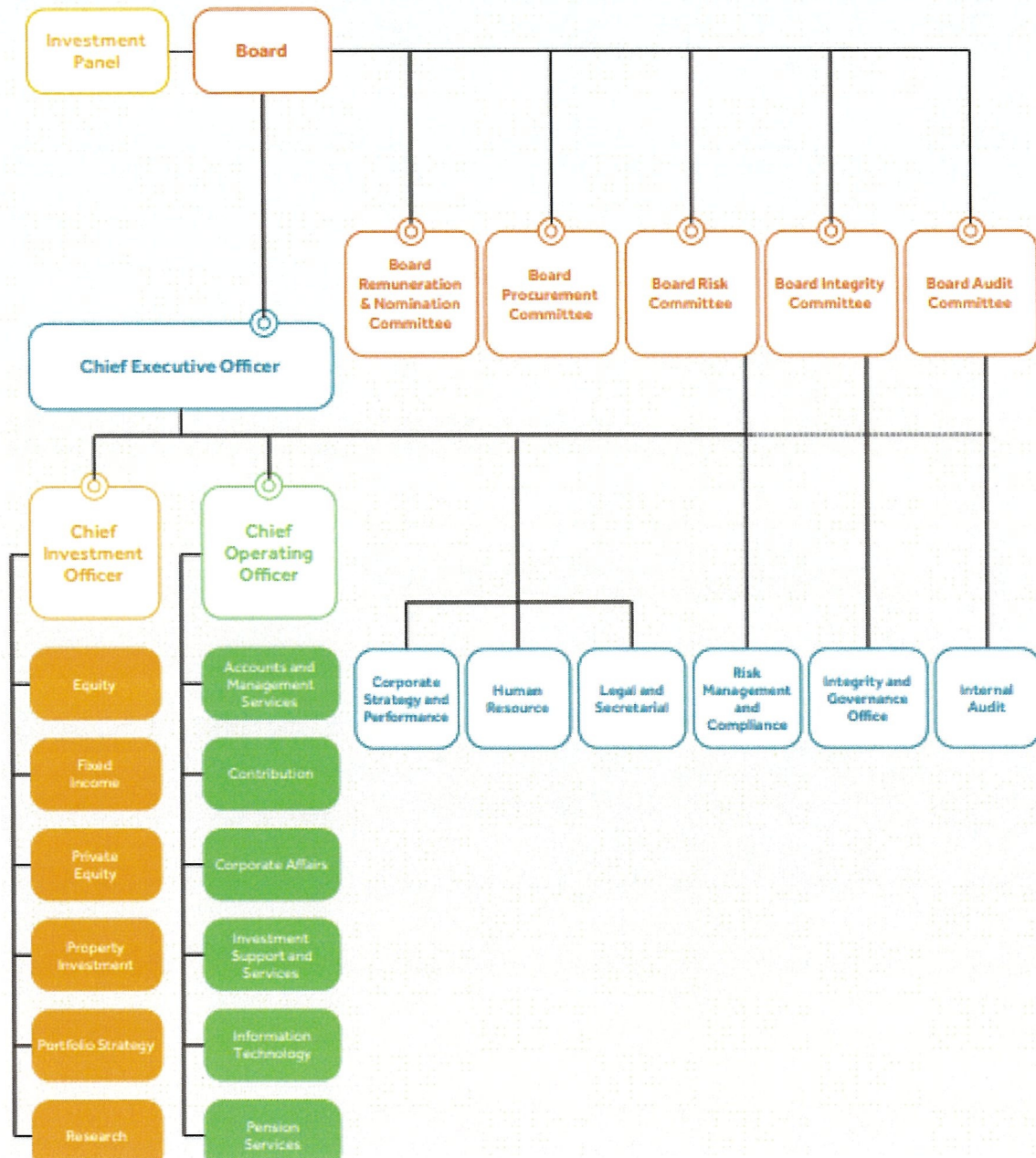
- Management and payment of pension
- Management of contributions from the Federal Administration, Statutory Bodies, Local Authorities and other agencies
- Administration, management and investment of the Fund in equity, fixed income securities, money market instruments and other forms of investment as permitted under the Retirement Fund Act 2007 (Act 662)

Kumpulan Wang Persaraan (KWAP) also known as Retirement Fund (Incorporated) was established in 2007 under the Retirement Fund Act 2007. KWAP's primary objective is to manage and safeguard the retirement savings of civil servants in Malaysia. As a government agency, KWAP is responsible for investing contributions made by government on behalf of government servants to ensure long-term financial security during retirement. The fund manages and invests these contributions in various asset classes, including equities, fixed income securities, real estate, and alternative investments.

KWAP's investment strategy focuses on generating sustainable returns to meet the future financial needs of its members. The fund aims to strike a balance between generating income and preserving capital by employing a prudent investment approach. Aside from its core function of managing the pension fund, KWAP is committed to corporate social responsibility initiatives and good governance practices. The organization actively supports various community development programs, education, and environmental initiatives.

As a key player in the Malaysian financial landscape, KWAP collaborates with other government agencies, financial institutions, and industry stakeholders to promote the welfare and interests of its members. The fund also plays a vital role in contributing to the overall economic development and stability of Malaysia. With a strong focus on member satisfaction, KWAP continuously seeks to improve its services, enhance operational efficiency, and implement innovative solutions to meet the evolving needs of its members. The fund is guided by principles of transparency, accountability, and integrity in all its operations. Overall, KWAP plays a crucial role in managing and safeguarding the retirement savings of civil servants in Malaysia, ensuring financial security and a comfortable retirement for its members.

ORGANISATION CHART



Picture 1: KWAP Organisation Chart

TRAINING REFLECTION

The past six months have been a transformative period in my life as I embarked on an internship in the Accounts and Finance Department. From the moment I started on March 1st, 2023, to the day I concluded on August 15th, 2023, this experience has been filled with valuable lessons, personal growth, and an opportunity to explore various facets of the finance industry. As I reflect on my time as an intern, I am grateful that I am able to join various company activities and events, and exposure to different units within the department that have shaped my professional journey.

Our company has flexible working hour. The staffs can clock in at any preferred time and complete nine-hour workday. Flexible working hours allow me to find a work routine that suited my productivity and personal needs, contributing to a healthy work-life balance. Additionally, the hybrid work model, with three days in the office and two days working from home, provided a unique blend of collaboration and independence. This balance allowed me to develop self-discipline and time management skills while working remotely.

The opportunity to rotate among different units within the Accounts and Finance Department has been instrumental in my growth as a young professional. I was assigned to three core units: Financial Reporting, Account Operations, and Budgeting. Each rotation provided me with invaluable insights into the diverse functions of the department. From analyzing financial statements and ensuring regulatory compliance to managing day-to-day financial operations and participating in the budgeting process, I gained practical knowledge and honed my skills in various areas of finance.

Throughout my internship, Muhammad Kamal Adzmeer was assigned as my supervisor. I was fortunate to work with experienced professionals who served as mentors and guides. Their support and willingness to share their knowledge and expertise significantly contributed to my learning experience. The mentorship I received during my internship has instilled in me the importance of continuous learning and the value of mentor-mentee relationships in one's career journey.

I also get an opportunity to join a few companies event such as KWAP 16th Anniversary, RiuH Raya KWAP, Accounts and Finance Department Vacation, and KWAP Teambuilding 2023. These events gave opportunities for me to get know more about the company, and other people as well. In addition, these events also gave refreshing break from the daily work routine, injecting a sense of fun and engagement into the workplace environment.

As my internship comes to an end, I am grateful for the opportunities and experiences that have shaped me into a more confident and capable individual. This internship has not only enhanced my technical skills in finance but has also instilled in me a sense of adaptability, resilience, and a passion for continuous learning. I am excited to carry these lessons forward as I embark on the next chapter of my professional journey, equipped with the knowledge and experiences gained during this invaluable internship.

SWOT ANALYSIS

STRENGTHS

Financial Stability

KWAP is the largest public sector pension fund for civil servants and the recipient of contributions from the Federal Government and other relevant company. KWAP is responsible to invest these contributions to obtain returns through sound risk management and investment strategies. According to the annual report for year 2020, the total contribution by pensioners and federal are RM 2.96 billion. It contributes to the company financial strength and stability. KWAP has access to financial resources that can be used for investing purposes and support the company's operating expenses. This financial stability is important in ensuring the company can meet its pension payment obligations and fulfill its long-term commitments to civil servants' retirement benefit.

Recommendation:

It is crucial for KWAP to maintain its financial stability for the company's long-term commitment. According to IIDCF Bank (2023), a good risk control and well-planned budgeting are one of the best ways to maintain financial stability. KWAP's Risk Management and Compliance department should identify and assess possible risks that can give significant impact to the company financial performance and stability. They should regularly revise risk management strategies and contingency plans to diminish possible threats. As an example, hedging against fluctuating currency and securing insurance for its property investments. Besides, setting up a budget and sticking to it rigorously will help you reduce unnecessary expenses. This will ultimately result in higher profitability and improved financial stability for the company.

Government-Linked Investment Company (GLIC)

In addition, KWAP is Government-Linked Investment Company (GLIC) in Malaysia under sovereign wealth funds category. Being GLIC provides stability, credibility, and assurance to pensioners and stakeholders. The government establishes the legal framework for KWAP to operate. KWAP operates under the provisions of the Retirement Fund Act 2007. This legislation gives a clear mandate and provides regulations for its governance, operations, and investing activities. The legal framework can strengthen KWAP's credibility and stability.

Furthermore, the pension payments and retirement benefits given by KWAP to pensioners are guaranteed by the government. The guarantee by the government acts as a safeguard, which assures them that pension payments will be made regardless of economic condition or market uncertainties. So, pensioners should not be worried about their retirement savings as it is protected by the government.

In addition, KWAP's operations are stable and ongoing due to its GLIC status. The company have a minimal potential business closure. As long as the government continues to respect and support its duties, KWAP will continue to operate. This stability allows KWAP to focus on long-term investments strategies and manage the pension funds well.

Recommendation:

For GLICs, the government launched the PERKUKUH initiative. According to Ministry of Finance (MOF), PERKUKUH is a medium-term reform agenda, where each and every initiative will be implemented in stages, with the involvement of relevant agencies as well as regulators and is expected to be completed by 2024. Retirement plans will be the main focus of initiatives to improve social protection and fiscal sustainability for the nation. The cooperation between KWAP and Government under PERKUKUH initiative can enhanced and transform GLICs to safeguard social wellbeing of pensioners by facilitating adequate savings and retirement provisions. Additionally, for the greater good of the entire nation, it can maximize the government's function as the custodian of strategic national assets. Furthermore, it can strengthen GLICs with best-in-class governance, investment approaches, and capacities.

WEAKNESSES

Weak Marketing and Branding

The confusion between Employee Provident Fund (KWSP) and KWAP is a common misconception among the public. There is a stigma of the public that retirement related things are handled by KWSP. Both of the organizations are related to retirement, however, they do serve different purposes and cater to different groups of individual. This happens because KWAP struggle with its marketing and branding. As we all know, KWAP is quite new in the industry compared to KWSP and JPA. These companies have established and have a strong brand. KWAP may find it difficult to differentiate themselves from competitors. Poor brand positioning also can weaken the company's market presence.

In addition, there is lack of awareness and understanding among the public. Some people may not have a clear understanding of the differences between these two organizations, especially if they are not involved with either organization. This lack of awareness can lead to the misconception that KWSP handles pension funds instead of KWAP.

Recommendation:

KWAP should engage in content marketing in various platforms. According to Sinoka et al (2019), content marketing involves creating and distributing relevant content to attract, engage, and retain your target audiences. The content can be in various forms such as Instagram and Facebook posts, infographics, or videos. Content marketing is a powerful tool for building brand authority. By providing valuable and informative content, the brand will reach awareness among publics.

In addition, according to Chin-Yeu Chen (2017), community engagement can help KWAP to increase its branding awareness. Community engagement refers to actively participating and interacting with the communities that are relevant, either online or offline. Community engagement allows the company to establish a presence, build relationships, and contribute value through discussions, knowledge sharing, and support. Community engagement is normally for target audiences only, which are pensioners. However, KWAP also can engage with the public such as fresh graduates to promote career opportunities at the company.

High Number of Workloads

Since KWAP are currently undergoing investment expansion and company restructuring, many paperwork and meetings must be done to finalize everything. Due to the small number of employees in the company, the employees will be given additional tasks and heavier workloads. These additional tasks are consuming their time and diverting resources away from essential tasks. Some staffs even worked overtime to meet the due dates.

In addition, frequent overseas business trip makes this situation even worse because business trip can be physically and mentally draining, leads to fatigue, jet lag, and stress. Not to mention, employees in the office will have lesser manpower if one team went for business trip. This overwhelming workload has resulted in employee burnouts and increased stress levels, negatively impacting their well-being and overall performance. In addition, this situation also gave a negative impact to the company, as the employees productivity decreased which will leads to company inefficiency.

Recommendation:

To address this critical issue, the company can consider hiring temporary contract staff. According to Four Recruitment (2021), hiring temporary contract staff can be a good decision to cover ongoing projects. Temporary contract staff provide flexibility, and it allows company to scale down or scale up their workforce based on the project needs. In addition, temporary contract staff often possess specific skills or expertise that may not be available within the current workforce. The company can get niche talents without the need for extensive training or investment.

Besides, the company also can organize stress management program for its employees. Stress management programs is an initiative designed to help individuals identify, cope with, and reduce stress in their professional or personal lives (Ashok Panigrahi, 2017). This program can help to promote mental well-being, improve overall health, and enhance productivity. The benefits of stress management program are better coping skills, prevention of burnout, and positive organizational climate. Safe to say, this program can benefit both employees and company.

OPPORTUNITIES

Government Support and Policies To Improve GLICs

Aligned with government's policies and aspirations to optimize the strengths of GLICs in Malaysia, KWAP has launched an initiative which is known as KWAP TERAS 5. TERAS 5 is a component of KWAP's long-term strategy to guarantee that the company is in the right track to promote sustainable growth to benefits pensioners of today and the future.

Additionally, the strategy, finance, and digital operations can be elevated as part of the plan to realign the front, middle, and back offices and organizational structure to more than 35 subsidiaries, enabling a more comprehensive approach to outlining KWAP's growth strategy. TERAS 5 initiative is expected to help KWAP drive its investments across a series of different asset group around the world. Furthermore, this initiative fosters an adaptable talent pool and significantly improves the company's governance and control. KWAP also are expected to become a digital native organization by supporting citizen developers internally.

Recommendation:

The TERAS 5 initiative can help KWAP to explore new investment opportunities and diversify its assets and investments allocation. Being a sovereign wealth fund company alongside Khazanah Nasional and KWAN, KWAP tend to diversify its investment towards private market which are property, private equity, and infrastructure. By diversifying its assets and investments, KWAP is able to achieve a higher return due to the better growth of the private market.

The higher returns contribute to the overall financial health and sustainability. With higher returns, KWAP can support its long-term commitments and ensure the fund remains viable for current and future beneficiaries. In addition, a GLIC like KWAP can support the national economy. KWAP can directly contribute to the national economy by investing in local infrastructure and development projects, supporting economic growth, and job creation.

Public-Private Partnerships

KWAP can participate in public-private partnerships project as part of its investment strategy. Public-private partnerships or also known as PPP are collaborations between a government entities and private companies to jointly finance, develop, and manage projects that serve a public purpose and contribute to the betterment of the economy.

PPP is not new in the industry. Besides, many GLICs have participated in PPPs before. As an example, Bukit Bintang City Centre (BBCC) project, which is owned by UDA Holdings, EcoWorld Development Group Berhad, and KWSP, and Battersea Power Station which owned by a group of Malaysian investors, including SP Setia, Sime Darby Property, and KWSP. PPPs can be in various forms, which includes transportation, energy, healthcare facilities, and many more.

Recommendation:

Public-private partnership normally have a significant societal impact, as it addresses critical infrastructure needs and contribute to economic development. As mentioned before, most of the GLICs has been participated in PPPs, except for KWAP. This is the chance for KWAP to explore PPPs as it can help KWAP to boosts the company recognition among the public and gave a positive impact to the society (David Reibstein, 2016).

In addition, KWAP can contribute to Malaysia economic development, aligned with the government PERKUKUH initiative. According to Sapril et al (2017), these projects can stimulate economic activity, create job opportunities during the construction and operational phases. Thus, contributing to the local and national economies.

THREATS

Covid19 And Global Economy

As we all know, KWAP's core business activity is investment. KWAP can be influenced by various economic factors. The global economy plays a significant role in shaping investment opportunities, portfolio performance, and overall financial stability. The Covid-19 pandemic brought unprecedented levels of market volatility to global financial markets. As the virus spread worldwide, uncertainty gripped investors which leads to a sharp decline in equity markets. KWAP investment portfolio would have been affected by this market turbulence. The value of KWAP equity holdings experienced substantial decline during initial phases of pandemic and led to short-term paper losses on equity investments.

In addition, currency fluctuation is one of KWAP's biggest threat. KWAP's foreign currency exposures through its investments can be categorized into four major currencies namely USD, GBP, AUD and EUR. When KWAP holds investments denominated in these currencies, fluctuations in exchange rate can affect the value of these investments when converted back to the Malaysian Ringgit (MYR). If MYR appreciates, the value of these investment in MYR may decrease, potentially leading to lower overall returns.

Recommendation:

According to OECD (2020), Some industries such as e-commerce, and technologies are rising at early stage of Covid-19 pandemic. KWAP should grab this opportunity by investing in these companies to cover the losses in another investment. The investment strategy is to focus on companies such as Zoom and Netflix, where it has high recurring revenue, gross margin, and retention rates.

For currency risk, it is impossible to diminish it. However, a good damage control can reduce the risk (Michael Papaioannou, 2006). To reduce the impact of currency fluctuation on profit and loss, KWAP need to carefully controls its exposure to currency risk. Currently, KWAP actively manages its currency risk through a variety of regulated hedging instruments across numerous asset classes.

Abolishment of Pension Scheme

In 2019, there is a proposal from the government to revoke the current pension scheme. The reason of this proposal is because the 1.6 million government workers and more than 500,000 pensioners place a heavy burden on the government's finances. These two categories together account for about 40% of the budget, leaving 60% for the growing demand for development and other expenses. If the government abolish pensions, it will need to implement a program similar to the KWSP where payments are made by both the government and civil servants, just like they are made by employees and employers in the private sector.

The pension system's abolition will also make it possible for private-sector employees, particularly experts and professionals, to work for the government and vice versa. The nation will benefit more from this kind of connection, collaboration, and cooperation. There is also an impression that the entire civil service salaries and pensions are mainly contributed by taxation from the private sector as the government sector is well known for its low productivity. Due to this, there is an economic imbalance and fewer benefits for employees in the private sector.

Recommendation:

If the Malaysian government were to abolish the pension scheme, it would have given a significant impact to KWAP. Various measures and considerations would need to be taken to address the impact of the abolition. According to Perlman and Reddick (2023), the alternative for pension scheme is individual retirement savings. If this situation occur, KWAP role and functions would be reevaluated. KWAP should be retained but the focus must be changed to managing retirement fund for the government employees. Although the roles are same as KWSP, we should not let KWSP manage both government and private sector employees as it would add pressures to KWSP.

The other alternative might be to shift the whole KWAP roles and function. KWAP may be able to manage investment mandates set by government that serves different purpose. As an example, Permodalan Nasional Berhad (PNB) which are mandated to enrich the lives of Bumiputeras and all Malaysians for the prosperity of the nation.


CONCLUSION

The 6-month internship program at KWAP has been a transformative experience for the me, providing me with valuable insights into the organization's operations and the financial industry as a whole. Throughout the internship, interns have had the unique opportunity to rotate across three different departments, gaining a comprehensive understanding of KWAP's diverse functions and contributing to meaningful projects. Additionally, their active participation in company events has facilitated networking and personal development, enriching my overall internship experience.

In addition, the SWOT analysis has provided valuable insights into the current state of the organization and its potential for future growth and success. By assessing the internal strengths and weaknesses, as well as the external opportunities and threats, the organization can make informed decisions and develop strategies that will capitalize on its advantages and address its challenges.

By using the SWOT analysis as a strategic tool, KWAP can make well-informed decisions and chart a course for sustainable growth and impact in the financial sector. Continuously adapting to the dynamic landscape and committing to providing value to stakeholders and retirees will solidify KWAP's position as a leading force in the financial industry, contributing to the economic prosperity of Malaysia and the well-being of its citizens.

APPENDICES

 Wed 1/3/2023 4:08 PM
Lavanya Sivah Thever (KWAP)
Welcome to KWAP - Internship Program
To Semua Petugas (KWAP); Pension Services Department (KWAP)



Name	Muhammad Aiman Najmi Bin Muhammad Murad
Department	Accounts and Finance Department
Institution	Universiti Teknologi MARA
Program pursued	Bachelor of Business Administration (Hons) Finance
Hometown	Shah Alam, Selangor
Hobbies	Watching Travel Vlog
Life principle	Don't Rush

Picture 2 : New Intern Announcement at KWAP's Official Email



Picture 3: Received a gift on my first day from AFD HOD



Picture 4: KWAP Riuh Raya Celebration



Picture 5: With my supervisor, Kamal Ad-meer (right) and my colleagues



Picture 6: Accounts and Finance Department Group Photo



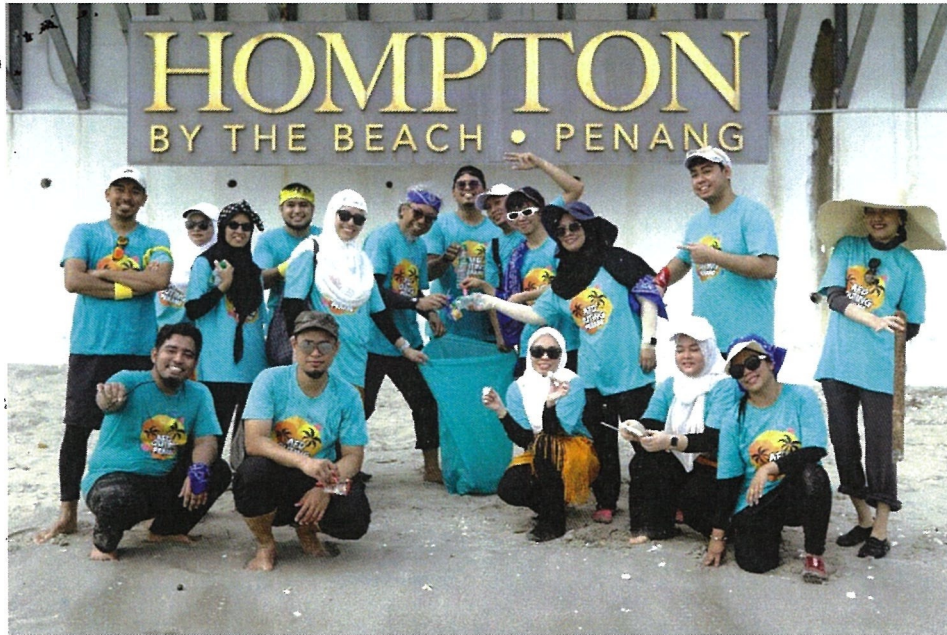
Picture 7: With Encik Ismail Idris, Vice President of Account, Tax, and Budget Unit



Picture 8: AFD Vacation Vitamin D at Penang



Picture 9: Group 4, led by Pn Najihah and Encik Haizad Rizal (KWAP CFO)



Picture 10: Cleaning the beach area, part of AFD CSR project



Picture 11: Group photo after event is done



Picture 12: Accounts, Tax, and Budget Unit Lunch



Picture 13: KWAP Team Building 2023. A group photo with Pn Siti Ilmiah Ramli (HR Director)



Picture 14: A group photo with Datuk Hajah Nik Amlizan, CEO of KWAP. Our group won second place out of 30 groups competing



Picture 15: Celebrating our winning

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