silverlake
SYMMETRY AT WORK



CONGRATULATIONS TEAM
for winning 4 categories from

HUMAN RESOURCES EXCELLENCE AWARDS MALAYSIA 2022!

SAL has been awarded in the 4 categories below:-

1. Excellence in Work-Life Harmony
2. Excellence in HR Change Management
3. Most People-Focused CEO – Andrew Tan Teik Wei
4. Young HR Talent of the Year – Samantha Wong

Website link for reference: https://awards.humanresourcesonline.net/hr-excellence-awards-my/2022-winners/

The Singapore Corporate Awards 2022 presented Silverlake Axis with the Best Investor Relations Award (Silver). This is due to our company's exceptional performance over the previous 12 months with a market cap of $300 million to less than $1 billion.



Most People-Focused CEO Award

Andrew Tan Teik Wei



As our Group Managing Director, Andrew provides strategic advice and executes SAL's business strategies, including people strategy under HR. His experience and knowledge provide us with the vision on how best we could execute our people initiatives.

Key Management Personnel (KMP) have shared their thoughts on Andrew as a leader – that he is an individual that is "able to get all the CEOs to work together and collaborate and this is a game changer for Silverlake's culture", "always articulate clear expectations for the CEOs", "always make fair decisions that is acceptable by all", and "articulates and communicate well his instructions and explains clearly the reasons behind certain decisions which help to gain him more support".

Andrew believes that we show appreciation to employees through learning opportunities – as shared in our Graduate Development Programme ceremony: "...All I can do is to equip you and give you all the tools to excel and succeed, to provide you with the environment to climb up the ladder and grow your careers.". To him, learning stays with the individual for life.

Some of the initiatives in which our GMD has played a pivotal role in:

Enhanced Performance & Reward Management Framework (A)

To improve Silverlake Axis' ability to retain and attract talents, Andrew worked very closely with HR to implement an improved and structured remuneration framework. Without his support and commitment, this change might have taken a longer time to implement.

Set-up of HR Centre of Excellence (HRCOE) (B)

To improve our HR Service Delivery Model, when Andrew came onboard, he worked with People & Organisation (P&O) and conducted gap analysis on our HR structure. To better support the business, Andrew supported improvements to integrate HR Business Partners as the strategic partner between business unit and P&O, and also to set-up shared services for HR Operations (Recruitment, Training, Compensation & Benefits).

Succession Planning for Key Management Personnel (C)

The KMP serves as the backbone to the Group's growth and profitability – hence he greatly emphasised the importance of KMP succession plan to mitigate risk. With Andrew's guidance, we developed the succession planning framework based on market research.

Continuous Learning & Development (D)

To cultivate self-development culture, Andrew introduced the 360° Review. He was the first to participate voluntarily, followed by the other business leaders who are eager to find their "blind spots" for development. He also pushes for a different and holistic learning approach in Silverlake Axis, shifting the focus to include soft skills as well. Andrew had also institutionalised mandatory training hours to improve our people's learning.

All in all, colleagues working him with him also thinks that his efforts brought positive impact to the organisation – *"...as a Group Managing Director, Andrew looks beyond just driving the Group to meet performance target. He understands that people are the most important asset and he achieves results through his people. He provides the environment and support for them to work and achieve their goals" and that "he is determined in seeing through initiatives, hands-on in dealing with issues, and able to bring the business units' CEOs together to achieve and align the goals set.".*

Silverlake Symmetri recently participated in 35th Anniversary Celebrations of Saigon Bank for Industry and Trade (commonly known as Saigon Bank) by congratulating their Chairman and Management Team for successful 35 years and being their long serving trusted technology partner. We are currently working with their senior management on addressing their digital banking initiatives as part of the wider State Bank of Vietnam directives to all the financial institutions in Vietnam.

Thank you for trusting us to be your Technology Partner on your digitalisation journey.

