

# Our People

We are guided by our Purpose, Temasek Charter, and MERITT values to work and grow together to build a better tomorrow.

We strive to do well, do right, and do good, to build a brighter and more inclusive tomorrow for this and future generations. At the core of this ambition is our people — their values, passions, capabilities, and their willingness to learn, contribute, lead, and take on new ideas and responsibilities.

## Supporting Our People

Our *Make-A-Difference* (MAD) programme has been an integral part of our life in Temasek since 2008. MAD promotes a culture of personal ownership and responsibility. Individual and company-wide MAD targets go beyond financial and performance targets to cover self-development, institution, community, and sustainability goals, and to foster lifelong skills and healthy habits.

We curated a learning module to deepen the understanding of Temasek's sustainability journey, how we have embedded sustainability through our various investments, as well as institutional and community initiatives.

To support the well-being of our employees, we have developed a suite of programmes that focuses on mindfulness, personal resilience, and crisis support.

## Growing Our Talent

As part of our institutional focus to build a future-ready team, we anchor our talent development on the 4Es of Experience, Exposure, Education, and Enrichment.

We continue to evolve our curriculum to build future-focused skill sets. For example, we have intensified our digital fluency efforts to encompass Analytics, Automation, and Generative AI.

## Our OneTemasek Team

We have developed a set of Teaming principles and practices. Inspired by the Agile methodology, Teaming outlines a set of techniques, values, and principles designed to guide and improve how teams work in a continuous, collaborative, and iterative manner.

We continue to support workforce diversity through initiatives such as *Inclusivity@Temasek* and Temasek Women's Network.

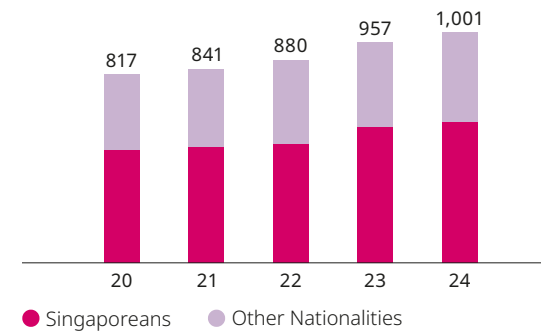
## Doing Good Together

Temasek's founding date, 25 June, is designated as our annual Community Day. Staff in our various offices work with beneficiaries on our anniversary, and throughout the year, and are given dedicated volunteer leave to participate in their personal or group volunteering activities.

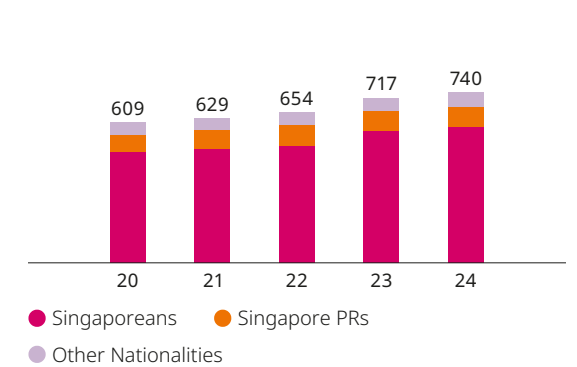
Our offices also support local communities through donations and our staff actively participate in outreach programmes with non-profit groups and other organisations, as part of *T-Touch*, Temasek's staff volunteer initiative.

(as at 31 March)

## Our Staff Composition – Global



## Our Staff Composition – Singapore



We have about 1,000 people, encompassing 34 nationalities across 13 offices in 9 countries. About 60% of our staff are Singaporeans. The next 5 largest nationality groups are Chinese (11%), American (7%), Indian (6%), British (3%), and Malaysian (2%).

We have grown over the last two decades, from less than 200 to 740 strong in Singapore.

Learn more about our people at [temasekreview.com.sg/people](https://temasekreview.com.sg/people) or scan the QR code

