

We measure progress against applicable international standards by tracking and disclosing our employee composition in alignment with relevant GRI recommendations.

As at 30 September 2023, the REIT Manager has 15 employees, comprising 67% females and 33% males. Of the 15 employees, 73% are located in Singapore

while 27% are located overseas. Women made up 40% of the REIT Manager’s management.

In FY2023, four employees were hired, while two employees contributed to the total turnover during the year. A breakdown of hiring and turnover rates during the reporting period by gender, age group and region is presented in the table below:

	Gender		Age			Region	
	Female	Male	Age under 30 Years Old	Age 30 - 50 Years Old	Age above 50 Years Old	Singapore	Rest of the World
<b>Hiring rate</b>	27%	0%	7%	13%	7%	20%	7%
<b>Turnover Rate</b>	7%	7%	7%	7%	0%	13%	0%

## SKILLS AND LEADERSHIP

### OUR APPROACH GRI 3-3

Acknowledging the pivotal role our employees play in driving the success of our business, we prioritise fostering a diverse talent pool by attracting, retaining, and continually developing our workforce. We partner with our Sponsor’s Talent & Learning team, which identifies and curates comprehensive training programmes to meet the diverse needs of our employees. We believe that this further enhances our capacity to adapt to evolving industry landscapes and ensures that our business continues to deliver exceptional value to our stakeholders.

### OUR ACTIONS AND PROGRESS GRI 404-1, 404-2

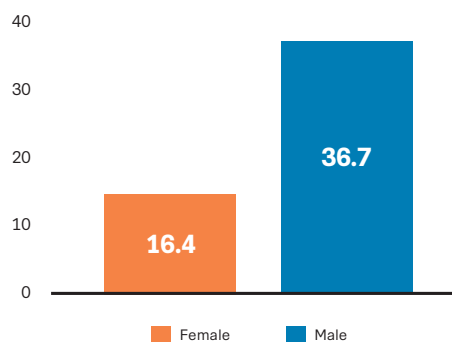
In FY2023, the REIT Manager’s employees continued to participate actively in learning and development programmes. During the year, they underwent an average of 23 learning hours per employee. Among them, women underwent an average of 16 hours of learning, while men underwent 37 hours.

Among the training that employees underwent include sustainability concepts and practices. Such knowledge enables them to develop a deeper appreciation for sustainability and its implications across various aspects of our operations. In addition, new hires of the REIT Manager undergo sustainability training via an e-learning module. As at the end of FY2023, all the Directors have undergone SGX-prescribed sustainability training.

At InterContinental Singapore, a programme entitled, Leading Others, was conducted during FY2023 to support front-line leaders in their transition to

managerial roles. This programme emphasises the core tenets of effective management and leadership. Six of the property staff successfully completed this programme and earned a globally recognised Diploma in Hospitality Leadership accredited by the Confederation of Tourism & Hospitality.

**Average learning hours by gender**



**Average learning hours by employment category**

