

Investing in Our Employees

Guided by our Vision, Mission, and Values, GIG proudly invests in its people to empower their professional and personal growth and to deliver exceptional service to our customers.

Employees as Our Greatest Asset

Our people are at the heart of our success. At GIG, we are dedicated to attracting, developing, and retaining top talent, ensuring our team is comprised of individuals who are both highly qualified and deeply committed. We cultivate a workplace rooted in trust, professional growth, and overall well-being, creating an environment where innovation and collaboration thrive.

We believe that a diverse and inclusive culture leads to stronger decision-making and drives positive results for all stakeholders. GIG is committed to ensuring that every employee can confidently contribute their unique perspectives and talents.

We place the utmost importance on the health and well-being of our employees. Through targeted upskilling initiatives and a culture focused on continuous learning, our Learning and Development strategy delivers a robust employee value proposition. We actively support our team in pursuing relevant professional qualifications and certifications, empowering them to reach their full potential.



Workforce Strategy

Working Environment: Our workplace encourages collaboration and prioritizes employee well-being. We provide work-life balance options, including remote and hybrid arrangements. Additionally, two of our subsidiaries have earned "Great Place to Work" certification.

Learning & Development: Our programs are crafted to support both employee ambitions and the organization's objectives. We have introduced the Future Development Program specifically for Nationals, aimed at fast-tracking their progress and nurturing upcoming leaders. We offer a range of training options (local and abroad), including workshops, online classes, virtual and AI-driven sessions, as well as internship and secondment opportunities. Career development plans and succession strategies are regularly updated to further build employees' skills and capabilities.

Digital Initiatives: We implement the HR system and platforms to automate HR tasks like payroll, leave management, recruitment, employee self-services and performance management.

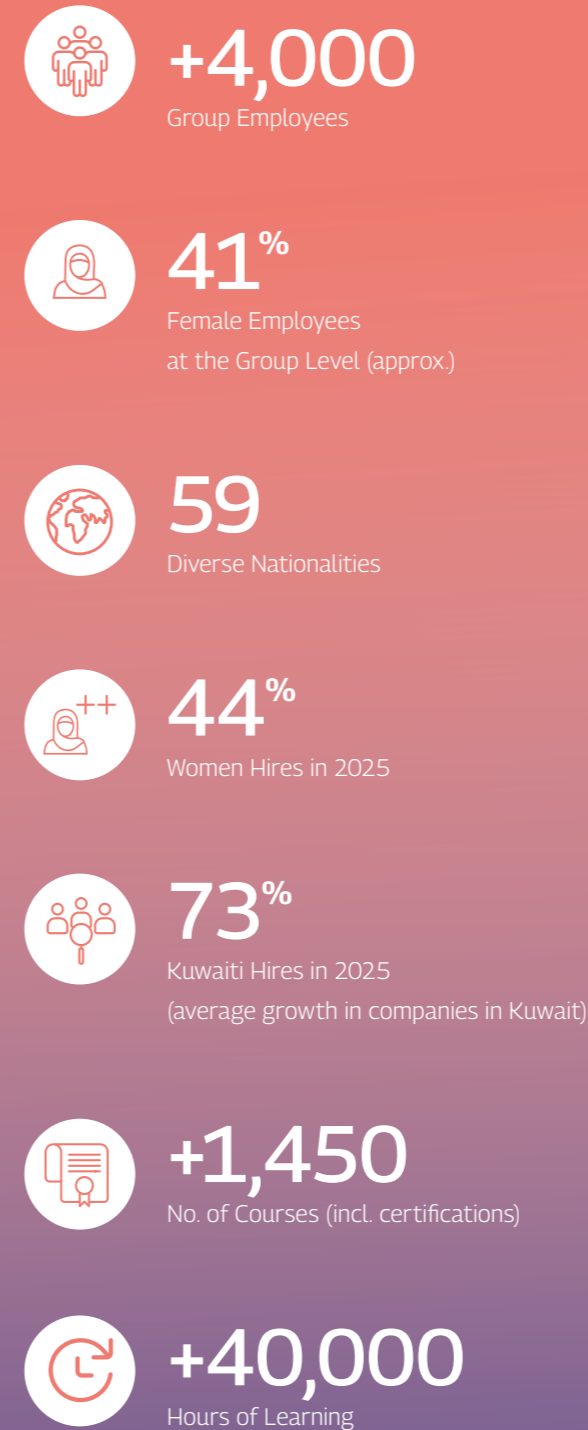
Other Initiatives: Outstanding employees and departments are recognized through programs such as "Extra Milers," "Employee of the Month," and "The Best Department," fostering empowerment within the organization. Employee engagement is further enhanced via surveys, birthday celebrations, social events, and wellness programs. The HR Gazette was launched to facilitate HR-related communication. Additionally, monthly reflection meetings and the annual leadership strategy meeting (Exchange Hub) are conducted to support continuous improvement and strategic alignment.

Forward-Looking Approach

As we look ahead to 2026, GIG remains committed to aligning human resources objectives with its strategic business priorities. We are dedicated to strengthening data-driven decision-making, enhancing leadership development, and advancing employee well-being.

Our strategy places a strong emphasis on integrating technology, promoting sustainability, fostering continuous feedback, and cultivating a culture of adaptability. These efforts are designed to attract top talent and help build a resilient workforce for the future.

Social KPIs



Key Strategic Priorities for 2026

- Promote Diversity and Inclusion:** Nurture a culture of diversity across all Group companies by facilitating the exchange of experience, knowledge, best practices, and resources.
- Revamp Talent Management:** Revitalize our strategy for talent acquisition, training, development, and succession planning to ensure a robust pipeline of skilled professionals.
- Advance HR Analytics:** Digitalize and automate HR processes, leveraging analytics and reporting in order to enhance employee experience.
- Support Employee Wellness:** Implement comprehensive wellness strategies that promote work-life balance, mental and physical health, and flexible work arrangements, including hybrid options.
- Enhance Performance Management:** Establish clear goals, aligning employee objectives with Company targets, introduce continuous feedback mechanisms, and focus on capability building and automation of performance-management processes.
- Boost Employee Engagement:** Increase engagement and satisfaction across the organization, tracking progress through the Net Promoter Score (NPS).
- Re-valuate Total Rewards:** Conduct salary benchmarking, analyze market trends, and develop competitive total-reward strategies to retain talent and introduce long-term incentive programs.
- Integrate ESG Principles:** Embed ESG (Environmental, Social, and Governance) principles into HR initiatives, ensuring alignment with the Company's sustainability and broader business goals.