

Our General Procedures to Maintain Occupational Health and Safety

Hazard Identification, Risk Assessment and Control

Must Do

- » Identify compliance requirements and stipulated minimum standards for established benchmarks and ensure adherence
- » Conduct routine HIRAC inspections and maintain records of findings
- » Adequate control measures to be established to reduce risks including provision of PPEs where required
- » Ensure adequate team capacity, including fire wardens and first aid officers (Responsibility Mapping)
- » Ensure adequate resource availability such as first aid and emergency response tools and equipment
- » Identify training needs of OHS team members and general awareness needs of all stakeholders and plan communications
- » Engage with employees to identify employee needs, OHS concerns and grievances
- » Communicate on OHS related SOPs to all stakeholders
- » OHS related incidents, accidents, near misses etc. need to be recorded and addressed to ensure the wellbeing of all stakeholders

Should Do

- » Segments with elevated risks for OHS due to the nature of the operation should (are expected to) have more rigorous measures to identify potential OHS hazards and should implement higher control measures with well-structured management systems.
- » Group level due diligence procedures should have higher benchmarks in internal inspections for segments with higher OHS risks.



Could Do

- » Segments could plan programmes to lead and promote OHS, fostering increased awareness and sensitisation among external stakeholders.
- » Segments could seek certification for their management systems aligned to standards like ISO 45001, Rainforest Alliance or Travelife (both of which include OHS within their framework), or similar.

Parental Leave 2025/26

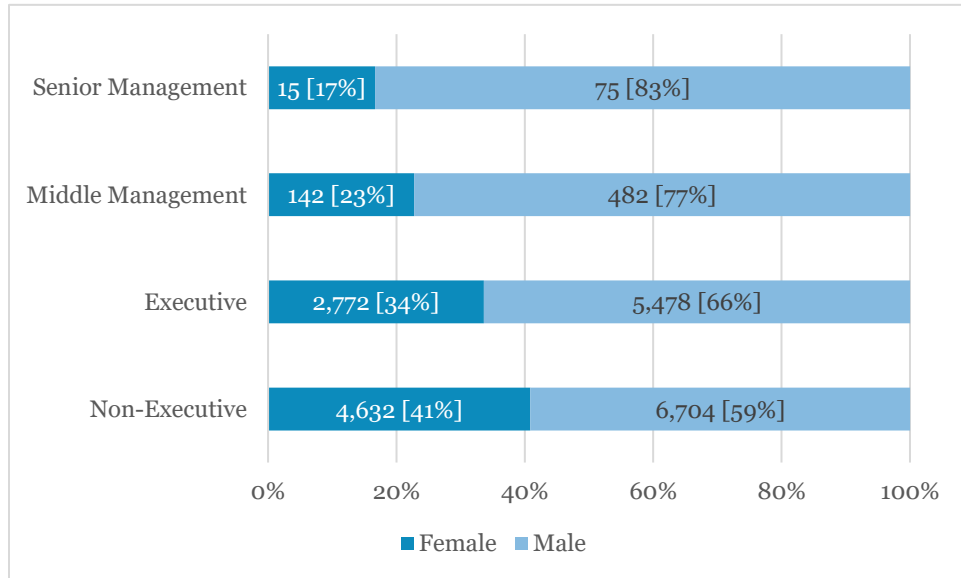
(GRI 401-3)

| | Tourism sector | | Maritime & Freight Logistics sector | | Strategic Investments sector | | Services sector | | Total | | |
|---|----------------|-------|-------------------------------------|-------|------------------------------|-------|-----------------|-------|--------|--------|--------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Group |
| Total number of employees entitled to parental leave | 631 | 3,347 | 394 | 1,572 | 4,395 | 3,359 | 2,141 | 4,461 | 7,561 | 12,739 | 20,300 |
| Total number of employees that took parental leave during the year | 2 | 27 | 5 | 2 | 58 | 11 | 2 | 2 | 67 | 42 | 109 |
| Number of employees that returned to work after parental leave during the period | 2 | 27 | 5 | 2 | 56 | 11 | 2 | 2 | 65 | 42 | 107 |
| Number of employees that returned after parental leave still employed after 12 months of their return | 2 | 26 | 4 | 2 | 47 | 8 | 2 | 2 | 55 | 38 | 93 |
| Return to work rate | 100% | 100% | 100% | 100% | 97% | 100% | 100% | 100% | 97% | 100% | 98% |
| Rate of employees retained after 12 months | 100% | 96% | 80% | 100% | 84% | 73% | 100% | 100% | 85% | 90% | 87% |

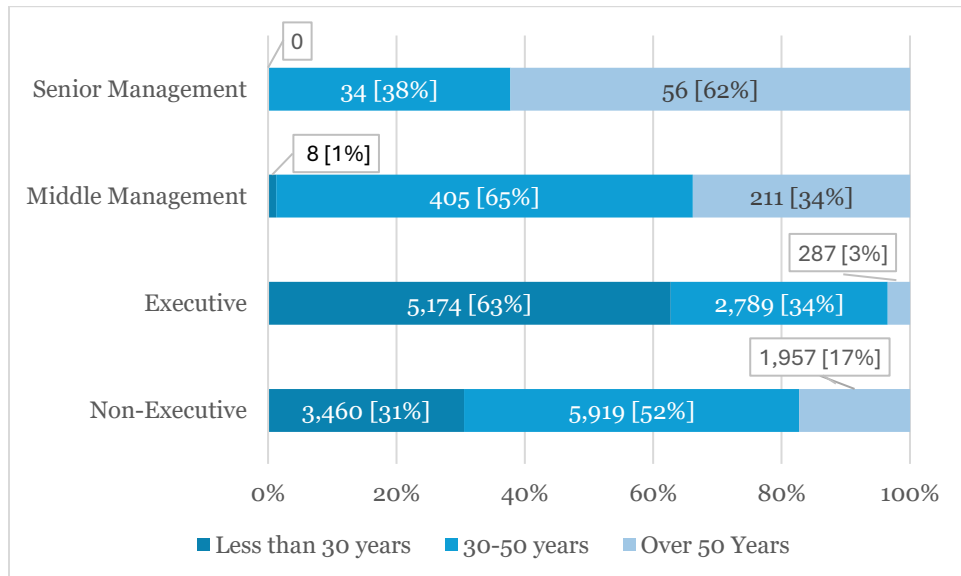
Workforce Diversity 2025/26

(GRI 405-1)

Employee Category by Gender (%)



Employee Category by Age Group (%)



Main Board by Age Group (%)

As at 31st March 2026

