

People



Inclusion and access to equal opportunities



Prioritise the health and well-being of our employees



Foster a culture of continuous learning

Driving growth, leadership and opportunity.



People

The world of work has changed fast, driven by technology, evolving workforce expectations and a focus on well-being. These trends are set to continue, informing our approach.

1

► Our global talent model advances the skills of our people so they can navigate challenging environments

Our goal is to go beyond delivering results; we want our people to shape the futures of our clients and communities by fostering an environment where innovation, growth and collaboration thrive. That requires investing strategically in our workforce capabilities.

Our **global talent model**, with **lifelong learning** at its heart, accelerates professional growth, enhances collaboration and builds a multi-disciplinary workforce to tackle real-world challenges with bold ideas. Providing our people with futurist training, cross-border knowledge-sharing platforms and collaborative opportunities equips them to lead with confidence.

2

► We are investing over S\$100m in our Singapore staff

KPMG in Singapore is investing S\$100m over five years to enhance the capabilities of our workforce and drive technological innovation in the professional services sector. In recent years, we have led the market with salary increments of up to 10% for our professionals who attain key qualifications.

This aligns with our goals and **Singapore's aspirations to build economic resilience and competitiveness** through job creation and upskilling, particularly as regards innovative technologies. Focusing on lifelong learning and prioritising the need for cutting-edge skills makes our people agents of change who drive digital transformation, sustainability and innovation.

3

► We provide a myriad of career opportunities for our people, market-leading outcomes for clients and advance social sustainability

At KPMG in Singapore, we balance immediate priorities with a long-term vision, investing in our people's growth and well-being so they can navigate change and seize new opportunities. This environment delivers **dynamic, fulfilling careers** for staff, generates exceptional outcomes for clients and strengthens the communities of which we are a part.

We also focus on advancing social sustainability and we work with partners to drive inclusive growth. This includes **empowering youth and under-represented groups** to access healthcare, education and employment, creating scalable solutions to address key challenges in communities.