

KEY ELEMENTS OF ESG POLICY

1. Introduction and Purpose

PICG's ESG Policy integrates Environmental, Social and Governance (ESG) practices into its corporate governance mandate through a stakeholder-driven approach.

2. ESG Policy Requirements

The Policy provides a framework covering E, S & G considerations and supports PICG's objective of promoting good governance, shared prosperity and an inclusive, sustainable economy.

3. Commitment to Environment

- a. **Clean Cloud:** Using cloud-based infrastructure to support sustainable and energy-efficient technology practices.
- b. **ESG Reporting:** Incorporating ESG disclosures, including gender, governance, stakeholder, risk, operational and ESG research information in the Directors' Report.
- c. **Resource Management:** Reducing paper use through digital distribution of guides, bulletins and surveys, while monitoring paper procurement and recycling.
- d. **Energy Conservation:** Encouraging employees to conserve energy by switching off lights and air conditioners when not in use.

4. Commitment to People & Society

- a. **Diversity and Inclusion:** Equal opportunities and increased female representation.
- b. **Youth Development:** Management trainee and internship opportunities.
- c. **Leadership & Collaboration:** ESG-focused leadership programs and stakeholder partnerships.
- d. **Employee Development:** Provides learning opportunities to employees.
- e. **Employee Health & Safety:** Takes measures to maintain safety and well-being of employees.

5. Commitment to Governance

- a. **Data Privacy & Security:** Protecting confidential information through secure systems and cybersecurity measures.
- b. **Transparency:** Ensuring timely and accurate disclosure and regular communication with all stakeholders.
- c. **Board Oversight:** Ensuring regular Board and Committee oversight of the Institute's operations.
- d. **Ethics & Integrity:** Promoting honesty, integrity & ethical conduct through its Code of Conduct.
- e. **Compliance:** Maintaining high governance standards and compliance with applicable regulatory requirements.
- f. **Grievance Mechanism:** Providing confidential whistleblowing channels and maintaining zero tolerance for harassment and discrimination.