

KEY ELEMENTS OF COMMUNICATION & DISCLOSURE POLICY

1. Objective

PICG is committed to ensuring timely, accurate, transparent and consistent communication with its stakeholders. The Policy aims to promote accountability, safeguard confidential information and maintain the Company's reputation through effective communication and disclosure practices.

2. Scope

The Policy applies to all directors, management, employees, faculty members and other relevant stakeholders of PICG. It governs both internal and external communications, including digital and social media communications.

3. Responsibility

Overall responsibility for oversight of the Policy rests with the Board of Directors and the Chief Executive Officer (CEO). The Company Secretary shall be responsible for managing regulatory and stakeholder communication, subject to CEO approval, while all employees are responsible for complying with communication protocols and protecting confidential information.

4. Communication & Disclosure Requirements

- All communications must be accurate, timely, professional and consistent with applicable laws, regulations and Company policies.
- Only authorized spokespersons may communicate externally on behalf of PICG.
- Material, confidential and non-public information must be protected and disclosed only through approved channels.
- Unauthorized disclosure or confidentiality breaches may lead to disciplinary/legal action.
- Internal communication shall promote transparency, employee engagement and awareness of Company policies, Code of Conduct and key developments through appropriate channels.

5. Digital & Social Media Use

Employees must not disclose confidential, sensitive or non-public information through social media or digital platforms. Personal social media accounts should not be used to discuss Company matters, and external inquiries should be directed to authorized spokespersons.

6. Monitoring & Disciplinary Measures

Compliance with the Policy shall be monitored regularly. Any unauthorized disclosure, breach of confidentiality or non-compliance may result in corrective or disciplinary action.
