

Environmental, Social, and Governance (ESG) Policy

(Summarized)

People's Insurance PLC (PI) aims to integrate Environmental, Social, and Governance (ESG) principles into its overall business strategy with a long-term focus on value creation for stakeholders and sustainable development. The policy reflects the Company's ESG approach, governance, implementation mechanisms, and focus areas.

1. Policy Objectives

Provide explicit direction of People's Insurance's stance and commitment towards ESG performance.

Integrate ESG considerations into operational and strategic decisions.

Create a smooth ESG monitoring and reporting system.

Achieve improved shareholder performance through environmentally and socially sustainable operations.

Promoting diversity and inclusiveness towards a healthy work environment to enable empowerment of employees.

Providing value in alignment with continuous improvement and developing sustainable solutions.

2. Scope

This policy applies to all ESG-related initiatives, projects, and operational practices conducted by People's Insurance PLC.

3. Governance and Implementation

ESG implementation is led by the Sustainability Management Committee (SMC), reporting to the Board of Directors.

The ESG - Executive is responsible for coordinating ESG-related functions, including performance reporting and engagement with stakeholders.

ESG performance is monitored and evaluated in real time, with quarterly evaluations and an annual policy review.

4. Strategic ESG Focus Areas

Environmental Impact

Reduce carbon footprint through optimal use of energy and resources.

Practice responsible consumption and waste management.

Promote green procurement and minimize environmental risks across the value chain.

Measure emissions annually and aim for a long-term net-zero emission plan.

Social Impact

Provide diversity, equal opportunity, and gender balance.

Promote fair hiring, internal promotions, and employee engagement.

Support community development through CSR initiatives, education, and financial inclusion.

Uphold customer rights and ensure fair dealing practices.

Governance Integrity

Ensure 100% adherence to applicable laws and internal controls.

Promote ethical behavior, data privacy, anti-harassment policy, and protection of whistle-blowers.

Maintain transparency through regular audits, compliance reporting, and responsible management systems.

The ESG Action Plan is reviewed annually as part of the budgeting process. The ESG Policy will be annually reviewed and may be modified by the Sustainability Management Committee with Board approval.