

# Sustainability Promotion Policy and Organization

## Commitment to sustainability

We consider the IDEC Group Code of Conduct, the CSR Charter, and the Ten Principles of the United Nations Global Compact to be important compasses for guiding our actions in line with our company philosophy, "The IDEC Way." We are committed to helping achieve the Sustainable Development Goals (SDGs) by tackling societal issues through our business activities. Our efforts toward sustainability are being spearheaded by the Sustainability Committee launched as CSR Committee in 2018 and renamed in 2024.

Going forward, we will continue taking action under the Basic Sustainability Policy to resolve global issues through our business activities, with the ultimate aim of realizing a sustainable society. Our efforts include 1) advancing the safety, health, and well-being of all people through our participation in and support for the Vision Zero campaign led by the International Social Security Association (ISSA) under the International Labour Organization (ILO); 2) remaining attentive to climate change and other global environmental issues; and 3) preparing to respond to future risks and opportunities.

## Sustainability promotion system

The Sustainability Committee, chaired by the CEO, was established to develop our Group's sustainability action policy. Five specialized committees were established under it to focus on specific policy areas: Environment, Social, Governance, plus two for areas of our strengths, Safety and Quality; together referred to as "ESG+Sa+Q," and these specialized committees are each chaired by an executive officer and consist of knowledgeable, experienced members who develop measures pertaining to their respective themes. The Sustainability Committee meets twice a year, and important matters discussed are reported to and supervised


by the Top Management Meeting and the Board of Directors as may be necessary.

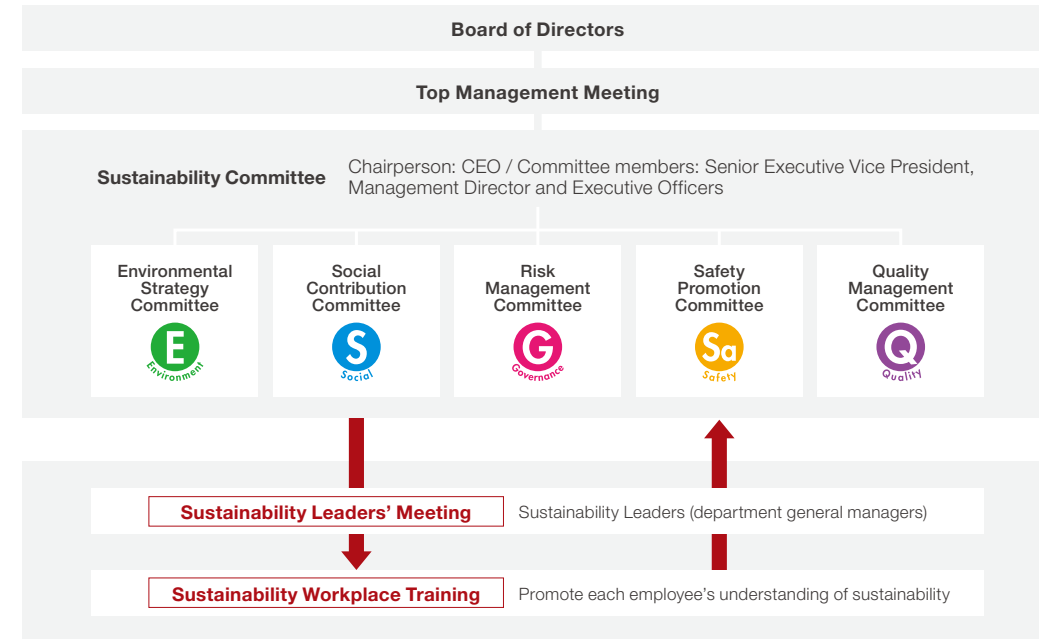
Sustainability Leaders share the content of Sustainability Committee discussions with each employee at Workplace Training sessions, with the aim of putting activities into practice and creating an open workplace where opinions can be exchanged. Employees submitted 475 opinions and proposals, which were shared by the specialized committees in FY2024. This feedback is incorporated in our Group's sustainability activities.

## Basic Sustainability Policy

Our business activities are founded upon the "Vision: Pioneer the new norm for a safer and sustainable world" and "Mission: To create the optimum environment for humans and machines" stated in our company philosophy, "The IDEC Way."

Our Principles of "The IDEC Way" and the IDEC Group Code of Conduct clearly state the actions to be taken to realize our Vision and Mission. We will carry out those actions in order to help realize a sustainable society and increase our corporate value.

 Information on sustainability is posted at:  
<https://us.idec.com/idec-us/en/USD/sustainability>



Sustainability Committee