

Contents

Contents	P2
Editorial Notes	P3
1. Introduction	P4
1.1 ID&E Group Management Philosophy and Mission	P4
1.2 ID&E Group's Business Segments	P5
1.3 ID&E Group's Journey from Sustainability Perspectives	P8
2. Top Message	P9
3. Sustainability at the ID&E Group	P11
3.1 Sustainability Policy and Basic Approach	P13
3.2 Materiality	P13
3.3 Sustainability Management Policy	P18
3.4 Structure to Promote Sustainability Management	P26
3.5 Stakeholder Engagement	P29
3.6 Participation in External Initiatives	P32
4. Special Feature: Realising Disaster-Resilient and Sustainable Societies	P34
5. Environmental	P42
5.1 Policy and Approach	P43
5.2 Governance and Structure	P43
5.3 ID&E Group Business and Environmental Relationships	P43
5.4 Risks, Impacts, and Opportunities	P44
5.5 Metrics and Targets	P44
5.6 Environmental Management and Quality Control	P45
5.7 Climate Change Response / Realising a Decarbonised Society	P49
5.8 Natural Capital and Biodiversity Conservation	P58
5.9 Building a Circular Society	P62
5.10 Water Resource Conservation	P65
5.11 Chemical Substance Management	P67
6. Social	P69
6.1 Human Rights	P70
6.2 Human Capital Management	P75
6.3 Value Chain Sustainability	P90
6.4 Social Contribution	P92
7. Governance	P95
7.1 Corporate Governance	P96
7.2 Compliance	P97
7.3 Risk Management	P100
8. Sustainability-Related Innovation	P102
8.1 Policy and Approach	P103
8.2 Linking Sustainability Strategy and Innovation	P103
8.3 Innovation Sources and Promotion Structure	P104
8.4 Innovation Examples: Innovation in Practice	P106
9. Others	P109
9.1 External Evaluations	P110
9.2 ESG Data	P111

Editorial Notes

As the first edition for 2025, this report outlines the ID&E Group's sustainability philosophy, goals, and initiatives, aiming to foster stakeholder engagement and strengthen our sustainability practices.

Scope of Coverage

This report covers the sustainability-related activities of ID&E Holdings Co., Ltd. and its Group companies. For details on the organisational structure and main Group companies, please refer to [p.7](#).

Target Period

In principle, this report covers FY 2025/ 06, the fiscal year ending June 2025 (from 1 July 2024 to 30 June 2025), with some information outside this period also included.

Reference: Fiscal Year Notation

Period referred to in report	Abbreviation
1 July 2023 to 30 June 2024	FY 2024/ 06
1 July 2024 to 30 June 2025	FY 2025/ 06
1 July 2025 to 30 March 2026	FY 2025

Terminology Used in This Report

Organisational Scope and Designation

Entity	Designation in this report	Abbreviation
Tokio Marine Holdings, Inc. (parent company only)	Tokio Marine Holdings	Tokio Marine
Tokio Marine Holdings Group (including subsidiaries such as ID&E Holding Group)	Tokio Marine Holdings Group	Tokio Marine Group
Integrated Design & Engineering Holdings Co., Ltd. (a wholly owned subsidiary of Tokio Marine Holdings, Inc.)	ID&E Holdings	ID&E
ID&E Holdings Group (including ID&E Holdings Co., Ltd. and its subsidiaries)	ID&E Holdings Group	ID&E Group or the Group

Other Main Group Companies and Abbreviations

Company Name	Abbreviation
Nippon Koei Co., Ltd.	Nippon Koei
Nippon Koei Urban Space Co., Ltd.	Nippon Koei Urban Space
BDP Holdings Limited.	BDP
Nippon Koei Energy Solutions Co., Ltd.	Nippon Koei Energy Solutions
Nippon Koei Business Partners Co., Ltd.	Nippon Koei Business Partners

Note:

- Other main group companies are referred to by their official names or abbreviations, as appropriate, in the main text.

Guidelines Referenced

- GRI (Global Reporting Initiative) Sustainability Reporting Standards (referenced, not applied)
- TCFD (Task Force on Climate-related Financial Disclosures) Recommendations
- TNFD (Taskforce on Nature-related Financial Disclosures) Recommendations
- ISSB (International Sustainability Standards Board) Standards
- SASB (Sustainability Accounting Standards Board) Standards
- SSBJ (Sustainability Standards Board of Japan) Standards
- ISO 26000
- Ministry of the Environment's Environmental Reporting Guidelines 2018
- Ministry of Economy, Trade and Industry's Value Creation Guidance
- Cabinet Secretariat's Guidelines for Visualising Human Capital

Disclaimer

This report contains both past and present facts about the ID&E Group, as well as forward-looking statements based on plans, forecasts, and management strategies as of the publication date. Please note that various factors, such as changes in the business environment, may result in future business outcomes and events differing from these forecasts.

Publication Date

English ver: February 2026 (Japanese ver: November 2025)