

ID&E Holdings

Action Guidelines for Stakeholder Engagement

The ID&E Holdings Group (the ID&E Group) will address the following matters in line with our Sustainability Commitments and our Sustainability Foundational Policy.

1. Emphasis on Dialogue and Collaboration with Stakeholders

We work to understand expectations and demands regarding our Group and strive to identify and resolve social challenges that should be addressed through appropriate collaboration with stakeholders. Recognizing that partnerships are key to creating positive value in corporate activities, we maintain a firm commitment to proactive engagement and the ongoing promotion of mutual understanding.

2. Stakeholder Identification

Our Group identifies the following parties as stakeholders based on their degree of influence on the organisation's decision-making, and degree of dependence on the organisation's business activities, products, and services. Beyond these core stakeholders, the ID&E Group identifies additional parties based on their legal, commercial, and ethical responsibilities, as well as those who can unlock new opportunities through varying degrees of influence and dependence on our operations.

- Customers
- Shareholders/Investors
- Business Partners (*1)
- Employees and their Families
- Government/Local Authorities/Industry Associations
- Local Communities
- Academic Institutions/Research Institutions
- Beneficiaries (*2)

(*1) Companies and individuals who are engaged in or collaborating with our related Group businesses.

(*2) People other than the listed parties who directly or indirectly benefit from corporate activities and results.

3. Initiatives for Stakeholder-Desired Engagement

We will continue to build relationships and communicate with stakeholders based on the categorisation of the stakeholder (as listed above), as well as their expectations and demands towards the ID&E Group. We will also deepen the collaboration with each stakeholder by understanding the type of engagement they desire and by utilising an agile mode of communication.

4. Information Disclosure on Relations with Stakeholders

We will regularly disclose information on the relationships with our stakeholders, while monitoring the status of communications and making continuous improvements and revisions to the relationship, in order to achieve mutually beneficial stakeholder engagement for the Group.

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