

ID&E Holdings Diversity, Equity, and Inclusion Policy

The ID&E Holdings Group recognises the importance of diversity as we strive to remain one step ahead of the times and to grow into a company that can respond to any change with both flexibility and resilience. We champion Diversity (respect for diversity), Equity (providing fair and equitable opportunities for diverse human resources), and Inclusion (fostering a culture that embraces diversity) and take the following stances in our policy.

1. Respect for Diversity

The ID&E Group aims to be a world-class consulting and engineering organisation, leveraging a diversity of gender, age, race, nationality, disabilities, sexual orientation, belief systems, and values, as well as career and work styles, as the engine to drive new ideas and value creation from diverse perspectives.

2. Acceptance of Diversity

We strive to create an inclusive organisational structure and culture that embraces diversity so that each individual can thrive within the organisation, fosters deep mutual understanding, and encourages working together in a lively and productive manner.

3. Providing Fair and Equitable Opportunities

In implementing this policy, we ensure that all employees are provided with fair and equitable opportunities. We also provide reasonable accommodation for those who need it and establish appropriate support systems that enable individuals to fully demonstrate their abilities while preserving their unique identities.

Established: 15 May 2024

Revised: 19 March 2026