

**ID&E Holdings Action Guidelines for Diversity, Equity, and Inclusion**

The ID&E Holdings Group advances the following initiatives in accordance with our Diversity, Equity, and Inclusion Policy (hereafter referred to as the “Policy”).

**1. Acquisition of Diverse Talent**

We recognise that diversity is a key driver for sustainable growth and development of the ID&E Group and will actively conduct recruitment and promotion activities that develop workforce demographics that reflect our global stakeholder communities.

**2. Development of an Inclusive Workplace Culture**

We deliver education and training on diversity to become an organisation that recognises the full spectrum of identities and experiences outlined in our policy.

**3. Provision of Fair and Equitable Opportunities**

We strive to provide education and training opportunities that respect individuality, offer diverse career plans, encourage flexible work styles, and develop fair and equitable promotion and pay raise systems so that every employee can fully lean into their potential.

**4. Design of Systematic DE&I Accountability Systems**

We develop action plans ,along with monitoring and evaluation frameworks, and transparent reporting on the progress of key initiatives.

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