

ID&E Holdings Internal Environmental Improvement and Occupational Health and Safety Policy

The ID&E Holdings Group recognises that cultivating a safe and healthy working environment is a fundamental driver of sustainable corporate value creation. We have established this Internal Environmental Improvement and Occupational Health and Safety Policy to advance the following commitments.

1. Improvement of the Wellbeing of all Group Employees

Under [the ID&E Group Health Declaration](#), we advocate for the physical, mental, and social wellbeing of ID&E Group employees and their families through psychologically safe workplace cultures, and comprehensive wellbeing support.

2. Consideration for Stakeholders in the Value Chain

We maintain rigorous compliance with all applicable laws, regulations, and internal rules whilst extending health and safety considerations throughout the stakeholders in the ID&E Group's value chain.

3. Work Style Reforms and Productivity Improvements

We aim to foster management approaches that result in high job satisfaction by constantly improving work style and productivity improvements to achieve a healthy, safe, and inspiring work environment.

4. ID&E Group's Global Wellbeing Management Initiatives

We contribute to building a sustainable society by advancing the ID&E Group's wellbeing management initiatives worldwide. By maintaining and promoting employees and family wellbeing and cultivating a vibrant workplace environment that respects diversity along with highly productive work styles, we aim to achieve a healthy work-life balance for our employees and enhance their well-being through our business activities.

Established: 15 May 2024

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19 March 2026