

ID&E Holdings Action Guidelines for Internal Environmental Improvement and Occupational Health and Safety

The ID&E Holdings Group advances the following initiatives in accordance with the Internal Environmental Improvement and Occupational Health and Safety Policy.

1. Creation of Systems of Support for Physical and Mental Health of Employees and their Families

We implement proactive wellbeing management that supports the physical and mental health of our employees and their families. Our approach prioritises prevention of diseases and serious illness with annual health checkups and creates a system to detect physical and mental health risks and address them appropriately. We continuously enhance wellbeing management to improve its quality through follow-up protocols and data analysis.

2. Consideration for the Health and Safety of Stakeholders in the Value Chain

While maintaining compliance with occupational health and safety regulations and standards, we extend this consideration throughout our corporate value chain. We establish a robust occupational health and safety management system aiming to prevent occupational accidents, injuries, and illnesses, and eliminate work-related accidents.

3. Enhancement of Work-Life Balance and Work-Life Synergy

We champion agile work style reforms tailored to a spectrum of ways of working to enable a sense of fulfillment and satisfaction. We aim to eliminate overwork and we pursue greater efficiency in work processes and appropriate task allocation, thereby enhancing the quality of labour. We also foster work-life balance that mutually reinforces professional success and personal wellbeing, leading to satisfaction in both.

4. Improvement of Workplace Environment

We proactively make improvements with an emphasis on improving the quality of work, and tailor the workplaces to the nature of the work. We enhance operational efficiency through accelerated in-house DX.

5. Integration of Wellbeing into Work Culture

We cultivate health awareness through online health seminars, hygiene education, and physical and mental health care training. We proactively lean into our PDCA system and monitoring the implementation of safety measures, with periodic assessment and improvement in the workplace.

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