

Sustainability Promotion Policy and Organization

Commitment to sustainability

We consider the IDEC Group Code of Conduct, the CSR Charter, and the Ten Principles of the United Nations Global Compact to be important compasses for guiding our actions in line with our company philosophy, "The IDEC Way." We are committed to helping achieve the Sustainable Development Goals (SDGs) by tackling societal challenges through our business activities. Our efforts toward sustainability are being spearheaded by the CSR Committee we launched in 2018.

Going forward, we will continue taking action under the Basic Sustainability Policy to resolve global challenges through our business activities, with the ultimate aim of realizing a sustainable society. Our efforts include 1) advancing the safety, health, and well-being of all people through our participation in and support for the Vision Zero campaign led by the International Social Security Association (ISSA) under the International Labour Organization (ILO); 2) remaining attentive to climate change and other global environmental issues through our support for the Task Force on Climate-related Financial Disclosures (TCFD); and 3) preparing to respond to future risks and opportunities.

Sustainability Promotion System

The CSR Committee, chaired by the CEO, was established to develop our Group's CSR action policy. Five specialist committees were established under it to focus on specific policy areas: Environment, Social, Governance, plus two for areas of our strengths, Safety and Quality. Together referred to as "ESG+Sa+Q," these specialist committees are each chaired by an executive officer and consist of knowledgeable, experienced members who develop measures pertaining to their respective themes. The CSR Committee meets twice a year, and important matters discussed are reported to and supervised by the Top Management Meeting and the Board of Directors as may be necessary.

CSR Leaders share the content of CSR Committee discussions with each employee at CSR Workplace Training sessions, with the aim of putting CSR activities into practice and creating an open workplace where opinions can be exchanged. In FY2023 employees submitted 354 opinions and proposals, which were shared by the specialist committees. This feedback is incorporated in our Group's CSR activities.

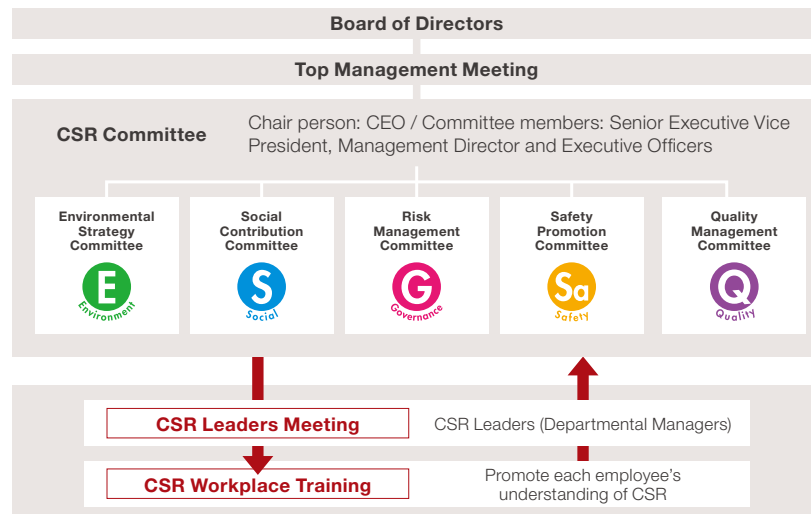
Basic Sustainability Policy

Our business activities are founded upon the "Vision: Pioneer the new norm for a safer and sustainable world" and "Mission: To create the optimum environment for humans and machines" stated in our company philosophy, "The IDEC Way."

Our Principles of "The IDEC Way" and the IDEC Group Code of Conduct clearly state the actions to be taken to realize our Vision and Mission. We will carry out those actions in order to help realize a sustainable society and increase our corporate value.

Redesigned sustainability website

Information on sustainability is posted at:
<https://us.idec.com/idec-us/en/USD/sustainability>



Award-winning photographs in the Environmental Photo Contest held on the theme of "Biodiversity" as one of the events during CSR Month 2022