



# Commitment to Sustainability

Based on our company philosophy “The IDEC Way”, the IDEC Group Code of Conduct, CSR Charter, and the Ten Principles of the United Nations Global Compact have been identified as our important guidelines and we are committed to achieving the Sustainable Development Goals (SDGs) in pursuit of proposing solutions to societal challenges through our business activities. The CSR Committee, which was launched in 2018, has played a key role in promoting sustainable activities.

Under the Basic Sustainability Policy, we have made efforts to resolve global challenges through our business activities with the ultimate aim of realizing a sustainable society. Our efforts include 1) an approach to pursue safety, health, and well-being of all people inside and outside the IDEC Group through endorsement and registration of the Vision Zero campaign promoted by the International Social Security Association (ISSA) under the International Labour Organization (ILO) umbrella; 2) consideration on climate change and other global environmental issues through support for the Task Force on Climate-related Financial Disclosures (TCFD); and 3) preparation of responses to risks and opportunities in the future.

## Basic Sustainability Policy

We are engaged in business activities based on the “Vision: Pioneer the new norm for a safer and sustainable world” and “Mission: To create the optimum environment for humans and machines” as 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 actually take the actions in order to help realize a sustainable society and increase our corporate value.

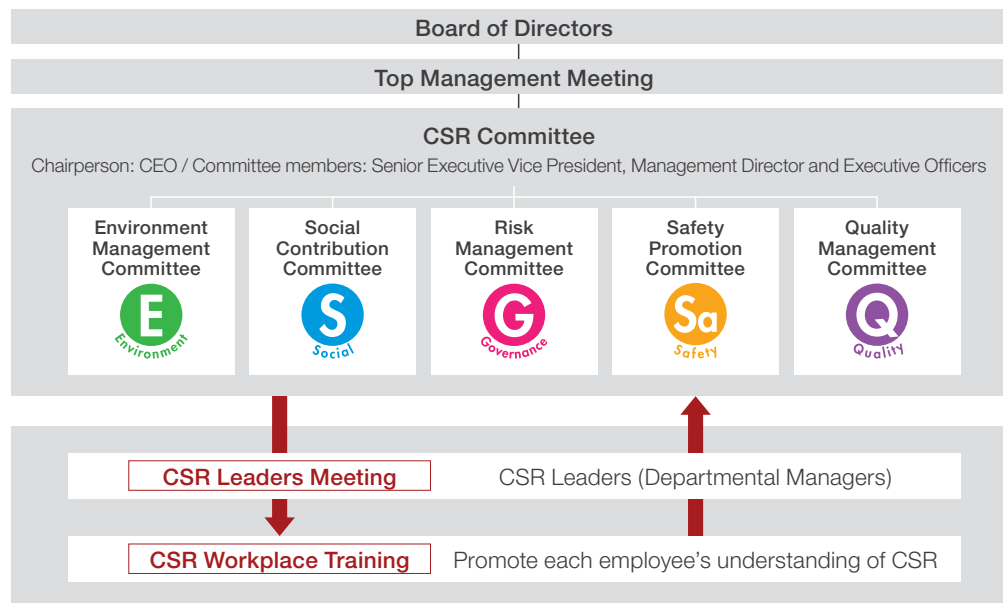
This is an entry photo for IDEC’s in-house environmental photo contest conducted in 2021 under the concept of “Nature to be preserved for future generations.”

## Sustainability Promotion System

The CSR Committee, chaired by the CEO, has been established as a body to develop the CSR action policy of the IDEC Group. Under the CSR Committee, “ESG+Sa+Q” five specialized committees—Environment, Social, Governance, plus two for areas of our strengths, Safety and Quality—were established, each in charge of promoting a particular area of CSR activities.

Each specialized committee, chaired by an executive officer, consists of individuals with expertise and experience, and tackles measures according 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 contents of CSR Committee discussions with each employee at CSR Workplace Training sessions, aiming to “put CSR activities into practice” and “create an open workplace” where opinions can be exchanged. In FY2022 employees submitted about 2,000 opinions and proposals, which were shared by each specialized committee. These are incorporated in the CSR activities of the IDEC Group.



### Information disclosure on the website

IDEC's CSR information is available on the corporate website.  
[https://us.idec.com/idec-us/en/USD/corporate\\_social\\_responsibility](https://us.idec.com/idec-us/en/USD/corporate_social_responsibility)

