

## IDEC Corporation Has Released Integrated Report 2025

IDEC Corporation has released its Integrated Report, "IDEC Report 2025". This report highlights our initiatives to drive sustainable growth and to achieve increased corporate value, based on new medium-term management plan announced in May covering three years.

Furthermore, by systematically organizing non-financial information such as ESG data, this report was created to provide various stakeholders for comprehensive understandings of our initiatives to achieve increased corporate value and sustainable society.

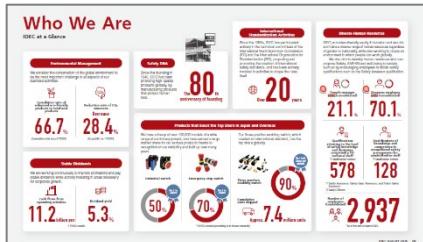
The IDEC Group aims to achieve sustainable society by creating new value required in a new era to achieve our PURPOSE (reason for existence) "Create the optimal environment for humans and machines, and achieve safety, ANSHIN, and well-being for people around the world."

Going forward, we will continue to strive for further enhanced information disclosure and for improvement of sustainable corporate value through communication with our stakeholders.

\*ANSHIN denotes a sense of trust and assurance without any fear or stress.

The "IDEC Report 2025" is available at the following link.

<https://jp.idec.com/media/integrated-report-2025-EN.pdf>



Who We Are



CEO Message



The Medium-Term Management Plan



Business Strategy



Environment



Directors Interview

We would greatly appreciate your feedback or impressions to improve future editions of our reports.

<https://forms.office.com/r/H4sZa7MbCR>

## ■ Summary of “IDEC Report 2025”

<b>Title</b>	IDEC Report 2025 (Integrated Report)
<b>Issue Date</b>	August 27, 2025
<b>Contents</b>	<p><b>01. Introduction</b></p> <ul style="list-style-type: none"> <li>● Prologue</li> <li>● Who We Are <ul style="list-style-type: none"> <li>✓ IDEC's Business</li> <li>✓ IDEC at a Glance</li> </ul> </li> <li>● History</li> </ul> <p><b>02. Value Creation Story</b></p> <ul style="list-style-type: none"> <li>● CEO Message</li> <li>● Value Creation Process</li> <li>● The Six Types of Capital</li> <li>● Materiality</li> <li>● Stakeholder Engagement</li> <li>● Sustainability Management</li> </ul> <p><b>03. Initiatives for Realization of Vision</b></p> <ul style="list-style-type: none"> <li>● The Medium-Term Management Plan <ul style="list-style-type: none"> <li>✓ Structural Reforms</li> <li>✓ Business and Regional Strategy</li> <li>✓ Capital Policy</li> <li>✓ Material Issues and Sustainability KPIs</li> </ul> </li> </ul> <p><b>04. Business Strategy</b></p> <ul style="list-style-type: none"> <li>● Business Strategy</li> <li>● Interview</li> </ul> <p><b>05. Foundation for Value Creation</b></p> <p>(Environment)</p> <ul style="list-style-type: none"> <li>● Environment</li> </ul> <p>(Social)</p> <ul style="list-style-type: none"> <li>● Human Capital</li> <li>● Safety, Health, Well-being</li> <li>● Human Rights</li> <li>● Intellectual Capital</li> <li>● Supply Chain Management</li> </ul> <p>(Governance)</p> <ul style="list-style-type: none"> <li>● Governance</li> <li>● Directors Interview</li> <li>● Directors</li> <li>● Compliance</li> <li>● Risk Management</li> </ul> <p><b>06. Data and Company Overview</b></p> <ul style="list-style-type: none"> <li>● Non-Financial Data</li> <li>● 11-Year Key Financial Data</li> <li>● Company Overview</li> </ul>