

The statement of use	IDEC Corporation Group has reported in accordance with the GRI Standards for the period of April 1st 2024 to March 31st 2025
The title of GRI 1 used	GRI1 : Foundation2021

	Requirements	Disclosure	Reference URL
GRI 2 : General Disclosure 2021			
1. The organization and its reporting practices			
2-1	Organizational detail	HP: Company Information	https://us.idec.com/about-IDEC/company-profile/en
2-2	Entities included in the organization's sustainability reporting	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
2-3	Reporting period, frequency and contact point	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
2-4	Restatements of information	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
2-5	External assurance		
2. Activities and workers			
2-6	Activities, value chain and other business relationships	HP: Business Introduction	https://us.idec.com/About-IDEC/Company-Information/Business-Introduction
2-7	Employees	IDEC Report (Integrated Report) ESG Data	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/data
2-8	Workers who are not employees	ESG Data	https://us.idec.com/sustainability/data
3. Governance			
2-9	Governance structure and composition	HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-10	Nomination and selection of the highest governance body	IDEC Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-11	Chair of the highest governance body	IDEC Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-12	Role of the highest governance body in overseeing the management of impacts	IDEC Report (Integrated Report) HP: Sustainability of IDEC Group HP: Sustainability, Environment	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/environment
2-13	Delegation of responsibility for managing impacts	IDEC Report (Integrated Report) HP: Sustainability of IDEC Group HP: Sustainability, Environment	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/environment
2-14	Role of the highest governance body in sustainability reporting	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
2-15	Conflicts of interest	HP: Sustainability of IDEC Group HP: Corporate Governance	https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/about-IDEC/ir/investors/governance
2-16	Communication of critical concerns	HP: Sustainability, Governance HP: Corporate Governance	https://us.idec.com/sustainability/governance https://us.idec.com/about-IDEC/ir/investors/governance
2-17	Collective knowledge of the highest governance body	HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/sustainability/governance https://us.idec.com/about-IDEC/ir/investors/governance
		IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf

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2-18	Evaluation of the performance of the highest governance body		HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-19	Remuneration policies		IDECK Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-20	Process to determine remuneration		IDECK Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-21	Annual total compensation ratio		IDECK Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy		HP: CEO Message HP: Sustainability, Top Message	https://us.idec.com/about_IDEC/ceo_message https://us.idec.com/sustainability/commitment
2-23	Policy commitments		IDECK Report (Integrated Report) HP: Sustainability of IDEC Group HP: Sustainability, Environment HP: Sustainability, Social HP: Sustainability, Governance HP: Sustainability, Safety HP: Sustainability, Quality HP: Stakeholder Engagement HP: Sustainability, Supply Chain Management	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/environment https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/sustainability/safety https://us.idec.com/sustainability/quality https://us.idec.com/stakeholder https://us.idec.com/sustainability/partner
2-24	Embedding policy commitments		IDECK Report (Integrated Report) HP: Sustainability of IDEC Group HP: Sustainability, Environment HP: Sustainability, Social HP: Sustainability, Governance HP: Sustainability, Safety HP: Sustainability, Quality HP: Stakeholder Engagement HP: Sustainability, Supply Chain Management ESG Data	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/environment https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/sustainability/safety https://us.idec.com/sustainability/quality https://us.idec.com/stakeholder https://us.idec.com/sustainability/partner https://us.idec.com/sustainability/data
2-25	Processes to remediate negative impacts		IDECK Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-26	Mechanisms for seeking advice and raising concerns		IDECK Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
			IDECK Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf

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2-27	Compliance with laws and regulations	HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance
2-28	Membership associations	IDECK Report (Integrated Report) HP: Sustainability of IDEC Group IDECK Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/media/integrated-report-2025-EN.pdf
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	HP: Stakeholder Engagement IDECK Report (Integrated Report)	https://us.idec.com/stakeholder https://us.idec.com/media/integrated-report-2025-EN.pdf
2-30	Collective bargaining agreements	HP: Sustainability, Social IDECK Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 3 : Material Topics 2021	Requirements	Disclosure	Reference URL
2. Disclosures on material topics			
3-1	Process to determine material topics	HP: Sustainability of IDEC Group IDECK Report (Integrated Report)	https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/media/integrated-report-2025-EN.pdf
3-2	List of material topics	HP: Sustainability of IDEC Group ESG Data	https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/data
3-3	Management of material topics	IDECK Report (Integrated Report) HP: Sustainability of IDEC Group ESG Data	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/IDEC-Group https://us.idec.com/sustainability/data
		IDECK Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
Economic	Requirements	Disclosure	Reference URL
GRI 201 : Economic Performance 2016			
201-1	Direct economic value generated and distributed	IDECK Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
201-2	Financial implications and other risks and opportunities due to climate change	HP: Sustainability, Environment IDECK Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
201-3	Defined benefit plan obligations and other retirement plans		
201-4	Financial assistance received from government		
GRI 202 : Market Presence 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
202-2	Proportion of senior management hired from the local community		
GRI 203 : Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported		
203-2	Significant indirect economic impacts		
GRI 204 : Procurement Practices 2016			
204-1	Proportion of spending on local suppliers		
GRI 205 : Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	HP: Corporate Governance HP: Sustainability, Social HP: Sustainability, Governance IDECK Report (Integrated Report)	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/media/integrated-report-2025-EN.pdf
205-2	Communication and training about anti-corruption policies and procedures	HP: Corporate Governance	https://us.idec.com/about-IDEC/ir/investors/governance

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205-3	Confirmed incidents of corruption and actions taken	HP: Sustainability, Social HP: Sustainability, Governance IDEC Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Social HP: Sustainability, Governance IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/media/integrated-report-2025-EN.pdf	
GRI 206 : Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	HP: Corporate Governance HP: Sustainability, Social HP: Sustainability, Governance IDEC Report (Integrated Report)	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/social https://us.idec.com/sustainability/governance https://us.idec.com/media/integrated-report-2025-EN.pdf	
GRI 207 : Tax 2019	207-1 Approach to tax	HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance	
	207-2 Tax governance, control, and risk management	IDEC Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance	
	207-3 Stakeholder engagement and management of concerns related to tax	IDEC Report (Integrated Report) HP: Corporate Governance HP: Sustainability, Governance	https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/about-IDEC/ir/investors/governance https://us.idec.com/sustainability/governance	
	207-4 Country-by-country reporting	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf	
Environment	開示事項	Requirements	Disclosure	Reference URL
GRI 301 : Materials 2016	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	HP: Sustainability, Environment ESG Data HP: Sustainability, Environment	https://us.idec.com/sustainability/environment https://us.idec.com/sustainability/data https://us.idec.com/sustainability/environment	
GRI 302 : Energy 2016	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	ESG Data ESG Data ESG Data ESG Data ESG Data	https://us.idec.com/sustainability/data https://us.idec.com/sustainability/data https://us.idec.com/sustainability/data https://us.idec.com/sustainability/data https://us.idec.com/sustainability/data	
GRI 303 : Water and Effluents 2018	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	HP: Sustainability, Environment ESG Data	https://us.idec.com/sustainability/environment https://us.idec.com/sustainability/data	
GRI 304 : Biodiversity 2016				

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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
304-2	Significant impacts of activities, products and services on biodiversity	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
304-3	Habitats protected or restored	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 305 : Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	ESG Data	https://us.idec.com/sustainability/data
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data	https://us.idec.com/sustainability/data
305-3	Other indirect (Scope 3) GHG emissions	ESG Data	https://us.idec.com/sustainability/data
305-4	GHG emissions intensity	ESG Data	https://us.idec.com/sustainability/data
305-5	Reduction of GHG emissions	ESG Data	https://us.idec.com/sustainability/data
305-6	Emissions of ozone-depleting substances (ODS)	ESG Data	https://us.idec.com/sustainability/data
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data	https://us.idec.com/sustainability/data
GRI 306 : Waste 2020			
306-1	Waste generation and significant waste-related impacts	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
306-2	Management of significant waste-related impacts	HP: Sustainability, Environment IDEC Report (Integrated Report)	https://us.idec.com/sustainability/environment https://us.idec.com/media/integrated-report-2025-EN.pdf
306-3	Waste generated	ESG Data	https://us.idec.com/sustainability/data
306-4	Waste diverted from disposal	ESG Data	https://us.idec.com/sustainability/data
306-5	Waste directed to disposal	ESG Data	https://us.idec.com/sustainability/data
GRI 308 : Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	HP: Sustainability, Supply Chain Management	https://us.idec.com/sustainability/partner
308-2	Negative environmental impacts in the supply chain and actions taken	HP: Sustainability, Supply Chain Management IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
Social	Requirements	Disclosure	Reference URL
GRI 401 : Employment 2016			
401-1	New employee hires and employee turnover	ESG Data	https://us.idec.com/sustainability/data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
401-3	Parental leave	HP: Sustainability, Social ESG Data	https://us.idec.com/sustainability/social https://us.idec.com/sustainability/data
GRI 402 : Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes		
GRI 403 : Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	HP: Sustainability, Safety ESG Data IDEC Report (Integrated Report)	https://us.idec.com/sustainability/safety https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf
403-2	Hazard identification, risk assessment, and incident investigation	HP: Sustainability, Safety ESG Data IDEC Report (Integrated Report)	https://us.idec.com/sustainability/safety https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf
403-3	Occupational health services	HP: Sustainability, Safety	https://us.idec.com/sustainability/safety

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403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-5	Worker training on occupational health and safety	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-6	Promotion of worker health	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-8	Workers covered by an occupational health and safety management system	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-9	Work-related injuries	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
403-10	Work-related ill health	ESG Data IDEC Report (Integrated Report) HP: Sustainability, Safety	https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf https://us.idec.com/sustainability/safety
GRI 404 : Training and Education 2016			
404-1	Average hours of training per year per employee	ESG Data	https://us.idec.com/sustainability/data
404-2	Programs for upgrading employee skills and transition assistance programs	HP: Sustainability, Social IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
404-3	Percentage of employees receiving regular performance and career development reviews		
GRI 405 : Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	HP: Sustainability, Social ESG Data IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/sustainability/data https://us.idec.com/media/integrated-report-2025-EN.pdf
405-2	Ratio of basic salary and remuneration of women to men	ESG Data	https://us.idec.com/sustainability/data
GRI 406 : Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	HP: Sustainability, Social IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 407 : Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	HP: Sustainability, Social IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 408 : Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	HP: Sustainability, Social IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 409 : Forced or Compulsory Labor 2016			

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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	HP: Sustainability, Social IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 410 : Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures		
GRI 411 : Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples		
GRI 413 : Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	HP: Sustainability, Social HP: Sustainability, Supply Chain Management IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/sustainability/partner https://us.idec.com/media/integrated-report-2025-EN.pdf
413-2	Operations with significant actual and potential negative impacts on local communities	HP: Sustainability, Social HP: Sustainability, Supply Chain Management IDEC Report (Integrated Report)	https://us.idec.com/sustainability/social https://us.idec.com/sustainability/partner https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 414 : Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria		
414-2	Negative social impacts in the supply chain and actions taken	HP: Sustainability, Supply Chain Management IDEC Report (Integrated Report)	https://us.idec.com/sustainability/partner https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 415 : Public Policy 2016			
415-1	Political contributions	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 416 : Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	HP: Sustainability, Safety IDEC Report (Integrated Report)	https://us.idec.com/sustainability/safety https://us.idec.com/media/integrated-report-2025-EN.pdf
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	HP: Sustainability, Safety IDEC Report (Integrated Report)	https://us.idec.com/sustainability/safety https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 417 : Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling		
417-2	Incidents of non-compliance concerning product and service information and labeling	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
417-3	Incidents of non-compliance concerning marketing communications	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf
GRI 418 : Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	IDEC Report (Integrated Report)	https://us.idec.com/media/integrated-report-2025-EN.pdf