

Sustainability Management

Principle and Outline

The Daigas Group aims to become a corporate group that helps further the evolution of customers' livelihoods and businesses. To this end, the management and employees act based on the "Daigas Group Charter of Business Conduct ("the Charter")," which stipulates the basic concept of our CSR. As the Group's business field expands, the range of stakeholders that our business affects will further expand, including customers, local communities, shareholders and investors, and employees.

In order to recognize the impact our business activities may have on society and the environment, and conduct business while taking such impact into account, the Daigas Group has been promoting CSR activities. Specifically, in 2009, the Group introduced indicators under each chapter of the Charter to promote CSR activities and visualize their processes. In FY2015, we identified important aspects for the Group (materiality) by turning to the opinions of outside knowledgeable people.

We are promoting sustainability activities to achieve sustainable economic growth and solve social issues by addressing the Sustainable Development Goals (SDGs), including climate change and human rights issues.

Sustainability Promotion System

The Daigas Group has an ESG Committee, chaired by the Head of ESG Promotion (Representative Director and Vice President), who supervises the Group's sustainability activities, and consisting of the heads of related organizations and other members. In principle, the ESG Committee meets four times a year for cross-organizational deliberation and coordination of sustainability activities. In principle, the Management Meeting, chaired by the Representative Director and President, is held three times per year as the ESG Council, which deliberates on established material issues (materiality), indicators and targets in ESG management, and their progress. The Board of Directors is then consulted on key matters related to sustainability activities for decision-making and supervision.

The Environment Subcommittee, the Social Contribution Subcommittee, and the Compliance/Risk Management Subcommittee have been established to promote sustainability activities in a cross-departmental manner.

All these moves represent the Group's efforts to strengthen sustainability activities to live up to higher social expectations for the Group through communication with internal and external stakeholders.

■ Sustainability Promotion System (as of April 1, 2023)

