Social

Human Rights Summary

Basic approach

The Daigas Group respects human rights as basic rights inherent to all. The Group supports the international standards on human rights and promotes activities and programs to protect the human rights of its stakeholders. We comply with the applicable laws and regulations of the countries and regions where we operate. In the Medium-Term Management Plan 2026, we have positioned maintaining and improving the soundness and flexibility of management foundation as one of our material issues and set respect for human rights as an indicator to accelerate initiatives.

Theme	Items to be addressed	Specific initiatives
Respect for human rights throughout the value chain P.105 Human rights due diligence P.106 Human rights awareness promotion P.110	• Management regarding respect for human rights • Human rights due diligence • Encouragement of suppliers • Promoting human rights awareness activities for Daigas Group officers and employees Materiality: Maintain and improve the soundness and flexibility of management foundation	**Policy and promotion system** 「Based on the Daigas Group Human Rights Policy, we support international human rights-related norms and comply with laws and regulations of the countries and regions where we operate, promoting activities and programs to protect the human rights of its stakeholders. **Initiatives undertaken in FY2026** • Informed our suppliers of our procurement policy and conducted a sustainability questionnaire • Provided human rights awareness training to Daigas Group officers and employees

KPIs based on the materiality	FY2026 materiality result
Respect for human rights	Implemented human rights due diligence and identification of risks in each business