

Daiwa House Group Human Rights Policy

Since our founding, the Daiwa House Group (hereinafter, "the Group") has embraced our founder's vision of "Don't do things because they will make a profit, but because they will be of service to society" and has continuously and swiftly provided solutions to issues arising from societal changes. We have set "Our Future Landscape: Embracing the Joys of Life" as the Group's Our Hopes for the Future (Purpose), and established "Creating Dreams, Building Hearts" (our fundamental commitment to "creating new value together with our customers, and living symbiotically with society") as our basic stance. Positioning our coexistence with society through our business activities and our respect for the fundamental human rights of all people as our most important responsibility, we hereby establish the "Human Rights Policy of Daiwa House Group" (hereinafter, "this Policy") based on the United Nations "Guiding Principles on Business and Human Rights" as our guiding light to fulfill this responsibility, and we will promote initiatives to respect human rights.

1. Basic Stance on Human Rights

The Group supports and respects internationally recognized human rights norms, including the United Nations' "International Bill of Human Rights" (consisting of the "Universal Declaration of Human Rights," "International Covenant on Civil and Political Rights," and "International Covenant on Economic, Social and Cultural Rights"), which defines the fundamental human rights of all people; the International Labour Organization's (ILO) "ILO Declaration on Fundamental Principles and Rights at Work"*, which defines basic principles and rights at work; and the "Ten Principles of the United Nations Global Compact," which sets forth universal values regarding human rights, labour, the environment, and anti-corruption.

In addition, in our business operations, we strive to pay close attention to individuals from groups or people that may be at heightened risk of becoming vulnerable, who are particularly susceptible to severe risks of human rights abuses.

*This includes respect for the core labour standards: "the effective abolition of child labour," "the elimination of all forms of forced or compulsory labour," "the elimination of discrimination in respect of employment and occupation," "freedom of association and the effective recognition of the right to collective bargaining," and "a safe and healthy working environment."

2. Scope of Application

This Policy applies to all directors, officers, and employees of the Group. In addition, the Group expects all of its business partners involved in its business to support and comply with this Policy, and respects the fundamental human rights of all individuals who may be affected through the Group's business activities and business relationships.

3. Responsibility to Respect Human Rights

The Group understands that its business activities may directly or indirectly cause adverse human rights impacts, and will fulfill its responsibility to respect human rights by avoiding infringing on the human rights of people affected by its business activities and by taking appropriate steps to provide for or cooperate in their remediation when it causes or contributes to adverse human rights impacts.

Furthermore, where adverse human rights impacts by business partners or other entities are directly linked to the Group's operations, products, or services, the Group will strive to prevent and mitigate those impacts by engaging with and exerting leverage on the relevant parties.

4. Human Rights Due Diligence

The Group will establish a mechanism for human rights due diligence and implement it on an ongoing basis. We will identify and assess adverse human rights impacts within our business activities and value chains, and strive to prevent and mitigate them.

5. Dialogue and Consultation with Stakeholders

In revising this Policy and addressing human rights-related issues, the Group will utilize independent external human rights expertise, engage in sincere dialogue and meaningful consultation with stakeholders, and reflect their perspectives in our initiatives.

6. Education and Training

To ensure that this Policy is embedded into all business activities, the Group will provide appropriate education and training for its directors, officers, and employees, while also expecting business partners to understand and comply with this Policy through dialogue and training sessions.

7. Remedy

If it becomes clear that the Group has caused or contributed to adverse human rights impacts in its business activities, we will work to address and provide for their remediation through appropriate and legitimate processes. Additionally, where adverse impacts by business partners or other entities are directly linked to the Group's operations, products, or services, we will cooperate with the remediation processes administered by those parties.

To ensure the effectiveness of such remedies, we will establish effective grievance mechanisms that can be accessed safely and securely by all people affected through the Group's business activities and relationships, both internally and externally, and ensure that users do not face any form of retaliation or reprisal for raising concerns.

8. Governance and Responsibility

The Group has established this Policy with the approval of its Board of Directors, which will appropriately oversee its implementation. The executive officer in charge of sustainability shall be the responsible for implementing this Policy, and will promote initiatives regarding human rights due diligence and respect for human rights, and report on the progress of these initiatives to the Board of Directors through the Sustainability Committee.

9. Information Disclosure

The Group will appropriately disclose the progress and results of its initiatives to respect human rights through its website and various reports.

10. Compliance with Laws and Review

The Group complies with the laws and regulations of the countries and regions in which it conducts business activities. In the event of a conflict between internationally recognized human rights standards and national/local laws, we will seek ways to honor the principles of internationally recognized human rights to the greatest extent possible. This Policy will be reviewed periodically in light of changes in societal demands and the business environment.

This Policy has been approved by the Board of Directors on September 9, 2026 and signed by the Representative Director and Chairman.

Keiichi Yoshii

Representative Director and Chairman, CEO

Daiwa House Industry Co., Ltd.

<Revision History>

Established: January 2018

Revised: September 2026