

The Human Rights Policy of Daiichi Life Group

Sustainability Unit

Establishment: April 2020

Latest Revision: April 2026

1. Introduction

Since its founding in Japan in 1902, Daiichi Life Group has contributed to people's secure and prosperous living and the development of local communities by providing life insurance and related services.

Daiichi Life Group recognizes that its business activities may impact human rights, while also being required to conduct business operations that meet social expectations.

Daiichi Life Group upholds “Respect for Human Rights” within the Daiichi Life Group Code of Conduct. We conduct business in each country and region with respect for local cultures and customs, contributing to their development. We respect human rights of all people and actively engage in human rights awareness initiatives.

With one of the values of Daiichi Life Group Principles, “We care”, we are committed to consider all people in our business activities including customers, employees, shareholders, business partners, and local communities.

This Human Rights Policy outlines how we will act in accordance with the UN Guiding Principles on Business and Human Rights in our global operations, as we implement the respect for human rights described in the Daiichi Life Group Code of Conduct.

Scope of Application of the Human Rights Policy

This policy applies to all executives and employees of Daiichi Life Group companies.

Furthermore, to promote respect for human rights throughout our entire value chain, we share our approach to respecting human rights with our business partners, including suppliers of group companies, and request their cooperation in promoting human rights initiatives.

Governance

This policy has been approved by the Board of Directors.

To prevent and remedy human rights issues, the Group Sustainability Committee, chaired by the Group Chief Sustainability Officer, will instill this policy across the group and promote initiatives based on this policy under the supervision of Board of Directors of Daiichi Life Group. In addition, the Group Human Rights Awareness Committee, chaired by the officer in charge of the human resources unit, will promote human rights awareness initiatives.

2. Our Commitment to the Standards and Initiatives Related to Human Rights as well as Human Rights Due Diligence

Daiichi Life Group strives to fulfill its responsibility to respect human rights by not infringing on human

rights of stakeholders affected by our operations, or through our business partners. Daiichi Life Group does not tolerate child labor, forced labor and human trafficking.

Daiichi Life Group complies with applicable laws in the regions where it conducts business activities. It respects internationally recognized human rights, including those expressed in the International Bill of Human Rights and the Core Labor Standards of the ILO. We also promote human rights initiatives based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. Furthermore, Daiichi Life Group upholds, and has become a signatory to, the UN Global Compact and Women's Empowerment Principles.

Where internationally recognized standards are higher than or in conflict with local laws, we seek ways to respect the principles of internationally recognized human rights while complying with the local laws.

Human Rights Due Diligence

Daiichi Life Group is committed to conducting appropriate human rights due diligence based on the UN Guiding Principles on Business and Human Rights to prevent or mitigate adverse impacts that our business operations could have on human rights. If we identify that we have caused or contributed to adverse impacts, we endeavor to remediate such impacts. We also seek to integrate human rights perspectives in our existing operational procedures.

3. To Executives and Employees

Daiichi Life Group requires all executives and employees to respect human rights.

We are also committed to ensuring equal opportunities for all employees, promoting diversity, equity & inclusion and do not tolerate discrimination for any reason, including nationality, race, ethnicity, age, religion, thoughts and beliefs, gender, birth, disability, sexual orientation or gender identity. In recruiting activities, we respect human rights and ensure fair selection. In addition, we do not tolerate any form of harassment, including words or actions that impair an individual's dignity or any behavior that constitutes physical or mental harassment.

Daiichi Life Group facilitates support systems to eliminate employees' anxieties and concerns about their work, thereby providing a safe and comfortable working environment for employees and enabling each individual to thrive and perform at their best.

4. To Customers

Daiichi Life Group strives to respect the human rights of the customers, not only through preventing or mitigating adverse human rights impacts that could be related to our products and services, but also through promoting social inclusion and empowerment of all customers.

5. To Investee Companies

Daiichi Life Group is committed to respecting human rights when investing and lending. We will incorporate the perspective of respect for human rights in investment decisions and stewardship activities.

6. To Business Partners

The business activities of Daiichi Life Group are supported by suppliers who provide goods and services to us, such as facilities, information systems, and outsourcing, as well as other business partners, such as agencies who sell insurance products on our behalf. We request our business partners to cooperate in promoting human rights initiatives.

7. To Local Residents

Daiichi Life Group strives to respect the human rights of local residents in which it conducts business activities.

8. Training and Awareness-raising

Daiichi Life Group works to raise awareness on human rights based on our belief that respect for human rights is fundamental to our business. We consider ourselves to be a people first organization. We believe that it is important to continuously implement awareness-raising activities on human rights for our executives and employees to properly understand human rights issues and integrate this knowledge into their day-to-day activities. The person in charge of the Human Rights Awareness-Raising at Daiichi Life Group will promote human rights awareness and training across the group continuously.

Furthermore, to ensure this policy is fully integrated into all business activities, we continuously provide education and training to promote thorough understanding of this policy among its executives and employees. We also strive to raise awareness of this policy among external stakeholders.

9. Remedy and Grievance Mechanism

Daiichi Life Group undertakes remedies where necessary, through appropriate procedures, where it becomes apparent that we are causing or contributing to human rights impacts.

We work to establish an effective grievance mechanism to improve access to the remedies. Furthermore, to prevent any disadvantageous treatment or retaliatory actions against individuals who report issues through the grievance mechanism, we implement robust information security management and confidentiality measures.

10. Disclosure and Engagement

Daiichi Life Group regularly discloses its human rights initiatives through its website. We will continue to work on developing appropriate mechanisms to capture concerns or complaints related to human rights issues. Daiichi Life Group places importance on engagement or purpose-led dialogue with stakeholders to ensure transparency and responsible responses. Through such dialogues, we received valuable input from our stakeholders during the development of this policy. We continue to seek feedback from our stakeholders to enhance this policy as necessary.