

Daihatsu Group Human Rights Policy

Daihatsu Motor Co., Ltd. and its consolidated subsidiaries (“Daihatsu Group”), based on its corporate philosophy of “Staying close to our customers and enriching their lives,” sincerely engages with communities and the life of each and every customer, providing products and services that enable them to live freely and true to themselves. As a fundamental prerequisite for fulfilling this mission, we position respect for the human rights and diversity of all stakeholders as a key pillar of our corporate management, striving to create a workplace and company culture where every executive and individual working in the Daihatsu Group can work happily. We also collaborate with our business partners and local communities to promote the establishment of a sustainable supply chain.

This policy stands as our highest level policy related to human rights and shall be adhered to by everyone working in the Daihatsu Group.

1. Commitment for the respect for human rights

The Daihatsu Group respects the internationally recognized human rights stipulated in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (including freedom of association and the right to collective bargaining, prohibition of forced labor, effective abolition of child labor, and elimination of discrimination in employment and occupation). We also support and will work toward implementation of the United Nations Guiding Principles on Business and Human Rights.

The Daihatsu Group also complies with the laws and regulations of the countries and regions where it conducts business activities. In the event that a country’s laws and regulations differ from international human rights norms, we will strive to adhere to the higher standard of the two. If there is a conflict between the standards, we will seek ways to respect the international human rights principles.

2. Scope of responsibility

This policy applies to all executives and individuals working in the Daihatsu Group. We also expect our business partners, including our suppliers and dealers, to understand this policy and act in accordance with its intent.

3. Human rights due diligence

In order to fulfill the responsibility to respect human rights, the Daihatsu Group will establish and continuously implement a Human Rights Due Diligence* system. (*The process which is implemented for the identification, prevention, and mitigation of adverse human rights

impacts)

4. Remedy

If it is certain that the Daihatsu Group has caused or contributed to an adverse impact on human rights in its business activities, we will immediately take appropriate corrective measures. We also promise to strictly protect the privacy of whistleblowers and victims and not to subject them to any disadvantageous treatment.

5. Education and training

The Daihatsu Group continuously provides appropriate education and training to all executives and individuals working in the Daihatsu Group to ensure that this policy is embedded within our internal operations and communicated to our external stakeholders, and becomes institutionalized across all of our business activities. We will also strive to promote understanding among our business partners, including suppliers, and work to ensure that the awareness of respect for human rights is widely shared.

6. Monitoring and disclosure

The Daihatsu Group will appropriately disclose information on the status of our efforts to respect human rights through appropriate communication channels such as our website, in order to ensure transparency and fulfill our accountability regarding compliancy with this policy.

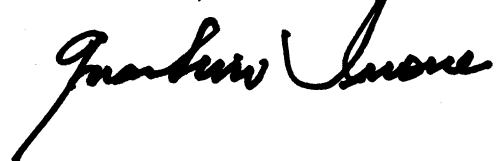
7. Consultation with stakeholders

The Daihatsu Group will engage in sincere dialogue and consultation with stakeholders involved in our business activities, while consulting with third-party organizations regarding potential and actual adverse impacts on human rights.

May 15, 2026

Daihatsu Motor Co., Ltd.

President, Masahiro Inoue



[Appendix; Salient Issues]

(1) Migrant labor and forced labor

The Daihatsu Group firmly rejects all forms of forced labor and human trafficking, and strives to create an environment where all workers can work freely and with dignity. We are deeply aware that migrant workers are particularly vulnerable to the risk of exploitation and unfair treatment. We properly verify identity documents and residency qualifications during hiring, and exercise the utmost caution to prevent issues such as unfair recruitment fees, confiscation of identity documents, and restrictions on returning home. As a specific measure, we conduct regular due diligence across our business activities and entire supply chain, including collaboration with third-party organizations, to ensure proper working conditions and strive to uphold thorough respect for human rights.

(2) Child labor

The Daihatsu Group supports the effective abolition of child labor based on the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights, and does not tolerate any child labor that violates laws and regulations or international human rights standards. We also strictly adhere to these standards throughout our supply chain.

(3) No discrimination; diversity & inclusion

The Daihatsu Group does not tolerate any form of discrimination, including discrimination based on gender, age, nationality, race, ethnicity, creed, religion, sexual orientation, disability, marital status, or the presence of children. We promote understanding of diversity and inclusion, aiming to become a company which leaves no one behind and enables individuals working in the Daihatsu Group to experience job satisfaction.

(4) Harassment

The Daihatsu Group does not tolerate any form of harassment, including power harassment (abuse of authority), sexual harassment, harassment related to pregnancy, childbirth or childcare leave, and peer pressure. We aim to create a workplace environment where every individual working in the Daihatsu Group can work safely and healthily, and is able to demonstrate their individuality and perform to their full potential.