

Daiki Aluminium Industry Group Supplier Sustainability Guidelines

1. Introduction

In all business activities, the Daiki Aluminium Industry Group (hereinafter "the DIK Group") shall act in accordance with the "Daiki Aluminium Industry Group Basic Policy for Responsible Procurement" to promote fair and equitable procurement activities, taking into consideration compliance with laws and social norms throughout the entire supply chain, conservation of the environment and resources, and respect for human rights. Furthermore, we shall fulfill our social responsibilities as a sustainable company together with our suppliers, including business partners and contractors (hereinafter "Business Partners"), while building mutual trust with them.

We have newly established the "Daiki Aluminum Industry Group Supplier Sustainability Guidelines" as fundamental guidelines for sharing the DIK Group's approach to sustainability with our Business Partners and promoting it together.

We kindly ask our Business Partners to understand the purpose of these guidelines and to put them into practice and promote them. Furthermore, we respectfully request your cooperation in deploying and promoting them to your own suppliers and contractors (hereinafter "Suppliers").

2. Compliance

(1) Legal compliance

We shall properly understand the purposes of the laws, regulations, and social norms of the countries and regions in which we conduct business activities and comply with them.

(2) Compliance with competition law

We shall not engage in unreasonable restraint of trade, such as cartels that violate national or regional competition laws, and shall conduct fair competition.

Furthermore, we shall not engage in any acts that disadvantage our customers and Suppliers through the abuse of a dominant bargaining position or similar conduct.

(3) Prevention of corruption

We shall not offer or accept entertainment, gifts, or money to or from customers or Suppliers for the purpose of obtaining or maintaining unfair advantages or preferential treatment.

(4) Management and protection of confidential information

We shall use legitimate means to obtain personal information of customers, Suppliers, third parties, and employees, as well as confidential information of customers, Suppliers, and third parties, and shall manage it strictly, appropriately use, protect such information within the proper scope.

(5) Management of import and export transactions

Regarding the import and export of technologies, goods, and other items regulated by national and regional laws and regulations, we shall follow and manage the appropriate import and export procedures.

(6) Protection of intellectual property

We shall protect intellectual property rights owned by or belonging to our company, and shall not illegally obtain, misuse, or infringe on the intellectual property of customers, Suppliers, or third parties.

(7) Defense against cyberattacks and other threats

We shall implement defensive measures against cyberattacks and other threats to prevent damage to our company and others.

(8) Exclusion of anti-social forces

From the perspective of social responsibility and corporate defense, we shall not have any business or other relationships with anti-social forces.

(9) Responsible procurement

We shall not use any minerals unfairly sourced in conflict-affected and high-risk areas, or their processed products, due to concerns that they may fund armed groups engaged in inhumane acts or may be linked to human rights abuses, bribery, and environmental destruction in those areas.

3. Human Rights and Labor

(1) Elimination of discrimination, and respect for human rights

We shall respect human rights and shall not engage in discrimination or harassment for any reason on the basis of nationality, race, ethnicity, place of origin, gender, sexual orientation, gender identity, age, religion, creed, ideology, social status, illness, disability, or any other reason.

(2) Prohibition of child labor and forced labor

We shall not permit child labor or forced labor or use any labor obtained through force or similar means.

(3) Wages

We shall comply with all laws and regulations applicable to remunerations paid to employees (including minimum wages, overtime, other allowances such as

statutory benefits, and various deductions).

(4) Working Hours

We shall not require employees to work beyond the limits stipulated by the laws, regulations, and other rules of the countries and regions in which we conduct business activities and shall appropriately manage employee working hours and holidays.

(5) Dialogue and negotiation with employees

We shall respect the right of employees to organize as a means of realizing labor-management negotiations regarding working environments, wage levels, and other related matters.

(6) Safe and healthy working environments

We shall identify and assess occupational health and safety risks and ensure health and safety through appropriate design, technical, and management means.

4. Environment

(1) Environmental management

In order to promote a wide range of environmental activities, we shall comply with national and regional laws, regulations, and other requirements and establish and continuously operate an environmental management system.

(2) Reduction of greenhouse gas emissions

We shall work to use energy effectively and to continuously reduce greenhouse gas emissions.

(3) Prevention of air, water, soil, and other environmental pollution

We shall comply with national and regional laws, regulations, and rules concerning the prevention of air, water, soil, and other pollution and prevent environmental pollution through continuous monitoring and reduction of pollutants. We shall also identify and appropriately manage sources of pollution that have the potential to pollute water.

(4) Resource conservation and waste reduction

We shall comply with national and regional laws, regulations, and other rules concerning the proper disposal and recycling of waste and work to reduce the amount of final waste disposal through the effective use of resources.

(5) Chemical substance management

We shall safely manage chemical substances that may pose a risk of environmental pollution. Our products shall not contain any chemical substances prohibited by the laws and regulations of the relevant countries and regions. We

shall not use prohibited chemical substances in manufacturing processes and for chemical substances designated by national and regional laws and regulations, we shall track the amounts of emissions in accordance with those laws and regulations and report them to the government.

5. Product Safety and Quality

(1) Ensuring product safety

We shall comply with the safety laws and regulations established by each country and region and strive to ensure that the quality and safety of products and services that conform to them.

(2) Quality management system

We shall comply with the laws and regulations applicable to product quality and establish and operate systems to ensure compliance with customer requirements and quality standards.

(3) Appropriate disclosure of information

We shall disclose information concerning labor, health and safety, environmental activities, business operations, organizational structure, financial conditions, and business performance in accordance with applicable laws, regulations, and industry practices. We shall not tolerate falsification of records and disclosure of false information.

6. Engagement with Stakeholders

(1) Consultation, discussion, and remedy

We shall strive to establish consultation, discussion, and remedy mechanisms available to employees, Suppliers, and third parties to prevent misconduct within our company and supply chain.

(2) Protection of whistleblowers

Employees and officers shall not treat any person in a disadvantageous manner on the basis of said person having submitted reports or sought advice through whistleblowing channels or having cooperated with investigations.

(3) Mutual understanding

We shall strive to maintain and develop mutual understanding and trust with stakeholders through open and fair communication.

7. Business Continuity Plan

In order to ensure early recovery and supply continuity during emergencies such as

disasters and accidents, we shall carry out activities necessary to secure, maintain, and enhance our business continuity capabilities.

8. Raising Awareness of Sustainability

We shall raise awareness of sustainability through ongoing education, in-house training, and other initiatives for employees.

May 23, 2025

Daiki Aluminium Industry Co., Ltd.