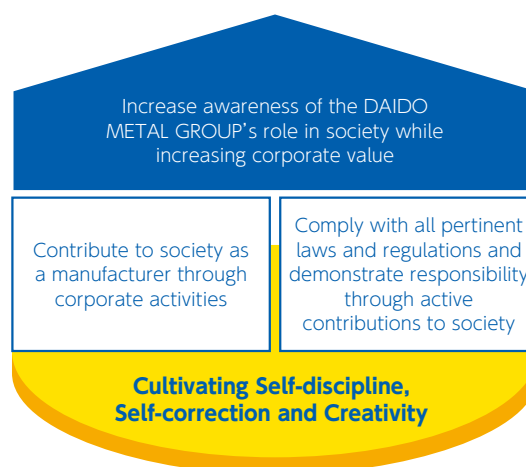


DAIDO METAL GROUP CSR Policies

DAIDO METAL GROUP's Approach to CSR

As a corporate citizen required to take responsible actions, in order to continuously grow, the Group continues to serve society through its products—as they are of course the essence of a manufacturer—and strives to be a trusted partner of customers, shareholders, employees, business partners and the communities in which we operate, by fulfilling corporate social responsibility (CSR) including legal compliance and contribution to the community.






To meet the above objectives, the Group has been introducing and promoting a multitude of programs and activities for CSR which cultivate the qualities of self-discipline, self-correction and creativity in every officer and employee, under the slogan: "Self-discipline, Self-correction and Creativity".



Relationship With Stakeholders

The business activities of the Group have grown thanks to the support of all our various stakeholders.

The Group considers dialogue with customers, shareholders, employees, business partners and local communities to be important.

Stakeholders	Policy of and attitude toward the Group's efforts	Examples of dialogue and communication methods
 Customers	<ul style="list-style-type: none"> ● We develop and provide socially useful and safe products, and gain satisfaction and trust. 	<ul style="list-style-type: none"> ● Exhibiting at various exhibitions ● Exchange information through our point of contact in the sales department ● Point of contact for inquiries on our website
 Shareholders	<ul style="list-style-type: none"> ● We continue sustainable growth through increasing our corporate value. ● We communicate widely with society, and actively and fairly disclose corporate information. 	<ul style="list-style-type: none"> ● Announcement of financial results and financial results briefing session ● Exhibiting at various IR events ● Shareholders' Meeting
 Employees	<ul style="list-style-type: none"> ● We respect and encourage the diversity, personality and individuality of employees and ensure a harmonious and cooperative working environment in which health and safety are of the utmost importance. 	<ul style="list-style-type: none"> ● Labor union and management consultation ● Internal newsletters ● Internal portal site ● Various education and training ● Meeting with supervisors
 Business Partners	<ul style="list-style-type: none"> ● We promote CSR activities and strive for sustainable growth throughout the whole supply chain. 	<ul style="list-style-type: none"> ● Presentations for business partners ● Various surveys and questionnaires
 Local Communities	<ul style="list-style-type: none"> ● We are aware of our status as a member of the community and promote social contribution activities. ● We continue to evolve as a global company by contributing to business activities in other countries while respecting the laws, cultures, local customs and interests of stakeholders of each country and region. 	<ul style="list-style-type: none"> ● Summer festival and factory tour ● Social contribution activities