DAIDO METAL GROUP HUMAN RIGHTS POLICY

We, the Daido Metal Group (hereafter 'we') fulfil our corporate social responsibilities by respecting human rights, ensuring compliance with laws and regulations, and contributing to society, and through these efforts we strive to enhance corporate value and contribute to the well-being of the global community.

In order to protect the human rights of all stakeholders affected by our business activities and to continually improve, we will continue to address human rights as set out in the Daido Metal Group Human Rights Policy (hereafter 'the policy').

1. Fundamental Approach

We recognize that our business activities may directly or indirectly impact human rights. We are committed to respecting the human rights of our employees, business partners, and the local communities affected by our products, services, and business operations, and strive to ensure that our activities do not infringe upon those rights.

We also encourage employees, business partners, and others directly involved with our products, services, and business activities to respect human rights and refrain from actions that may infringe upon them.

We comply with the laws and regulations of the countries and regions in which we operate, while respecting international standards to the fullest extent possible, including the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also refer to the United Nations Guiding Principles on Business and Human Rights and are committed to putting these principles into practice.

Where there is a contradiction between internationally recognized human rights and regional laws, as a general rule we will seek a method that complies with international human rights.

2. Applicable Scope

This policy applies to everyone who works for the Daido Metal Group. We also seek the understanding and support of our suppliers, business partners, and all others across our value chain regarding this policy. By fostering fair business practices and building relationships based on mutual trust and prosperity, we aim to grow and develop together.

3. Human Rights Due Diligence

In order to identify, prevent and mitigate actual or potential adverse human rights impacts that may be caused through our business activities, we continuously implement human rights due diligence. The Sustainability Committee monitors our human rights due diligence and discloses information on the results.

4. Correction and Remedy

If our business activities are found to have caused or contributed to actual adverse impacts on human rights, we will take measures to correct and improve the situation and prevent recurrence. Furthermore, we will establish a grievance channel and promote the development of an effective grievance mechanism in order to facilitate dialogue with stakeholders.

5. Training

To ensure that this policy is firmly embedded throughout our business activities, we incorporate its principles into important procedures. We also provide all employees of the Daido Group with appropriate training, to ensure a thorough understanding and effective implementation of this policy.

6. Dialogue and Consultation

Where there is a potential or actual impact on human rights, we will discuss with a third party with expertise in human rights and, depending on the situation, consult with the relevant stakeholders.

7. Information Disclosure

We will periodically disclose information on our website regarding the progress and results of our efforts to respect human rights.

This policy was approved by the Board of Directors.

July 23, 2026
DAIDO METAL CO.LTD.
President and Chief Operating Officer
Tomomitsu Furukawa