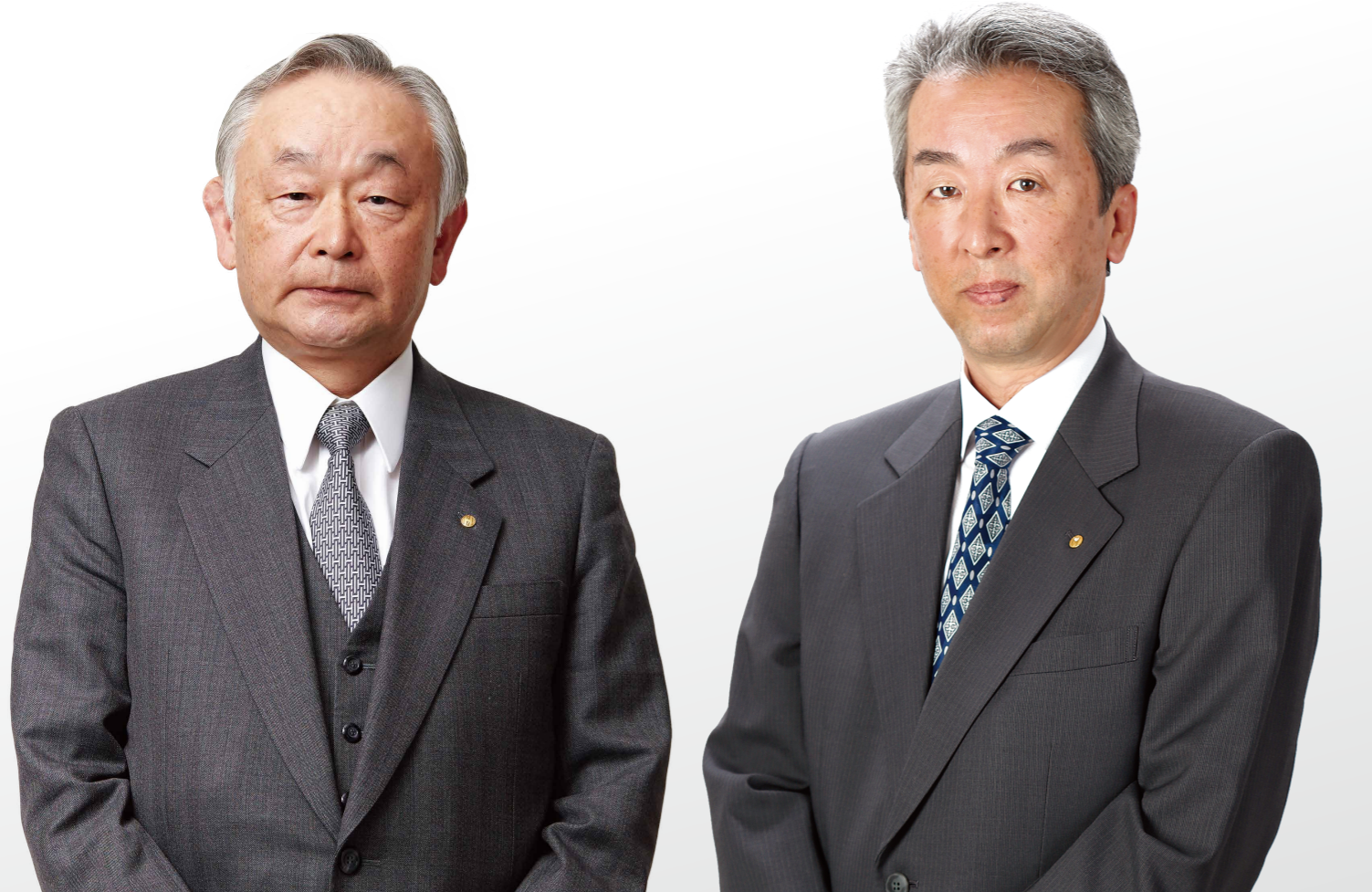


## Message from the President



Chairman **Sohei Hasegawa**

President **Minoru Iizuka**

# 信 頼

"Reliance"

At Daishinku, we pursue our business activities in a fair and sincere manner to ensure sustainable growth, based on our management philosophy of assuring reliability for all our customers the world over. We thus aim at generating continued profits, providing service to society, enhancing our corporate value, and contributing to the realization of a sustainable society.

### ◆ Toward the Ultimate in Manufacturing

At Daishinku, we conduct research and development in consideration that one of our missions is to always provide our customers with new value, so that the beneficial role that electronics plays in our society can be further expanded. Thereby maximizing customer satisfaction, we continue to harness the manufacturing technologies and know-how that we have cultivated over the years into even greater achievements in the future.

In order for a manufacturing company to earn trust from its customers, it is critical to improve product quality. As a components manufacturer, we are committed to rethinking and addressing our continuing Zero Defect challenges, as well as creating "innovation" based on our motto since our foundation "imagination and creativity in manufacturing," in order to achieve craftsmanship that satisfies our customers. We are confident that our independently developed 3rd generation crystal devices "Arkh.3G Series" will prove to be not only superior products in terms of the environment as a result of a reduction in the number of parts and making product size smaller and thinner, but also in terms of quality by adoption of the Wafer Level Package, which will reduce quality risks by performing each process from wafer cleaning to bonding under a vacuum atmosphere. Furthermore, upholding environmental protection as a key management policy, we have been implementing measures for global environmental conservation in all aspects of our corporate activities, including the development, manufacture and sale of crystal devices. In this respect, our Environmental Vision guides us with its four focal areas: 1) environmentally responsible manufacturing, as manifested in the reduced use and output of environmentally hazardous materials, 2) environmentally responsible non-manufacturing activities, contributing to global warming control and waste reduction, 3) communication of the Group's environment-related contribution to local communities and 4) environmental management, covering the establishment of intra-Group systems for environmental protection and education for personnel.

### ◆ Toward the Ultimate in Human Resource Development - Human Resources as Assets -

To continue developing as a truly global corporation, we manage human resources from a perspective of viewing human resources as assets. This approach encompasses, for example, sound management practices and the recruitment and promotion of diverse human resources. We offer an environment where every individual can fulfill his/her potential irrespective of nationality, race, gender, etc., to develop "human resources" who act from a position of self-reliance, independence and self-containment based on our unique education programs, as well as further promotion of "localization" to strengthen activities rooted in the local cultures and characteristics of different regions that will lead to greater success. To spread Daishinku's management principles broadly and deeply among the employees and strengthen ties and communication among the departments and bases, we endeavor to develop human resources that serve as bridges between different divisions of our corporate family.

Further, through our efforts to help expand our employees' sphere of activities through education/development, such as the development of educational programs to clarify "ideal models of human resources to be achieved" and assist employees in imagining their own career development, and enhancement of a system to support them through self-development programs, etc., we strive to meet the challenges of the ever-changing business environment and market needs.

### ◆ To Our Stakeholders

Since the foundation of Daishinku in 1959, we have strived to offer products that meet the increasingly sophisticated needs of the times under the corporate slogan "reliable people, reliable products, and reliable company," and celebrated the 60th anniversary of our foundation on November 3, 2019. This would not have been possible without the support of all our stakeholders, and we would truly like to express our sincerest gratitude. Taking this opportunity, we have formulated our first 10-year long-term business plan "OCEAN+2 Strategy." We will implement the "OCEAN+2 Strategy" focusing on existing businesses, and further increase our presence in the timing devices market by creating added value, pursuing craftsmanship in manufacturing, including in the growing/processing technology for synthetic crystals we have developed so far. We are determined to continue pursuing our activities, including corporate social responsibility (CSR) activities, in order to create new value and contribute to realizing a sustainable society while reinforcing our ties and communication with you, our stakeholders. We will continue to strive to achieve the 100th anniversary, aiming to be a "company needed by society, where all employees work with a look of determination in their eyes, in support of the development of an electronics society."

We look forward to your continued support and guidance in the future.