

**FDK**

**FDK GROUP**

**CSR Report**  
**2021**





## Our Philosophy

Inspiring transformation; shaping the future and creating happiness.



## FDK Group's Vision

FDK Group, as a Smart Energy Partner, assemble advanced technologies, would like our customers to best utilize electric energy in a safe and efficient manner, and contribute to materialization and development of sustainable society.



### ● About "FDK Group CSR Report 2021"

#### Editorial Policy

FDK has published the FDK Group CSR Report since 2017 so that all of its stakeholders will understand its various activities based on the CSR Policy of the FDK Group.

The "FDK Group CSR Report 2021" reports primarily on efforts in the FDK Group Approach to Value Creation and the Seven Prioritized Initiatives based on the CSR Policy.

#### Target Period

This report focuses on activities during FY2020 (April 1, 2020 to March 31, 2021). (Some information is included outside of this period.)

#### Scope

This report covers activities for FDK and the FDK Group. Some of the report is specific to FDK.

#### Reference Guidelines

The "FDK Group CSR Report 2021" is created by referring to *ISO 26000 Guidance on Social Responsibility* and the *2012 Environmental Reporting Guidelines*.

#### ISO 26000 (Core Themes) Icons



### SDGs (Sustainable Development Goals)

Successors to the Millennium Development Goals (MDGs) put forward in 2001, the Sustainable Development Goals (SDGs) were adopted at the United Nations Summit of September 2015 and comprise international targets to be achieved from 2016 through 2030. They are composed of 17 goals and 169 targets for achieving a sustainable world.



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#### Contact

General Affairs and Human Resource Department, Corporate Headquarters  
 Tel: +81-3-5715-7402 Fax: +81-3-5715-7401  
 E-Mail: [csr@fdk.co.jp](mailto:csr@fdk.co.jp)

# We will accelerate the cultivation of our corporate culture and further enhance our corporate value.

Under our philosophy of “inspiring transformation; shaping the future and creating happiness,” we will further enhance our corporate value by accelerating the cultivation of a corporate culture in which every employee strives independently to satisfy customers; thereby creating an “And Game” that satisfies all of our Group’s stakeholders.

October 2021  
FDK CORPORATION  
President & CEO  
**Ryo Nagano**



## Establishing Our Philosophy

In October 2019, we formulated a 10 year scheme as our ideal form in ten years.

One of the key priorities for achieving this ideal is to establish a corporate culture that each individual makes best endeavor to satisfy customers in a self-disciplined way. In addition, FY2020 marks the 70th anniversary of the company’s founding. In the hope that all our employees will come together to move forward as a new FDK, we established our philosophy and, in April 2021, introduced new company uniforms.

The decision to pursue these initiatives was made after a vote by all group employees, allowing everyone to implement the plan together and feel a sense of pride and personal investment in the company.

In establishing our philosophy, we launched a company philosophy project consisting of the management team and selected employees. This was to ensure that the philosophy reflects the thoughts and feelings of our group employees to the maximum extent possible and that it is enduring and suitable for the company.

The new uniforms express strength, dynamism, cleanliness, and respect for diversity, including LGBT people. They are designed to be suitable for both men and women of all ages, as well as being safe, comfortable, and IEC standard-compliant (anti-static).

## The FDK Group’s Philosophy

Inspiring transformation;  
shaping the future and creating happiness.

### Explanation

- Inspiring** We break through stereotypes and our own shell. We flexibly respond to the ever-changing diverse world.
- Transformation** We are not to afraid taking challenges, have the courage to take one step forward. We create an organizational culture that learns from mistakes, helps each other, and repeats growth.
- Shaping the future** We provide safe and high quality products and services, comfortable daily life and convenience for people around the world. We make environmental conservation efforts that are helpful to the earth and life.
- Creating happiness** We practice working styles that gives us a lively and brilliant work. We hope to be in the world with the continuous smiles of customers, employees, shareholders, family and loved ones.

In keeping with the management philosophy we have established, we will continue to strive to enhance our corporate value, aiming to be a company that is needed and trusted by the public.

## Review of the FDK Group Corporate Conduct Guidelines

CSR in FDK Group is practiced by implementing the “FDK Group Corporate Conduct Guidelines” showing the contents which all the people who work in FDK Group should positively practice, and the “FUJITSU Way” which is a group philosophy as a member of the Fujitsu Group.

When drawing up the FDK Group Philosophy, we conducted a review of the FDK Group Corporate Conduct Guidelines.

The revised FDK Group Corporate Conduct Guidelines encompass our philosophy, vision, principles, and code of conduct.

## FDK Group CSR Management

The FDK Group has established the “FDK Group CSR Policy” and has set prioritized initiatives for putting it into practice based on that CSR Policy. In taking on these prioritized initiatives, we demonstrate a commitment to responsible business operations as a global company. In order to move forward with these initiatives, we have formed a CSR Promotion Committee. The committee performs regular reviews to confirm the status of the prioritized initiatives, conducts initiatives relating to the prioritized initiatives, and strives to realize our vision of helping resolve social challenges.

The FDK Group believes that strengthening corporate governance improves the soundness and transparency of the company while improving value for FDK shareholders. We therefore conduct our business activities based on the general principles of the Corporate Governance Code. In order to move forward with CSR initiatives from a more global perspective, activities complying with international CSR criteria (ISO 26000 and the RBA Code of Conduct for associates of the Fujitsu Group) are to be implemented at business locations both domestic and overseas and their supply chains. In order to achieve sound legal and regulatory compliance and respond to societal requirements, we have established Group-wide organizations, including the Health and Safety Committee,

Risk Compliance Committee, Environmental Management Committee, Product Chemical Substances Management Committee, and Export Control Committee. We have also established the Product Safety Promotion Committee to respond to consumer issues as we strengthen our quality assurance system to ensure appropriate quality and safety.

FDK Group is producing and developing next-generation batteries, such as small, all-solid-state SMD batteries, nickel-zinc batteries, and metal-hydride/air secondary batteries to contribute to the achievement of four specific targets associated with the Sustainable Development Goals (SDGs) put forward by the United Nations. In addition to existing products and services, we will also provide new ones, including next-generation batteries for markets such as IoT, mobility, and social infrastructure, which will support coming societal developments and thereby contribute to resolving social issues.

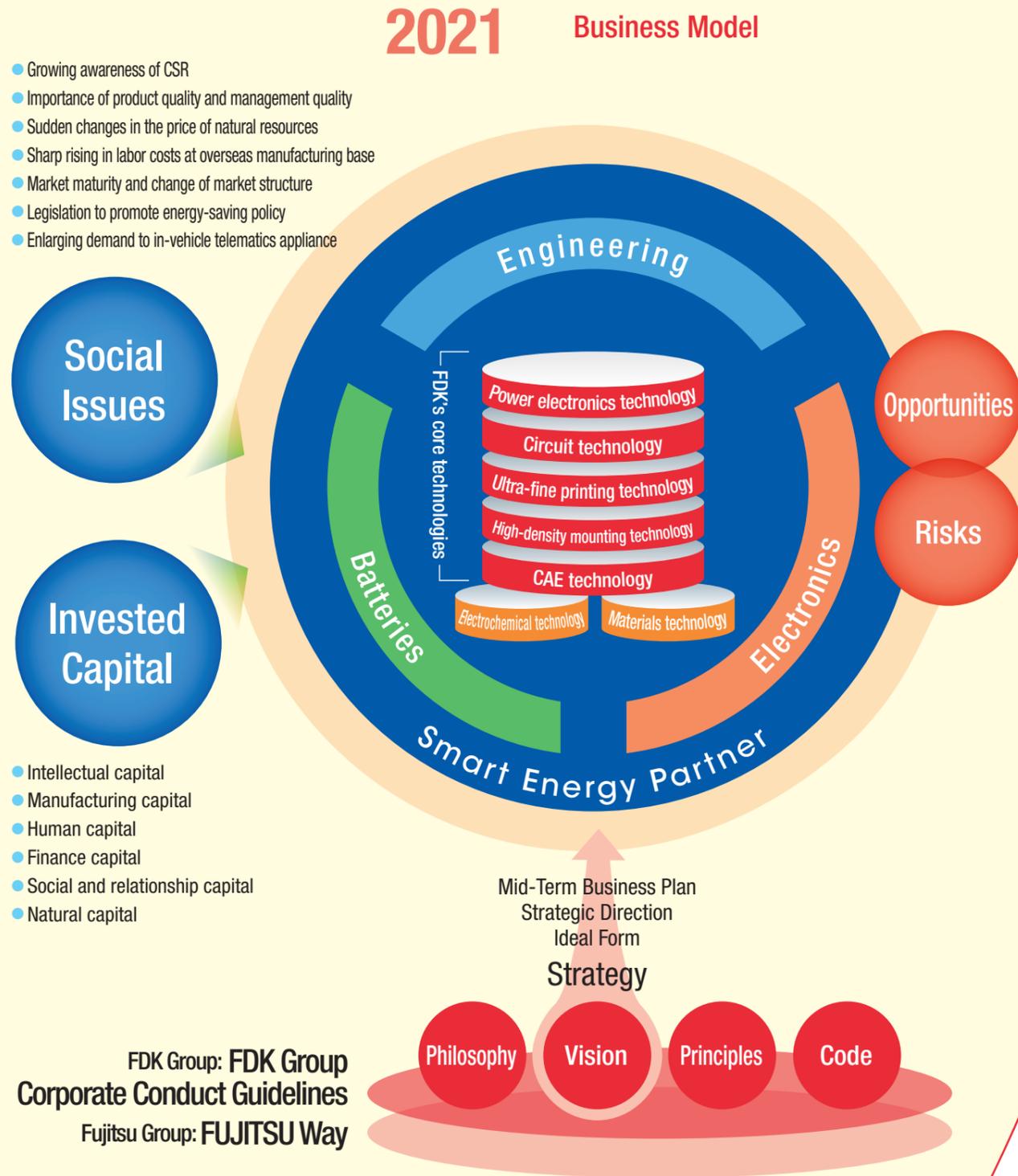
In terms of carbon neutrality, the Fujitsu Group’s medium- to long-term environmental vision calls for zero CO<sub>2</sub> emissions by 2050, and as part of the RE100 goals, we have set a target for the proportion of electricity used in our business activities provided by renewable energy to be at least 40% by 2030 and 100% by 2050. FDK Group, as a member of the Fujitsu Group, will work to meet this goal.

I hope that this report will foster an understanding of the FDK Group CSR activities.

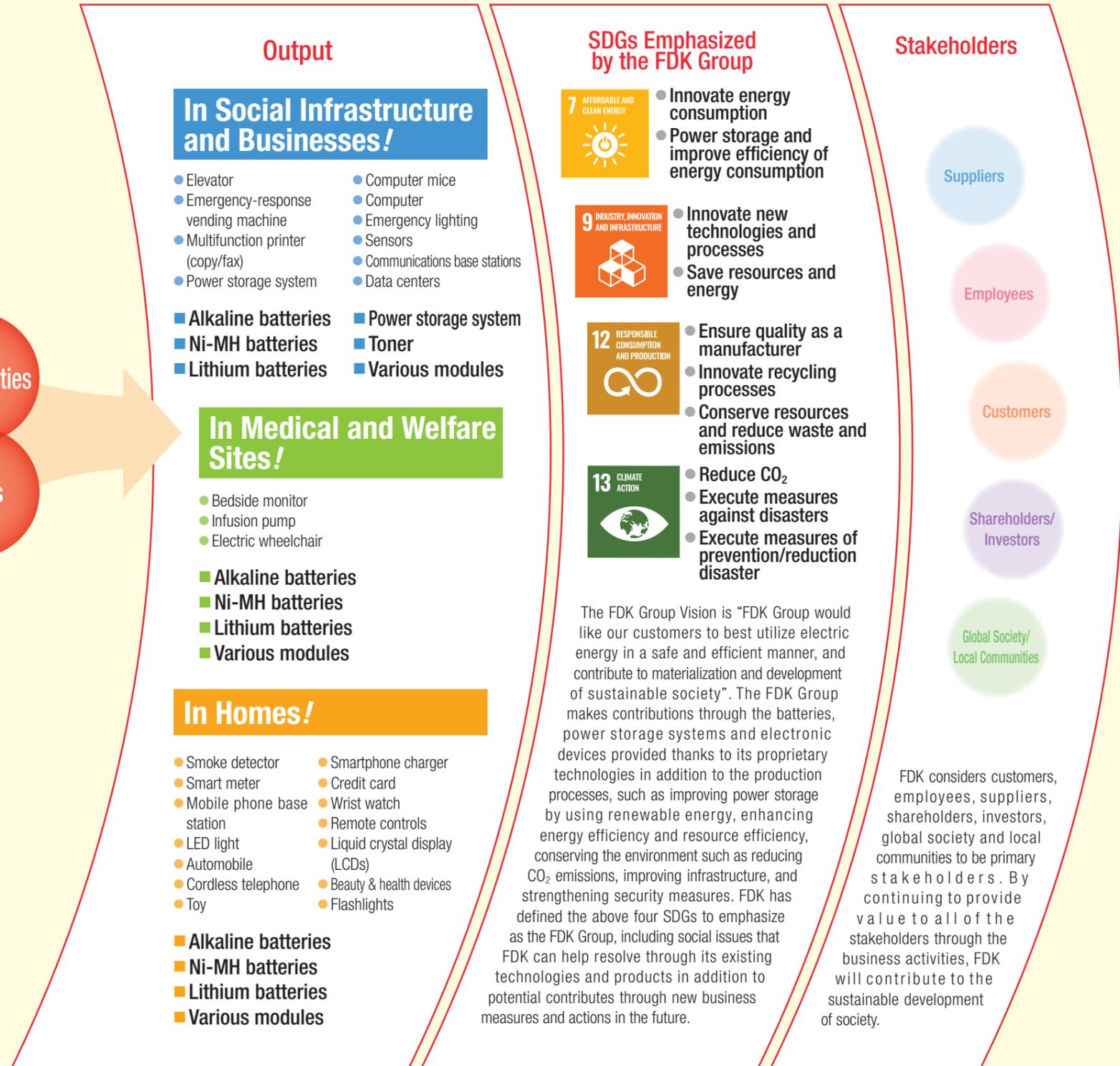
I would also like to ask all of our stakeholders for their candid feedback and insights for the sake of future FDK Group CSR initiatives.

# Approach to Value Creation

In continually addressing seven prioritized initiatives based on our CSR Policy, the FDK Group engages in management as a responsible global corporate citizen. The FDK Group provides unique value to all of its stakeholders, helping to resolve social issues through the development and supply of batteries, power storage systems and electronic devices founded in the core technologies FDK has cultivated up until now.



**And Game: FDK's new culture required to execute plan**



# Our Philosophy and Mid-Term Business Plan

## Background of the Establishment of the Company Philosophy

In October 2019, we formulated a 10 year scheme as our ideal form in ten years. One of the key priorities for achieving this ideal is to establish a corporate culture that each individual makes best endeavor to satisfy customers in a self-disciplined way.

In addition, FY2020 marks the 70th anniversary of our company's founding. In the hope that all our employees will come together to move forward as a new FDK, we established our company philosophy in January 2021.

## Our Philosophy

“Inspiring transformation; shaping the future and creating happiness.”

## FDK Group Corporate Conduct Guidelines

**Our Philosophy** “Inspiring transformation; shaping the future and creating happiness.”

**Vision** FDK Group, as a Smart Energy Partner, assemble advanced technologies, would like our customers to best utilize electric energy in a safe and efficient manner, and contribute to materialization and development of sustainable society.

- Inspiring**
- We break through stereotypes and our own shell.
  - We flexibly respond to the ever-changing diverse world.
- Transformation**
- We are not to afraid taking challenges, have the courage to take one step forward.
  - We create an organizational culture that learns from mistakes, helps each other, and repeats growth.
- Principles**
- Future**
- We provide safe and high quality products and services, comfortable daily life and convenience for people around the world.
  - We make environmental conservation efforts that are helpful to the earth and life.
- Happiness**
- We practice working styles that gives us a lively and brilliant work.
  - We hope to be in the world with the continuous smiles of customers, employees, shareholders, family and loved ones.

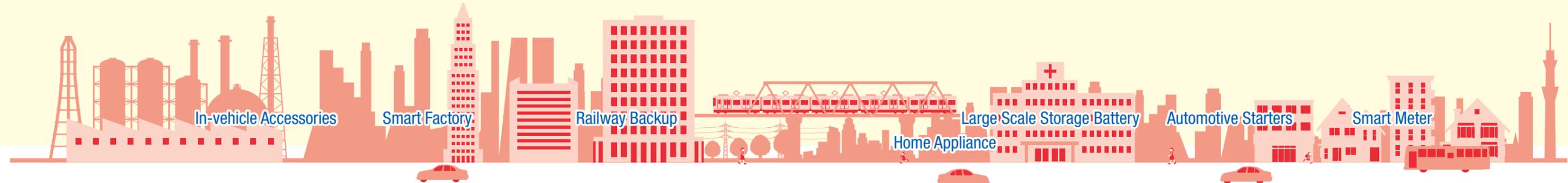
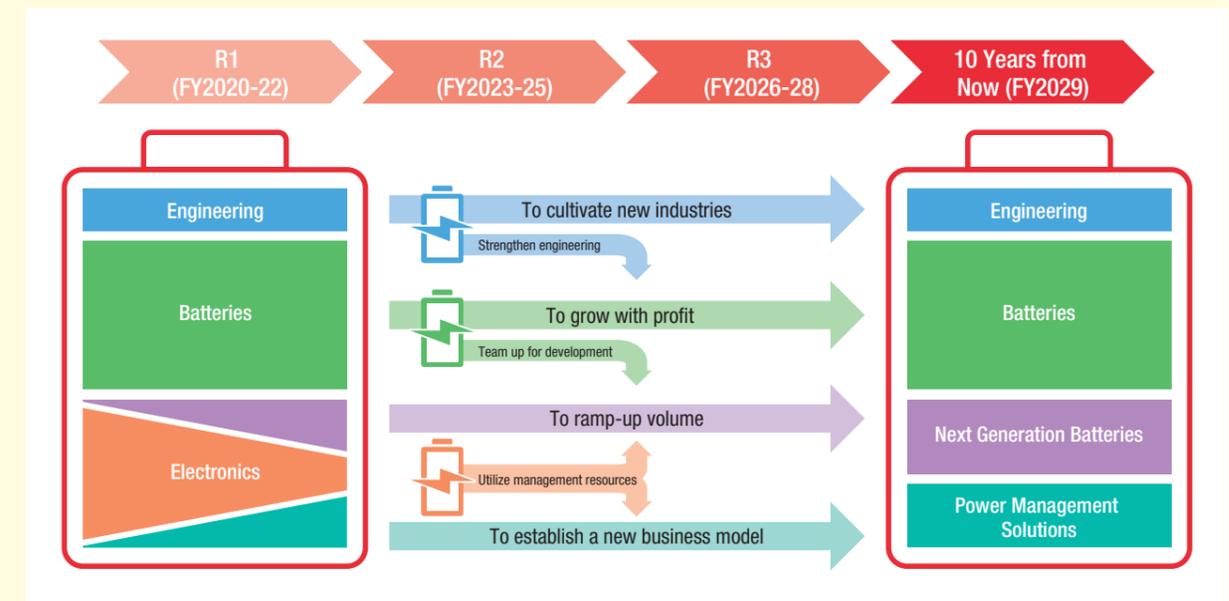
- Code of Conduct**
- We respect human rights.
  - We act with fairness and freedom in our business dealing.
  - We handle information properly and maintain confidentiality.
  - We comply with all laws, regulations, and social norms.
  - We protect and respect intellectual property.
  - We do not use our position in our organization for personal gain.

## Information on the FDK Group Strategy Framework 10 years' scheme and Mid Term Business Plan “R1”

The FDK Group has formulated and developed “Mid-Term Business Plan 1618” as a means to strengthen our foundational business which has returned to developing materials focusing on powders, and to improve our presence as an “Leader in Energy Management Systems Across Multiple Platforms” through providing products that make use of battery and electronic business synergies to the industrial and consumer markets.

The development to differentiate ourselves from our competitors has worked to develop high energy density cathode materials for small all-solid-state SMD batteries, to establish sample specifications, and to develop batteries with wide temperature, high capacity, and long-life characteristics. Although we strove to develop small modules with high-density characteristics, fiercer competition and stagnation in the market significantly diverged results from initial plans.

In order for us to strengthen our business structure and improve our corporate value, we need to brush up on our vision for FDK Group and meet the expectation of our various stakeholders. Toward that end, we have formulated 10 years' scheme as our ideal form in ten years now, and the Mid Term Business Plan “R1”, which covers what needs to be done during the first three years of this period.



# Ideal Form

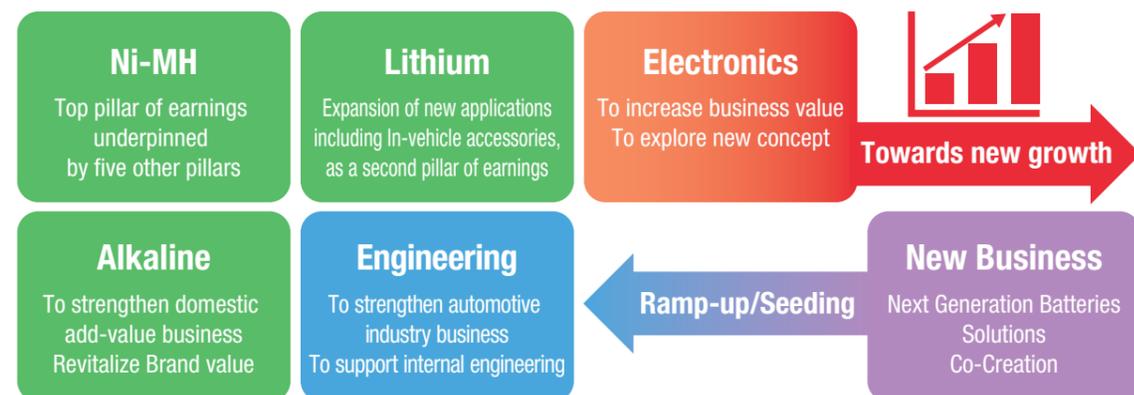
## Strategic Direction of R1

In pursuit of our vision and ideal form, by FY2022, the FDK Group will

- 1) Stabilize current businesses and establish growth with profit,
- 2) Proactively cultivate new business as a Segway to next generation,
- 3) Establish a corporate culture that each individual makes best endeavor to satisfy customers in a self-disciplined way

## R1 Business Portfolio

- Stabilize Ni-MH and lithium businesses as two business pillars
  - To revitalize Alkaline business and re-establish brand value
  - Strengthen engineering capabilities
  - Revitalize the electronics business via new business concepts to foster growth
  - Launch and develop new businesses as well as spearhead co-creation with partners
- Ni-MH batteries
  - Alkaline batteries
  - Lithium batteries
  - Next Generation Batteries
  - Power Management Solutions
  - Engineering



## Vision and Ideal Form

### Battery Applications

Offerings that provide users with stable utilization of clean and safe electric energy will be widespread across the society.

### Next Generation Battery Applications

New small-size, large-capacity batteries with properties that include high reliability and durability bring opportunities for use in various situations.

### Smart Retail Store

Batteries installed in IoT devices used to communicate with cloud computing or management center

- ➔ Small all-solid-state SMB batteries (high durability, high output, and compact)

### Smart Factory & Mobility

Drive batteries installed on vehicles, factory equipment, and other machines requiring stable operation

- ➔ Nickel-zinc (compact with a long life)



### Smart Home & Office

Batteries installed in various devices with high functionality used indoors and outdoors

- ➔ Small all-solid-state SMB batteries (high durability, long life, and rapid charging)
- ➔ Nickel-zinc (high durability, long life, rapid charging)

### Smart Infrastructure

Batteries for spare and storage can be placed anywhere to support infrastructures of society

- ➔ Hydride/air batteries (large capacity, inexpensive, and high durability)

## Progress

### 1 Stabilize Current Business and Establish Profitable Growth

Products	Topics	Progress
Ni-MH batteries	Top pillar of earnings underpinned by five other pillars (home appliances, in-vehicle accessories, power back-up systems, mobility, and social infrastructure)	Started of mass production of "HR-AAAUTU," which boasts the longest life in the industry (according to our research). Currently working to further expand sales of security equipment, measuring instruments, emergency lights, guide lights, medical equipment, and other backup equipment
Lithium batteries	Expand new applications, including in-vehicle accessories; secondary pillar of earnings	Expanded the assembly line at the Tottori Plant to increase production capacity by 25%, as announced in February 2021 press release
Alkaline batteries	Strengthen domestic added-value business. Revitalize brand value	Transferred the Indonesian production subsidiary and reviewing the overseas sales structure. Currently in the process of strengthening cooperation with other companies in the industry by integrating production and sales in the domestic sales business
Engineering	Strengthen automotive industry business. Support internal engineering	Sales declined in FY2020 due to investment cutbacks in the automotive industry and other factors, but efforts are underway to acquire business opportunities in new equipment fields
Electronic Business	Increase business value. Explore new concepts	Continued to select and focus on each product model. Focused on various modules for mobility applications, semiconductor equipment applications, etc.

### 2 Proactively Develop New Businesses That Will Lead to the Next Generation

Products	Topics	Progress
All-solid-state batteries	Start of mass production: FY2020 Q3	In December 2020, we established a production system in our Kosai Plant and started production.
Nickel-zinc batteries	Start of mass production: FY2022	Currently under development for use as an alternative to lead batteries. Provision of samples is planned for the first half of FY2021
Metal-hydride/air secondary batteries	Field tests: FY2022	Field tests of 1.2 kWh power storage modules scheduled to begin in FY2022

# Providing Safe, Secure Products with Consideration for the Environment

	Development & Engineering	Procurement	Manufacturing	Sales	Distribution
					
<b>Opportunities</b>	<ul style="list-style-type: none"> <li>Product development that take advantage of ecosystems</li> <li>Development of products that contribute to the materialization and development of a sustainable society</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of green procurement and CSR procurement</li> <li>Establishment of partnerships with suppliers in the field of CSR procurement</li> <li>Conflict mineral management</li> <li>Fair dealings</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of a quality management system to ensure product quality</li> <li>Provision of quality that customers can rely on</li> <li>Promotion of occupational health and safety activities</li> </ul>	<ul style="list-style-type: none"> <li>Pursuit of customer satisfaction</li> <li>Promotion of sales of environmentally friendly products</li> <li>Fair dealings</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of environmentally friendly distribution</li> <li>Compliance with all export-related laws and regulations</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>Timely development of eco-conscious products</li> </ul>	<ul style="list-style-type: none"> <li>Stable procurement of raw materials</li> <li>Compliance with relevant laws and regulations on conflict minerals</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with labor laws and regulations</li> <li>Prevention of occupational accidents</li> <li>Prevention of quality issues</li> </ul>	<ul style="list-style-type: none"> <li>Stable product supply</li> <li>Promotion of BCP management</li> </ul>	<ul style="list-style-type: none"> <li>Streamlining of distribution</li> </ul>
<b>Relevant SDGs</b>					

### Principles

#### Inspiring

- We break through stereotypes and our own shell.
- We flexibly respond to the ever-changing, diverse world.

#### Transformation

- We are not afraid taking challenges, have the courage to take one step forward.
- We create an organizational culture that learns from mistakes, helps each other, and repeats growth.

#### Future

- We provide safe and high quality products and services, comfortable daily life and convenience for people around the world.
- We make environmental conservation efforts that are helpful to the earth and life.

#### Happiness

- We practice working styles that gives us a lively and brilliant work.
- We hope to be in the world with the continuous smiles of customers, employees, shareholders, family and loved ones.

### Code of conduct

- We respect human rights.
- We act with fairness and freedom in our business dealing.
- We handle information properly and maintain confidentiality.
- We comply with all laws, regulations, and social norms.
- We protect and respect intellectual property.
- We do not use our position in our organization for personal gain.

# CSR Management

CSR activities for the FDK Group strives to resolve various social issues and contributes to the development of a sustainable society and planet through the practice of “FDK Group Corporate Conduct Guidelines” and the “FUJITSU Way” as a member of the Fujitsu Group.

The FDK Group’s CSR Policy is to implement the “FDK Group Corporate Conduct Guidelines,” which describe the conduct that all people working in the FDK Group should actively practice, and the FUJITSU Way, which defines the Fujitsu Group philosophy that we pledge to follow as a member of the Fujitsu Group.

As a Smart Energy Partner that assembles advanced technologies, the FDK Group would like our customers to best utilize electric energy in a safe and efficient manner, and it hopes to contribute to the materialization and development of a sustainable society. According to this vision, all of our business activities will practice the FUJITSU Way and the FDK Group Corporate Conduct Guidelines to help foster sustainable growth of the planet and society based on the expectations and requirements of our diverse stakeholders.

Our CSR efforts focus on seven prioritized initiatives. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global company.

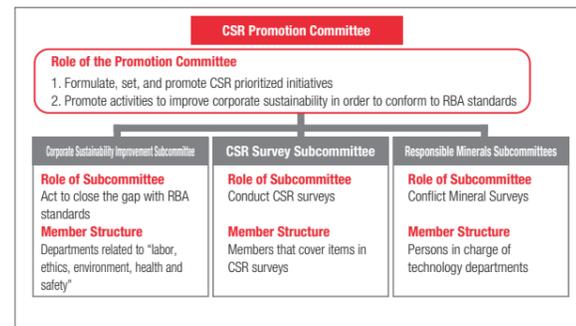
## Promotion Framework for CSR Policies

FDK established the CSR Promotion Committee to expand and standardize the “FDK Group Corporate Conduct Guidelines” and the “FUJITSU Way”, which are the key to the CSR activities of the FDK Group.

The CSR Promotion Committee chaired by a director (corporate officer) confirms the action status of the seven prioritized initiatives based on the CSR Policy and periodically reviews matters such as CSR-related information and initiatives. We also publish a wide range of information on our corporate website from the FDK Group CSR Policy and the prioritized initiatives set based on that CSR Policy to measures and activity results.

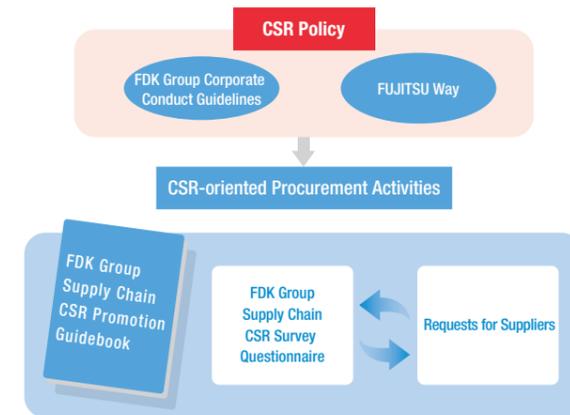
The CSR Promotion Committee has three organizational subcommittees for the purpose of executing activities to be compliant with the Responsible Business Alliance (RBA): one to provide international CSR guidance, one to conduct surveys and responds to requests about CSR from customers, and one to properly manage responsible minerals procurement.

### ● Framework of CSR Promotion



## Procurement Activities In-line with CSR

The FDK Group has collaborated with suppliers in drafting the “FDK Group Supply Chain CSR Promotion Guidebook,” which presents our approach to promoting procurement activities in keeping with CSR principles, and we have published the guidebook on our website. It is based on the FDK Group CSR Policy, FDK Group Corporate Conduct Guidelines, and the FUJITSU Way. In addition to practicing procurement activities in compliance with these guidelines, we also ask our suppliers in the supply chain to do the same.



## Responsible Mineral Procurement Policy

The FDK Group adheres to the Fujitsu Group Policy on Responsible Minerals Procurement and sees its corporate responsibility related to mineral issues as one important CSR challenge. Our policy designates tantalum, tin, gold, tungsten, and cobalt as minerals with a high risk of supporting conflicts, using forced labor, or violating human rights, and it removes any problematic refineries or other business proprietors from the supply chain. The FDK Group will ensure transparency throughout the supply chain and strive for responsible mineral procurement.

\* “Conflict minerals”

Minerals supporting conflicts through mining and brokering to raise capital for armed groups, or minerals closely related to issues such as human rights violations or labor problems. The Dodd-Frank Act enacted in the United States in July 2010 defines tantalum, tin, gold, tungsten, and other minerals determined by the State Department as conflict minerals, including minerals exported from the Democratic Republic of the Congo and neighboring countries, and this Act indicates a duty to report any use of conflict materials by a company listed publicly in America to the Securities and Exchange Commission (SEC). Since FY2019, FDK has undertaken a Responsible Minerals Procurement effort that covers high-risk minerals, including cobalt in addition to existing conflict minerals.

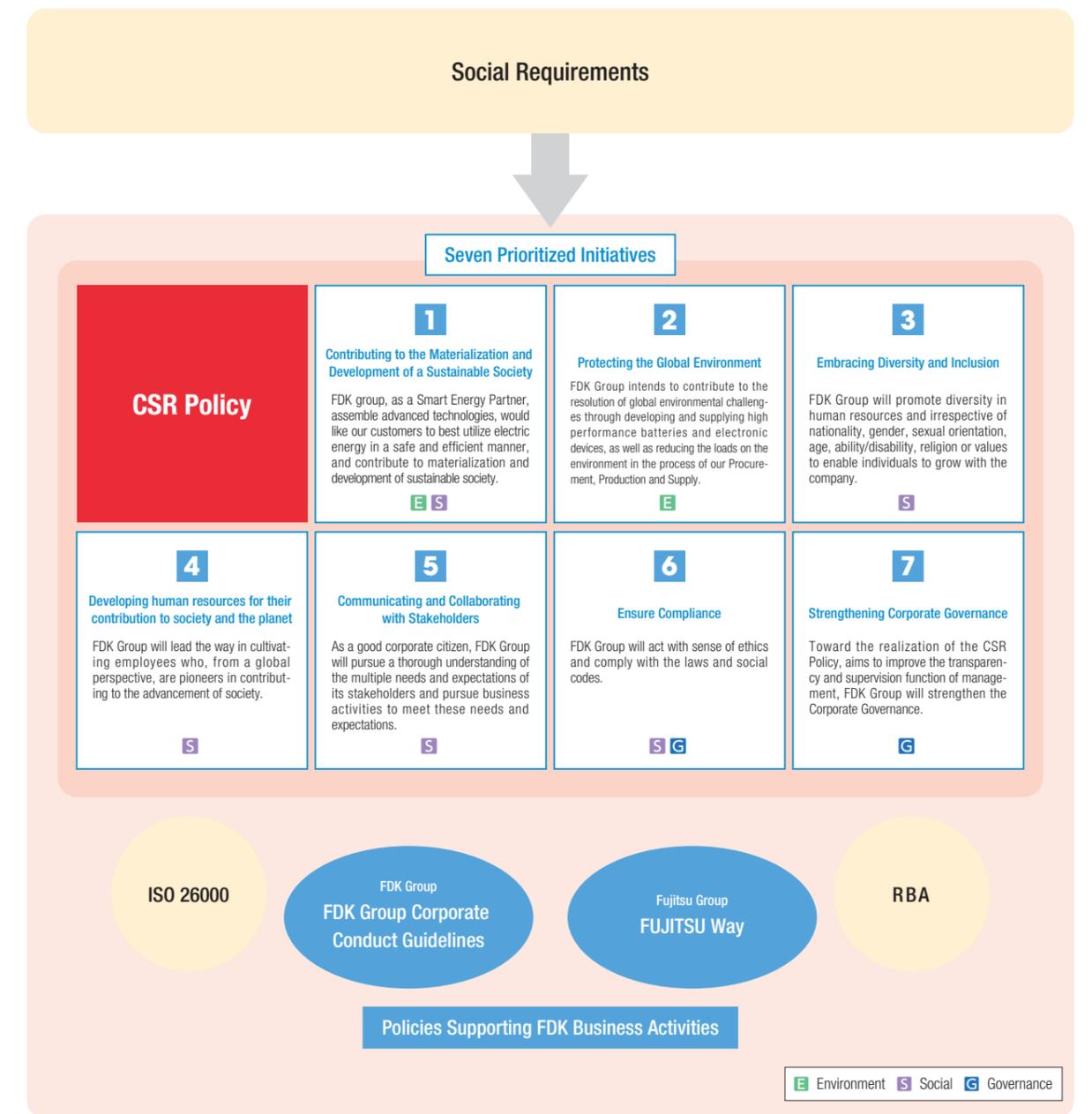
## Positioning of the Seven Prioritized Initiatives Set According to the CSR Policy

The FDK Group has set Seven Prioritized Initiatives based on its CSR Policy.

We deliberate on levels of severity and priority to set these initiatives in order to engage in responsible business management that responds to social requirements. By taking on these seven prioritized

initiatives, we provide value to all of our stakeholders while working to realize the FDK Group Vision.

CSR management activities include actions that comply with core ISO 26000 issues, and the standards in all five sections of the RBA, improving our quality of business management.



# Seven Prioritized Initiatives

FDK Group is advancing its CSR activities by setting seven prioritized initiatives based on its CSR Policy. These prioritized initiatives actively tackle issues that contribute to society through FDK Group businesses as well as achieve items pursued in areas such as the ISO 26000 and RBA. As a global organization, the FDK Group uses these prioritized initiatives to promote responsible management in the efforts below.

Prioritized Initiatives	Ideal Form	Focus Measures	FY2020 Actions		ISO 26000	Details		
			Targets	Achievements				
<p><b>1</b> <b>Contributing to the Materialization and Development of a Sustainable Society</b></p> <p>FDK group, as a Smart Energy Partner, assemble advanced technologies, would like our customers to best utilize electric energy in a safe and efficient manner, and contribute to materialization and development of sustainable society.</p>	<p>The FDK Group will deliver offerings to customers that realize clean, safe and stable electric energy use in the battery, engineering, next-generation battery, and power management solution fields.</p>	<p>The FDK Group will actively take advantage of ecosystems to increase the value of offerings provided together with various partners as well as develop and provide products and solutions that enable customers to utilize electric energy in diversified ways.</p>	<ul style="list-style-type: none"> <li>Continuously introduce valuable products that satisfy market needs into industrial markets with growth potential.</li> <li>Release synergistic products that make use of proprietary technologies from the battery and electronic devices businesses into the industrial market to respond to market needs.</li> </ul>	<ul style="list-style-type: none"> <li>Create technological development proposals adapted to customer needs by enhancing market research to rapidly discover customer and market trends.</li> </ul>	<ul style="list-style-type: none"> <li>Developed and supplied battery products featuring improved safety and storage performance for safe, secure use, reduced-cost models, and battery products using eco-conscious packaging.</li> <li>Developed and supplied battery products for in-vehicle, disaster prevention/security, smart meter, and back-up power supply applications in response to customer requirements and environmental issues.</li> </ul>	<ul style="list-style-type: none"> <li>In the field of electronic devices, developed products that contribute to reduce electric power consumption, weight reduction, miniaturization, and improved performance for customers.</li> <li>Started production of small, all-solid-state SMD batteries at Kosai Plant (December 2020).</li> <li>Developed a metal-hydride/air secondary battery, one type of next-generation battery for large-scale power storage.</li> </ul>		P21~P24
<p><b>2</b> <b>Protecting the Global Environment</b></p> <p>FDK Group intends to contribute to the resolution of global environmental challenges through developing and supplying high performance batteries and electronic devices, as well as reducing the loads on the environment in the process of Procurement, Production and Supply.</p>	<p>FDK Group always thinks about environmental issues and is taking positive action to reduce the loads and risk on the environment through supplying products to realize a Clean Economy era.</p> <ul style="list-style-type: none"> <li>FDK implements energy conservation measures at factories and offices while promoting improvements in distribution to help prevent global warming.</li> <li>FDK Group reduces the loads on the environment through the actions for 3R (Reduce, Re-use, Re-cycle).</li> </ul>	<p><b>Reducing the environmental impact of customers</b> Promoting the development of eco-conscious products with consideration for life-cycle, such as high-efficiency energy-saving products and resource-saving products.</p> <p><b>Reducing the environmental impact in FDK processes</b></p> <ul style="list-style-type: none"> <li>Reducing CO<sub>2</sub> emissions and energy consumption.</li> <li>Reducing waste.</li> <li>Reducing chemical substances.</li> </ul>	<ul style="list-style-type: none"> <li>Develop four or more products at each site every year that help improve energy efficiency.</li> <li>Develop three or more products at each site every year that help improve resource efficiency.</li> <li>Reduce energy consumption, and limit CO<sub>2</sub> emissions by the overall domestic FDK Group to 34,568 t or less.</li> </ul>	<ul style="list-style-type: none"> <li>Improve the energy consumption per unit an average of 1% per year at all sites.</li> <li>Improve the amount of waste generated per unit by 4% compared to FY2015 at all sites.</li> <li>Reduce PRTR chemical emissions per unit by 5% compared to FY2015 at all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved our development target set for products that contribute to greater energy efficiency.</li> <li>Failed to achieve our development target set for products that contribute to greater resource efficiency.</li> <li>Achieved our CO<sub>2</sub> emissions reduction targets.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved our target to improve the energy consumption per unit an average of 1% per year at all sites.</li> <li>Achieved our waste reduction targets.</li> <li>Achieved our chemical substance reduction targets.</li> </ul>		P31~P34
<p><b>3</b> <b>Embracing Diversity and Inclusion</b></p> <p>FDK Group will promote diversity in human resources and irrespective of nationality, gender, sexual orientation, age, ability/disability, religion or values to enable individuals to grow with the company.</p>	<p>All the people in FDK Group prohibit all the discrimination* and accept the diversity in its human resources with actual actions.</p> <p><small>*Violation of human rights due to emotional or physical abuse, sexual harassment, and unfair discrimination based on nationality, race, gender, religion, policy, social standing, birthplace, disability, sexual orientation.</small></p>	<ul style="list-style-type: none"> <li>Creating the working environment-friendly for all the people.</li> <li>Improving the personnel treatment system.</li> <li>Proceeding the educational activity such as trainings and seminars.</li> </ul>	<ul style="list-style-type: none"> <li>Create professional environments conducive to work by LGBT employees and by those with disabilities.</li> <li>Evaluate business activities and consider the introduction of diverse workplace practices.</li> </ul>	<ul style="list-style-type: none"> <li>Improve the education system across the entire group.</li> <li>Cultivate an environment where diverse individuals can actively participate.</li> </ul>	<ul style="list-style-type: none"> <li>Installed multi-purpose restrooms at the Takasaki Plant.</li> <li>Completed the distribution of new uniforms selected by employee vote.</li> <li>Formally introduced telework on April 1, 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Conducted management training as planned.</li> <li>Conducted an employee satisfaction survey. (Response rate was 99.7%, up 3.1 points from last year)</li> </ul>		P27~P29
<p><b>4</b> <b>Developing human resources for their contribution to society and the planet</b></p> <p>FDK Group will lead the way in cultivating employees who, from a global perspective, are pioneers in contributing to the advancement of society.</p>	<p>FDK develops human resources who can be active from a global perspective through business in a long term.</p>	<ul style="list-style-type: none"> <li>Proceeding the systems to develop human resources for their contribution to local community through business.</li> <li>Cultivating the communication ability through the relation with local community.</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen stratified training.</li> <li>Revise the curriculum.</li> <li>Nurture global business and future leaders.</li> </ul>	<ul style="list-style-type: none"> <li>Revised stratified training to include discussions on problem solving.</li> </ul>	<ul style="list-style-type: none"> <li>Conducted education and training for next-generation leaders as planned.</li> </ul>		P29~P30	
<p><b>5</b> <b>Communicating and Collaborating with Stakeholders</b></p> <p>As a good corporate citizen, FDK Group will pursue a thorough understanding of the multiple needs and expectations of its stakeholders and pursue business activities to meet these needs and expectations.</p>	<p>FDK Group correctively discloses the information to be opened and communicate with stakeholders. FDK Group continuously pursues company activities to contribute to the society by reflecting the communication to the business activities.</p>	<p><b>Proceeding communication opportunities with Stakeholders and correct response for requests</b></p> <ul style="list-style-type: none"> <li>Releasing CSR Report</li> <li>Customers: Disclosing correct information for the request from customers</li> <li>Shareholders, investors: Studying to realize the communication opportunities like Shareholders meeting, IR meeting, information on Home page, Management policy and Financial results briefings</li> <li>Supplier: Proceeding two-way communication.</li> <li>Employee: Communications with Labor union, Employee satisfaction monitoring, Communication with Top Management.</li> <li>Local community: Activity to contribute to local community (such as, Communication event with local community, Cleaning activity, Factory tour, Making Battery class, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Releasing CSR Report</li> <li>Customers: Disclosing correct information for the request from customers</li> <li>Shareholders, investors: Conduct evaluations into various communication opportunities, such as shareholder meetings, IR meetings, informational disclosures via the corporate website, management policies and financial briefings</li> </ul>	<ul style="list-style-type: none"> <li>Supplier: Proceeding two-way communication</li> <li>Employee: Dialogue between labor and management, satisfaction surveys, a communication with top management and promote risk management</li> <li>Local communities: social contribution activities for local residents and others</li> </ul>	<ul style="list-style-type: none"> <li>Released our CSR report (2020).</li> <li>Continued timely informational disclosures.</li> <li>Responded to 45 inquiries from customers (company profile, etc.).</li> <li>Responded to 187 inquiries from media, shareholders, and investors.</li> <li>Explanatory materials on financial results and progress of the Mid-Term Business Plan disclosed separately from the financial statements on the April 2021 release of financial results.</li> </ul>	<ul style="list-style-type: none"> <li>Expanded the scope of major suppliers taking part in the FDK Group Supply Chain CSR Survey Questionnaire.</li> <li>Conducted monthly liaison meetings between labor and management. We also handled three consultations on the human resources hotline.</li> <li>Continued to take part in local social contribution activities at each business site.</li> </ul>		P25~P26
<p><b>6</b> <b>Ensure Compliance</b></p> <p>FDK Group will act with sense of ethics and comply with the laws and social codes.</p>	<p>Management and all the Employees always act along the laws and social codes promptly recognizing the new or revised information of the laws.</p>	<ul style="list-style-type: none"> <li>Enhancing the activity to improve the company sustainability (evaluation, improvement, education)</li> <li>Reviewing regulations about compliance</li> <li>Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies</li> <li>Improving monitoring</li> <li>Collecting information about new or revised laws and reflecting to business activity correctively</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing regulations about compliance</li> <li>Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies</li> </ul>	<ul style="list-style-type: none"> <li>Improving monitoring</li> <li>Collecting information about new or revised laws and reflecting to business activity correctively</li> </ul>	<ul style="list-style-type: none"> <li>Reviewed regulations about compliance.</li> <li>Conducted e-learning (disaster prevention, domestic compliance, and overseas compliance).</li> <li>Internal reports received: 6 instances.</li> </ul>	<ul style="list-style-type: none"> <li>Internal reporting desk publications: 9 times.</li> <li>Collected information about new or revised laws and reflected them in business activities appropriately.</li> <li>Published an internal Legal News compiling information such as legal and regulatory amendments.</li> </ul>		P17~P20
<p><b>7</b> <b>Strengthening Corporate Governance</b></p> <p>Toward the realization of the CSR Policy, aims to improve the transparency and supervision function of management, FDK Group will strengthen the Corporate Governance.</p>	<p>The Managements fully understand the essence of Corporate governance and take the necessary actions to review the Management system and organization.</p>	<ul style="list-style-type: none"> <li>Planning to design the Board of Directors to do the correct decision making with fully effective supervision and the separation of supervision and execution</li> <li>Evaluating the Board of Directors (Self evaluation and third party's verification, Continuous improvement) and Training to maintain and improve the effectiveness of Board of Directors.</li> </ul>	<ul style="list-style-type: none"> <li>Smoothly share information and conduct ongoing high-quality auditing and supervision with outside directors through the Audit and Supervisory Committee Office</li> </ul>	<ul style="list-style-type: none"> <li>Continually conduct self-evaluations of Board of Directors and training for directors</li> <li>Participation by corporate officers in the above training</li> </ul>	<ul style="list-style-type: none"> <li>Shared information smoothly and conducted ongoing high-quality auditing and supervision by outside directors through the Audit and Supervisory Committee Office.</li> </ul>	<ul style="list-style-type: none"> <li>Conducted self-evaluations, training of directors, and participation of corporate officers in this training.</li> </ul>		P17~P20

# Management System



## Social Requirements

- Ensuring management transparency
- Continually enhancing corporate ethics
- Strengthening supervisory functions

## The FDK Approach

- Strengthening corporate governance
- Ensuring compliance
- Continuously operating an internal control system

## Highlights of Management System

Number of outside directors (total number of directors: 7)	Attendees of compliance training course for all employees	Number of transmissions of compliance-related information through the company intranet	Number of risk survey responses
3	4,427	4	61
Number of occupational accidents	Occupational accident occurrence rate	Occupational accident severity rate	Number of internal reports
3	0.00	0.00	6

## Initiatives Supporting the Management System

### Strengthening Corporate Governance

#### Basic Concept

FDK Group reviews each measure and the management system as necessary based on the general principles of the Corporate Governance Code stipulated by the Financial Instruments Exchange and executes organizational maintenance and other necessary measures, because we believe strengthening corporate governance improves the soundness and transparency of our company and improves the value for FDK shareholders. In addition, we are striving to improve fairness and transparency through wide-ranging information disclosure, including the prompt disclosure of business information and the provision of financial information via the Internet.

Our company has introduced a corporate officer system in order to separate business decision-making and supervisory roles from business execution roles, and to strengthen the checking role of the Board of Directors.

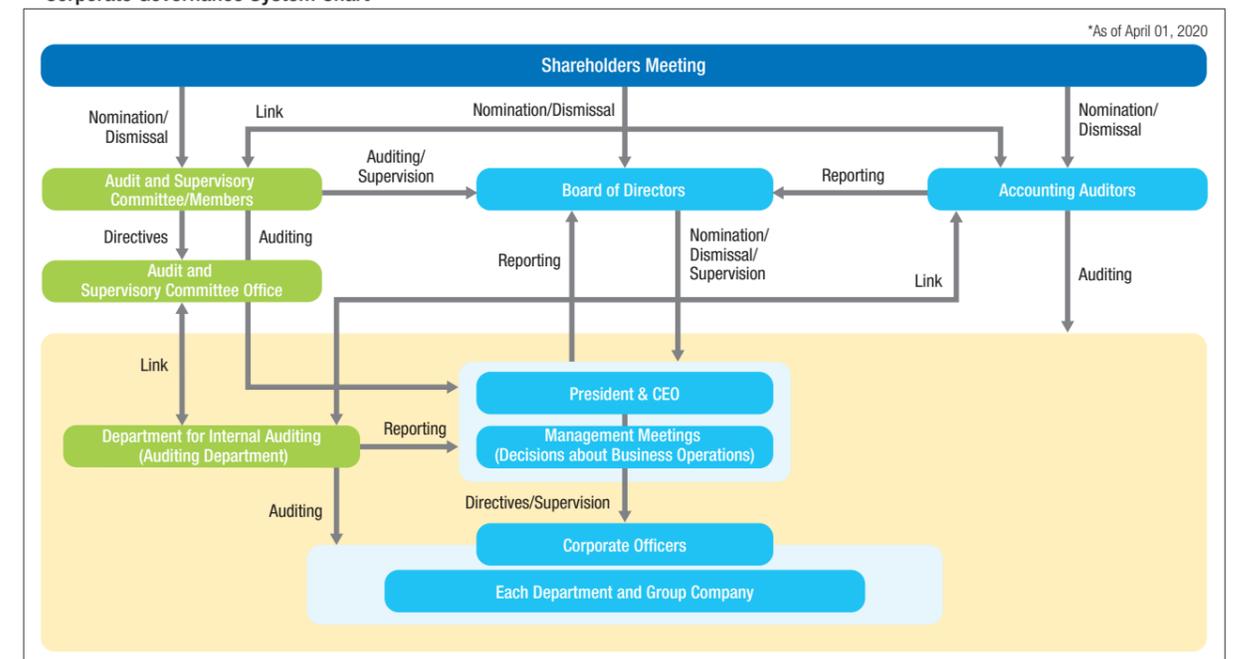
The FDK Board of Directors is composed of four directors (excluding directors who are Audit and Supervisory Committee members) and three directors who are Audit and Supervisory Committee members.

Board of Directors meetings are held once every month to determine important management matters and deliberate the progress status of performance and investigate the measures.

The Audit and Supervisory Committee is composed of three directors, including two outside directors, with meetings held once a month and whenever else a meeting is deemed appropriate to monitor and audit the appropriateness and validity of management. Furthermore, each Audit and Supervisory Committee member attends the Board of Directors meetings to share objective and fair insight about overall management on each matter while also auditing the appropriateness and validity of business operations of the directors according to the auditing policies formulated by the Audit and Supervisory Committee.

As a measure to enhance corporate governance aimed at actively promoting compliance throughout the Group, we have established the basic principle of compliance with the law in the FDK Group Corporate Conduct Guidelines. We also abide by the FUJITSU Way, which is the common core philosophy of the Fujitsu Group.

### Corporate Governance System Chart



## Building an Internal Control System

### Basic Concept

In recognition of the fact that strengthening corporate governance is essential for fulfilling our social responsibilities as a company, the FDK Group will maintain a sound and strong relationship with FDK stakeholders, from customers to suppliers, shareholders, employees, and local communities. We will implement management that complies with relevant laws and the Articles of Incorporation while ensuring the integrity of our operations and the reliability of our financial reporting. The pursuit of management efficiency and control of the various risks arising in business activities are essential to continually improve the corporate value of the FDK Group. Therefore, we promote ongoing efforts through the systems below.

### Systems to Ensure the Appropriateness of Operations

The FDK Group continually promotes the following systems:

1. Systems to ensure directors and employees perform their duties in accordance with laws, regulations and the Articles of Incorporation
2. Systems to store and manage information related to the performance of duties by directors
3. Regulations and other systems to manage risks of loss

## Ensuring Compliance

### Basic Concept

FDK Group established the "FDK Group Corporate Conduct Guidelines" as the standard of conduct for each and every employee. The Code of Conduct that makes up one element of these guidelines clearly states

4. Systems to ensure directors of FDK and subsidiary companies efficiently execute business
5. Systems to ensure the appropriateness of operations of the corporate group comprising the FDK Corporation and its subsidiary companies
6. Systems to ensure the appropriateness of auditing functions by Audit and Supervisory Committee members

### (1) Directorship training

FDK holds training for directors as well as corporate officers with the objective of teaching knowledge both in and outside the scope of their expertise in an effort to increase the expertise and knowledge of its directors.

### (2) Board of Directors performance evaluation

FDK holds discussions based on survey questionnaire evaluation methods and the results of third-party analysis of questionnaires. In doing so, the Board of Directors can discuss any issues while continually working to strengthen its supervisory functions.

that we will respect human rights, act with fairness and freedom in our business dealings, comply with all laws, regulations, and social norms, protect and respect intellectual property, handle information properly and maintain confidentiality, and not use our positions in the

organization for personal gain. In this way, we will strive to earn trust from consumers and suppliers.

## Compliance Education

The FDK Group explains laws and regulations closely related to its work, from internal regulations to the Foreign Exchange Act, the Product Liability Act, Antimonopoly Act, and Personal Information Protection Law in various stratified training programs, such as new and mid-level employee training as well as new manager training, to bring about understanding in every person. In addition to the above, FDK continually conducts a variety of compliance training (including e-learning) for all of our employees. FDK also conducts training annually at each business site related to export management and subcontracting transactions. Furthermore, FDK strives to raise awareness about laws and regulations by providing employees with a broad range of information about compliance that includes information about amendments to relevant laws and regulations and with an introduction of examples about violations using the company intranet.

## Complying with Laws and Regulations Related to Business Operations

The business operations of the FDK Group must comply with a wide range of laws and regulations. In addition to this broad compliance, understanding culture and customs and clearly responding to social trends are part of comprehensive compliance from an ethical perspective.

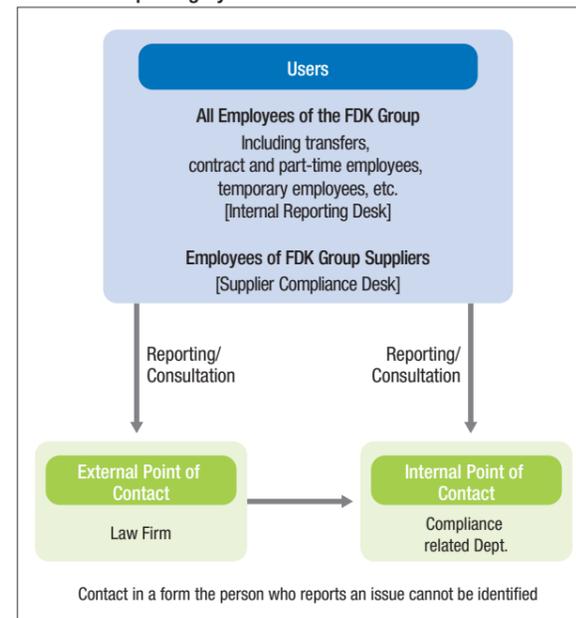
FDK has also put in place dedicated organizations for each field of compliance such as "Health and Safety Committee", "Environmental Management Committee", "Product Chemical Substances Management Committee", "Export Management Committee" and "Product Safety Promotion Committee" in an effort to operate its businesses in compliance with all laws and regulations.

## Internal Reporting System

The FDK Group has put in place the proper reporting and consultation systems for compliance violations to quickly discover and take corrective actions of any such improprieties as well as use as a resource to strengthen honest and fair management in compliance with the law. FDK has established an Internal Reporting Desk and Supplier Compliance Desk. The "Internal Reporting Desk", "Supplier Compliance Desk", and the "Internal Reporting Regulations" guarantee anonymity of anyone who reports a violation in addition to ensuring no harm is done as a result of reporting an issue. Any issue discovered as a result of investigation into a report is immediately addressed with reform measures.

There were six reports in FY2020, which were addressed appropriately.

### Internal Reporting System



## Risk Management Initiatives

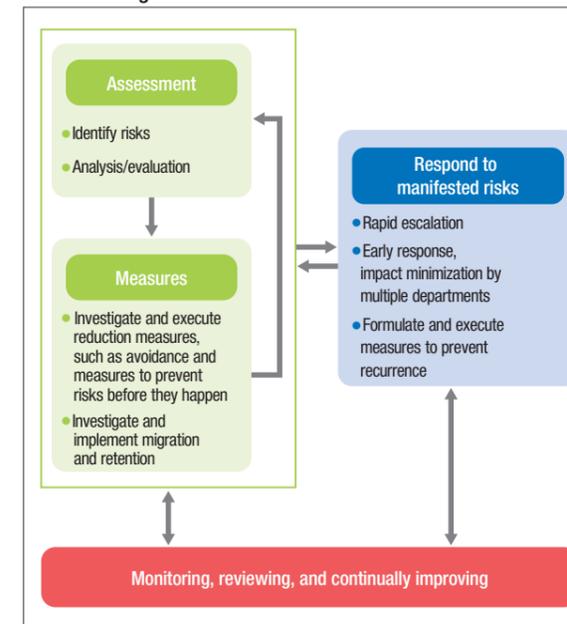
The FDK Group aims to continually improve corporate value and make contributions to customers, local communities, and all other stakeholders through its global business activities.

To achieve these goals, we properly identify any potential risks resulting from our business activities and prioritize important issues requiring a response. Therefore, the FDK Group has established, practices, and continually improves a Group-wide risk-management system. Our Board of Directors drafted the Basic Policy for Establishing an Internal Control System to define rules and systems that pursue management efficiency and control risks resulting from business activities. We also share this basic policy with our shareholders.

## Risk Management Process

- (1) Each department identifies, evaluates, and verifies potential risks inherent to business activities.
- (2) Clarifies the priority of response for each risk and determine risk-control policies (avoidance, mitigation, migration, and retention of risks). Executes measures in each department to prevent risks before they manifest in accordance with decided policies.
- (3) Each department rapidly escalates response in the event any risks do manifest.
- (4) Any issues are resolved as quickly as possible to minimize the impact through an appropriate response in cooperation with each relevant department and the Risk & Compliance Committee Secretariat as well as working to identify the underlying causes in addition to formulating and executing plans to prevent recurrence. FDK checks the progress of execution during each of these steps and makes improvements as necessary.

### Risk Management Process Chart



## Occupational Health and Safety Activities FDK Group Health and Safety Policy Basic Philosophy

We respect and value the life and dignity of every individual as a basic philosophy. The foundation of FDK health and safety ensures the health and safety of every employee. The FDK Group aims to eliminate all occupational accidents and illness through a safety first mentality, a safe and comfortable workplace, and active initiatives to cultivate healthy minds and bodies.

## Basic Policy

FDK aims to improve and ensure the safety and health of its employees under the basic principle that occupational accidents must not happen. Every employee participates in building a safe and comfortable workplace by systematizing and continually developing independent occupational health and safety activities for the purpose of eliminating all occupational accidents. FDK also places importance on employee mental health measures not just from the perspective of employees and their families, but also in terms of earning trust as a company and operating business smoothly. These actions have strengthened our mental health efforts.

## Occupational Health and Safety Promotion System

The FDK Group holds quarterly meetings of the Central Health and Safety Committee, which includes the president and the chairman of the labor union, as a supervisory function for the Health and Safety Committees at each business site. The central committee shares information about activities at each business site while formulating Group-wide activity plans.

On-site Safety and Health Committee meetings are held jointly by

labor and management at each business site every month to execute activities according to health and safety action plans.

Some business sites have acquired the OHSAS 18001 and ISO 45001 certifications for occupational health and safety management. We take advantage of these management systems in an effort to realize a framework with an even higher level of occupational health and safety.

## Status of Occupational Accidents

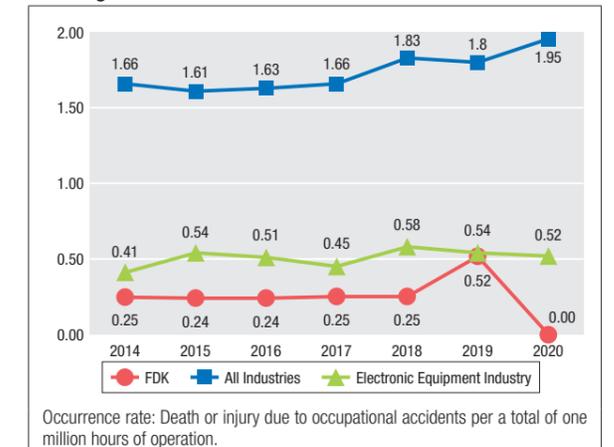
Three occupational health and safety accidents occurred on business sites in Japan in FY 2020 (excluding traffic accidents).

The occurrence rate was 0.00 with a severity rate of 0.00 for occupational accidents on business sites in Japan.

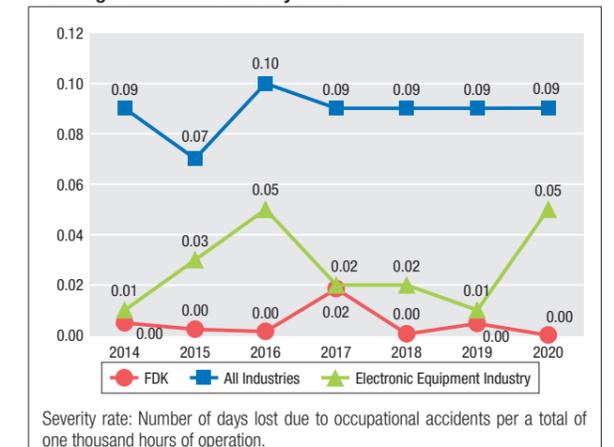
\*Occurrence rate: (Number of deaths or injuries/total hours of operation x 1,000,000)

Severity rate: (Number of days lost/total operation hours x 1,000)

### Changes in the Annual Occurrence Rate



### Changes in Annual Severity Rate



# Relationships with Customers and Suppliers



## Social Requirements

- Increasing importance of product quality and management quality
- Expanse of the reliable and safety needs in the social infrastructure

## The FDK Approach

- FDK Group will take advantage of ecosystems to increase the value of offerings provided together with various partners to enable customers to utilize electric energy in diversified ways.

## Highlights of Relationships with Customers and Suppliers

Number of public announcements regarding products in FY2020	Number of ISO 9001-certified production sites	Number of IATF16949-certified production sites	Number of ISO 14001-certified production sites
8	7	4	7

## Initiatives Supporting Relationships with Customers and Suppliers

As a Smart Energy Partner that assembles advanced technologies, the FDK Group would like our customers to best utilize electric energy in a safe and efficient manner, and it hopes to contribute to the materialization and development of a sustainable society. This vision will help to resolve social issues through the products and services provided by the FDK Group.

**Our offerings enable reliable applications for clean and safe electric energy to corporate and individual users that support people's lifestyles.**

### Basic Concept

The FDK Group strives to build product development, supply, and quality assurance systems that help resolve social issues, and we work to promote green procurement based on concepts for continually developing and supplying high-quality, safe, environmentally friendly batteries and electronic devices able to satisfy customers.

### Examples of Initiatives FDK Group Initiatives

The FDK Group strives to provide batteries and electronic devices that use environmentally friendly materials by complying with environmental laws and regulations to heighten our value as a company cultivating the future. As part of these measures, the FDK Group works to develop new products, including a next generation of batteries able to provide customers with new added value derived from the distinct technology cultivated in the battery and electronic device businesses thus far.

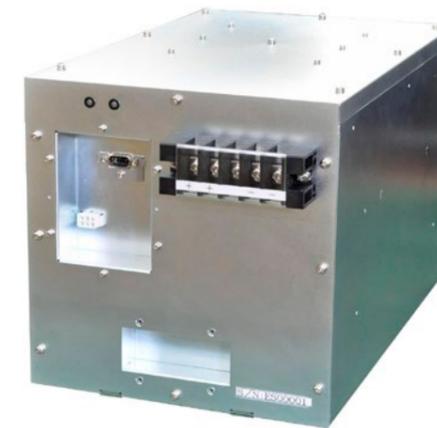
### Examples of new product launches in FY2020 (excerpt)

#### Example 1

Release of BBUS-122024-02, a DC24V nickel-metal hydride battery system for transportation infrastructure and industrial applications

Our users' expectations

- Reduce replacement costs by using rectifiers taken directly from existing outdoor equipment.
- Increase battery capacity in the current battery installation space and extend the working hours for night maintenance.
- Reduce degradation of battery discharge capacity in the low-temperature environment of winter.
- Conduct remote monitoring for signs of battery degradation and implement systematic battery replacement before the batteries reach the end of their life.
- Features of the new product:
  - Easier replacement achieved by control that incorporates the charging and discharging behavior of lead-acid batteries.
  - Small size and parallel connection capabilities (34% reduction in volume and 48% reduction in mass compared to equivalent lead-acid batteries\*, according to our research)
  - Equipped with nickel-metal hydride batteries with good low-temperature discharge characteristics
  - Equipped with monitoring and communication functions



DC24V Nickel-Metal Hydride Battery System BBUS-122024-02

#### Example 2

Release of the FUJITSU alkaline battery, "Long Life PLUS."

Features

The use of rare metal coating technology in the cathode case suppresses increases in internal resistance due to oxidation and outflow of impurities from the inside of the battery, resulting in improved discharge performance and leakage resistance after long-term storage, long-term storage of ten years—approximately double that of conventional products. This is a new standard for alkaline batteries that combines discharge performance suitable for medium- and low-current devices with a long-term storage performance of ten years, providing excellent value for the money and making it suitable for use in all aspects of daily life. In addition, this product complies with the Act of Promoting Green Procurement, while the backing paper for the multi-packs and blister packs is made of environmentally friendly FSC-certified paper.



FUJITSU Alkaline Battery, "Long Life Plus"

#### Example 3

Expansion of production capacity for high-power, cylindrical lithium-manganese dioxide primary batteries (25% increase in production capacity)

We will expand the assembly line for high-power, cylindrical lithium-manganese dioxide primary batteries, which are in increasing demand in the meter communication market, in order to increase production capacity by 25%.

Our high-power, cylindrical lithium-manganese dioxide primary batteries are mainly used in electronic meters for gas, electricity, and water. As a result of the recent trend toward smart devices with increased communication traffic volume, demand is increasing for lithium batteries that can discharge a large amount of current during operation. The batteries are also used in fire alarms, medical devices, in-vehicle equipment, etc. Even the COVID-19 pandemic has not slowed demand, and we expect orders to continue to increase. Given these market conditions, we will expand the assembly line at the Tottori Plant, where we manufacture our lithium batteries, and increase its production capacity by 25% starting in April 2021. In parallel with this expansion of the assembly line, the strengths of the existing assembly line were retained and the points that needed to be improved were thoroughly reviewed. In addition to designing equipment to maximize battery performance, quality, and productivity, we will also adopt a line configuration that is designed with the development of an IoT-based smart factory in mind, including the establishment of a traceability system, thereby allowing us to deal with increases in orders.



Left: High-power, cylindrical lithium-manganese dioxide primary battery  
Right: The Tottori Plant

### New Addition of Research and Development Content to Our Website

We have been researching and developing batteries for over 70 years since our founding in 1950, starting with manganese dry cell batteries and continuing with alkaline and lithium batteries and more. With the addition of nickel-metal hydride batteries in 2010, we have broadened the scope of our research and development on batteries, and our knowledge and expertise in this area has grown deeper.

More recently, our research and development efforts have resulted in the development of new batteries, including all-solid-state batteries and metal-hydride/air secondary batteries. We would like to publicize our technical capabilities and products to our customers and other stakeholders by showcasing our technologies and examples of our R&D activities on our website.

URL for added research and development content:

<https://www.fdk.co.jp/research-and-development/>

## FY2020 Achievements

- **Ni-MH batteries**  
FDK strove to develop and supply a variety of Ni-MH batteries for household electronics, in-vehicle accessories, power back-up systems, and products for mobility and social infrastructure.
- **Alkaline batteries**  
FDK worked to develop products with high performance and high reliability. We also supplied environmentally friendly products.
- **Lithium batteries**  
FDK worked to develop products for the residential alarm, in-vehicle, and AED markets. We have also developed a high-power, cylindrical lithium-manganese dioxide primary battery with the highest capacity in the industry.
- **Electronic devices**  
FDK strove to propose and develop smaller and lighter electronic devices for its customers. We also worked to develop sensing and wireless products.
- **All-solid-state batteries**  
Started production of SoLiCell™, a small, all-solid-state SMD battery, at our Kosai Plant. (December 2020)
- **Research and development**  
Developed a metal-hydride/air secondary battery, one type of next-generation battery for large-scale power storage. (November 2020)

## Development with Considerations for Quality and Safety FDK Group Quality Policy

"We will provide customers with quality they can rely on."

### Philosophy

Our mission is to develop and supply high-quality, safe, and environmentally friendly products that satisfy customers through a basic quality-first approach. The FDK Group knows it must never cause any grave quality issues or violate the laws or regulations of each country worldwide.

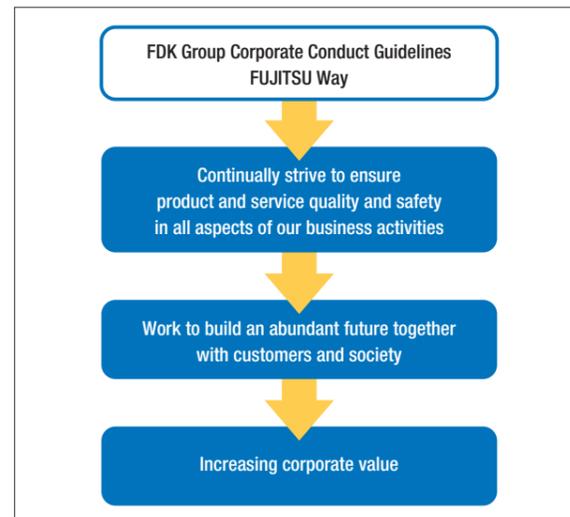
Therefore, every department takes customer-oriented actions throughout each step from sales to research, planning, development, design, production and even customer service to provide more precise quality management.

### Quality Action Guidelines

1. We will make quality requests from customers our highest priority and take swift pertinent action to heighten customer satisfaction.
2. We will strengthen fundamental activities in the development stage and incorporate quality, price, delivery, and environmental considerations into production to help prevent quality issues at the production stage, improve profitability, strictly adhere to delivery dates, and improve environmental performance.
3. We will continually enhance risk management throughout various aspects of compliance from product safety to the chemical substances contained in products.
4. We will improve manufacturing to thoroughly reduce any loss of quality, such as process waste and losses from complaints.
5. We will continually improve the quality management system to execute more effective quality management.

### Quality Assurance System

The FDK Group has built a quality management system to achieve the Quality Policy and Quality Action Guidelines and will always undertake quality assurance activities. As of March 2021, eight of our sites, including those overseas, have acquired ISO 9001 certification, and four have acquired IATF 16949 certification.



### Quality Assurance Initiatives

In order to provide quality products and services that satisfy the function and performance requirements as well as other customer needs, FDK fosters cooperation between management and other various departments. This necessitates the participation of every employee in activities across every process of its corporate activities.

The FDK Group engages in collaborative activities linked to those of each business site, including those overseas, across a diverse product line-up.

Quality assurance divisions actively work to share information with all business divisions to drive these activities, formulate quality proposals, escalate responses in the event of problems and quality issues related to compliance, conduct education to nurture human resources, and horizontally share other information such as expertise and examples of defects. FDK has established a Group-wide Quality Management Committees hosted by top management to approach quality management from a Group-wide management perspective.

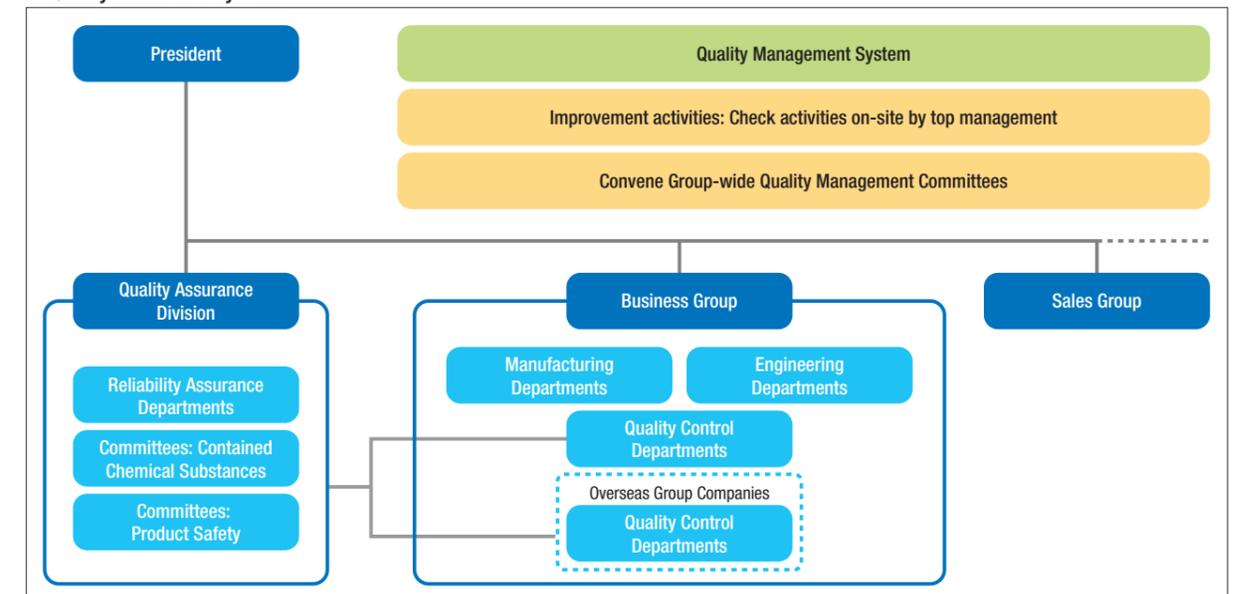
## Improvement Processes of Actions to Strengthen Quality Assurance

1. In order to implement the FDK Group's quality policy, each verification process, from product planning to mass production transfer, is reviewed in accordance with quality-related regulations, etc., drawing on a wide range of knowledge not only from the department itself but also from other related departments, thereby ensuring more objective assessment.

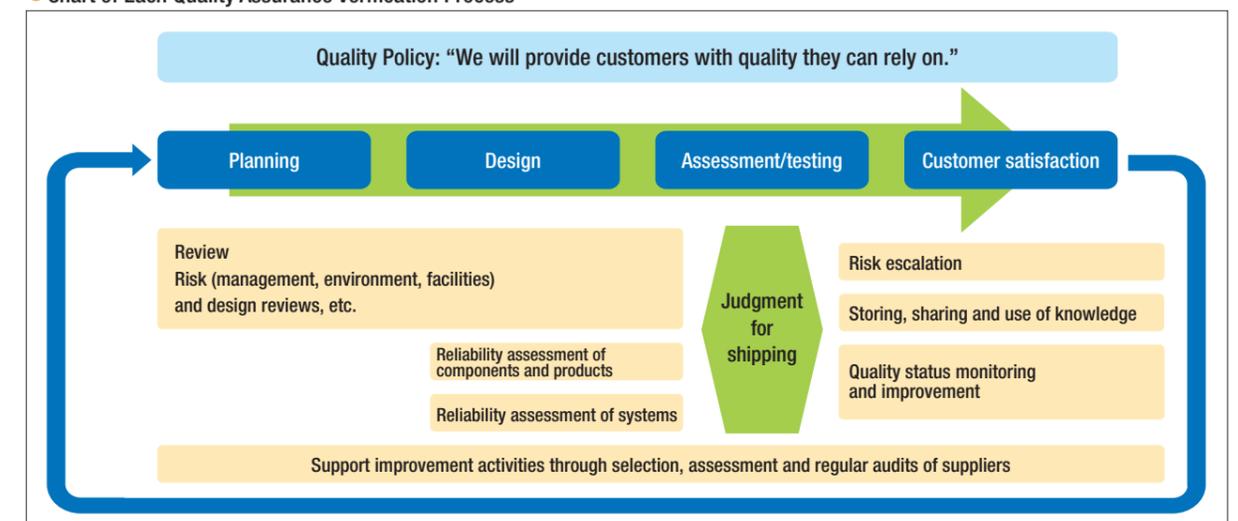
### 2. Green Procurement Initiatives

The FDK Group contributes to the materialization of a more sustainable society by conducting business activities that consider the environmental burden and supply environmentally friendly products. The FDK Group provides environmentally friendly products to customers by procuring and using eco-friendly materials based on the FDK Group Green Procurement Standards.

### Quality Assurance System



### Chart of Each Quality Assurance Verification Process



# Relationship with Society



## Social Requirements

- Disclosing accurate, transparent information
- Proceeding communication opportunities with stakeholders
- Responding to heightened demands for non-financial information disclosure

## The FDK Approach

- Communicating and Collaborating with Stakeholders
- Disclosing correct information for the request from customers
- New addition of research and development content to our website
- Engaging in social contribution activities with local communities, residents and other stakeholders

## Highlights of Relationship with Society

Number of factory tours	Number of Battery-making Class sessions held	Number of trainees with disabilities accepted for company training	Number of local clean-up activities
Cancelled	Cancelled	3	12
Number of communications with media, shareholders, and investors	Number of survey responses from customers about CSR/conflict minerals	Number of local events joined by FDK	"The Sound of Batteries Powered by the Sun" Concerts
187	168	40	7

## Initiatives Supporting Relationships with Society

### Communicating and Collaborating with Stakeholders

#### Basic Concept

As a good corporate citizen, the FDK Group will pursue a thorough understanding of the many needs and expectations of its stakeholders and pursue business activities to meet these needs and expectations. FDK Group works to heighten corporate value by continually engaging in corporate activities that contribute to society through proper disclosure of information that should be made public and through dialogue with stakeholders, which is reflected in business activities.

#### FY2020 Targets

- ① Releasing CSR Report
- ② Disclosing accurate information when responding to requests from customers
- ③ Media/Shareholders/Investors  
General shareholders' meetings, IR meetings, and information disclosure over the website  
Deliberations for communication opportunities for management policy, business performance, etc.
- ④ Improving two-way communication with suppliers.
- ⑤ Communication with employees
- ⑥ Continually engage in social contribution activities with local communities, residents and other stakeholders

#### FY2020 Achievements

- ① FDK published a CSR report in 2020 and made every effort in disclosing non-financial information.
- ② **Response to Customers**  
We provided information in response to 45 inquiries for company information and other inquiries.
- ③ **Response to the Media, Shareholders, and Investors**  
·FDK provided accurate explanations to 187 inquiries from the media, shareholders, and investors.  
·Explanatory materials on financial results and progress of the medium-term management plan were disclosed separately from the financial statements on the April 2021 release of financial results.  
·New research and development content was added to our website.

#### ④ Relationships with Business Partners

We conducted CSR surveys of our procurement partners, personnel dispatching companies, outsourcers, cafeteria providers, security companies, etc., and shared the results with our business partners.

#### ⑤ Relationships with Employees

Monthly labor-management liaison meetings were held to exchange views. We also conducted an employee satisfaction survey, analyzed the results, and took action accordingly.

#### ⑥ Contributing to the Local Community

Some activities had to be canceled due to the COVID-19 pandemic, but those activities that were possible were conducted at each of our sites.

### Contributing Activities for Local Communities and Local Residents

Each of our locations conducts community service activities for local communities and local residents.

#### Examples of Activities

1. Cleanup activities around our facilities
2. Provision of used stamps, Bellmarks (fundraising tokens for schools), etc. to welfare councils
3. Provision of disaster supplies to food banks
4. Cleaning roadside service stations, weeding flower beds, and planting flowers
5. Receiving trainees with disabilities
6. Cooperation with blood drives

### Contributing Activity Topics

In January 2021, Iwami Junior High School in Iwami, Tottori Prefecture, asked us to provide a lecturer for their "Comprehensive Study: Learning from Hometown Teachers" session. In response, the General Affairs and Human Resource Department of the Tottori Plant gave a lecture. The lecture was based on examples and experiences of corporate initiatives from the perspective of the SDGs and on what students should do now before entering the workforce.

In recent years, the SDGs have become an important topic in schools, as they have been included in high school entrance exams. We believe that this lecture was a good opportunity for the students (83 first-year students) to acquire a deeper understanding of the SDGs.

### Regular Contributions to the Local Community



Flower planting in roadside service station flowerbeds (Tottori Plant)



AED training (Tottori Plant)



Cleanup around the plant (FDK ENGINEERING Cleanup)



Cleanup around the plant (Takasaki Plant)



Cleanup of the prefectural road in front of the plant (Washizu Plant)

# Relationships with Employees



## Social Requirements

- Work style reforms, creating environments conducive to work
- Equality in hiring (post-retirement rehiring, hiring of people with disabilities, women's work-place participation and advancement)

## The FDK Approach

- Embracing diversity and inclusion
- Creating work-friendly environments
- Developing human resources for their contribution to society and the planet

## Highlights of Relationships with Employees

Employment rate of female employees	Number of female employees in management and supervisory roles	Ratio of non-Japanese employees (Domestic business sites)	Employment rate of persons with disabilities
18.8	3	0.61	2.20
Days of paid leave taken/ per person/year	Number of employees using the Childcare Leave Program	Number of labor-management liaison meetings held	Number of consultations with the human resources hotline
15.0	15	12	3

## Initiatives Supporting Relationships with Employees

### Embracing Diversity and Inclusion

#### Basic Concept

##### Policy Orientation

FDK Group promotes diversity in human resources irrespective of nationality, gender, sexual orientation, age, ability/disability, religion or values as a basic policy to enable individuals to grow with the company.

##### Ideal Form

Our Ideal Form is for everyone working in the FDK Group to refuse to engage in any form of discrimination and welcome diverse human resources with actual action.

#### Examples of Initiatives and Other Measures

##### (1) Creating a working environment that is friendly for all people

- Providing a comfortable working environment for people with disabilities and LGBT people
- We are systematically promoting the installation of barrier-free, multi-purpose restrooms.

In FY2020, we installed multi-purpose restrooms at the Takasaki Plant.

- Introduction of new uniforms

We have introduced a new uniform that respects diversity, including LGBT people. They are designed to be suitable for both men and women of all ages, as well as being safe, comfortable, and IEC standard-compliant (anti-static).

##### (2) Improving the personnel treatment system

- We have formally introduced a telework system.

##### (3) Proceeding the educational activity such as trainings and seminars

- We conducted management training as planned.

##### (4) Conducting an employee satisfaction survey

- We conducted an employee satisfaction survey for all employees. (Response rate: 99.7%) To resolve the issues raised by the survey results, we conducted a training program on organizational revitalization.

## Diversity Initiatives

The FDK Group launched the Success Support Project for Women and set up the Office to Support Women's Success for the purpose of expanding and supporting opportunities for women to succeed. The Office to Support Women's Success was renamed the Diversity Promotion Office on April 1, 2017.

The Diversity Promotion Office strives to foster respect for diversi-

ty while working to create a work-friendly environment.

The Diversity Promotion Office comprises an office manager, staff, promotion members (appointed from each business division) as well as advisors from human affairs and the labor union led by the director in charge of corporate affairs.

## Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace

Since April 2010, in accordance with the action plan based on the Act on Advancement of Measures to Support Raising the Next Generation of Children, the FDK Group has been actively pursuing work-life balance in order to realize an environment where each employee can work with vigor and satisfaction. We have also drawn up an action plan in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, which came into effect in April 2016. We will continue striving to be a company where both men and women can play an active role.

### About the Stage 1 Action Plan

In order to further support women's advancement, we drew up an action plan, as follows.

#### 1. Plan period

Five years from April 1, 2016 to March 31, 2021

#### 2. Our challenges

- The culture and work environment are not supportive of female employees raising children.
- Workplace management is inadequate in some areas, making it difficult for women to continue working while raising children due to difficulties in balancing work and family life.
- The workplace culture is not conducive to supporting those who continue to work after giving birth or while raising children.
- There is insufficient understanding of flexible working styles in the workplace, making it difficult to take time off suddenly, such as when a child is sick.

#### 3. Quantitative targets

Increase the percentage of women in managerial positions by 125% or more relative to FY2015.

#### 4. Initiative and implementation period details

##### Initiative 1: Management-led implementation of work-life balance

- April 2016 — Success Support Project for Women organized to regularly check the status of activities and share information on various measures and outcomes.
- October 2016 — Events hosted by the Office to Support Women's Success on a yearly basis.

##### Initiative 2: Promoted the creation of a comfortable work environment to enhance workplace responsiveness and management

- April 2016 — Planned and reviewed various seminars and training programs.
- December 2016 — Conducted management training to renew awareness among male managers and workplace leaders.
- June 2017 — Women's career training held to renew awareness among female employees.

##### Initiative 3: Active recruitment of female employees and implementation of recruitment plans

- October 2016 — Consideration given to expanding the workplaces and job areas where female employees are assigned.
- February 2017 — Plan implemented for active recruitment of female employees in conjunction with the personnel and recruitment plans.

## About the Stage 2 Action Plan

In order to further promote women's advancement and create a work environment where both men and women can work for many years, we drew up an action plan, as follows.

### 1. Plan period

Five years from April 1, 2021 to March 31, 2026

### 2. Our challenges

**Challenge 1:** Workplace management is insufficient in some areas, and the use of the system is not well understood.

**Challenge 2:** A workplace culture is needed that supports people who continue to work after giving birth, while raising children, while caring for family members, etc.

**Challenge 3:** There is insufficient understanding of flexible working styles in the workplace, making it difficult to take time off suddenly.

### 3. Targets and details of initiatives and implementation period

**Goal 1:** Increase the percentage of women in managerial positions by 150% or more relative to FY2021.

Initiative details

April 2021 — Regular meetings of the Diversity Promotion Office, which supports the advancement of women, will be held to confirm the status of activities and share information on various measures and outcomes.

April 2021 — Provided a self-development curriculum to support individual career advancement.

June 2021 — Increased the number of female participants in training programs for next-generation leaders.

September 2021 — Held management training for managers and supervisors.

October 2022 — Hold exchanges of viewpoints with female managers and supervisors.

**Goal 2:** Increase the rate of use of flextime, telework, and other systems that contribute to flexible working styles, by 25% relative to FY 2021.

Initiative details

April 2021 — Improved the system and raised awareness of it on a regular basis.

June 2021 — Established an environment for telework.

September 2021 — Raised awareness of the importance of work-life balance at management training seminars.

September 2021 — Conducted education on management points and issues regarding telework.

## Developing Human Resources for Their Contribution to Society and the Planet

### Human Resources Development

FDK Group strives to nurture human resources by categorizing human resources development into four main themes.

#### 1. Stratified training (higher educational standards)

We will enhance education tailored to the level of each employee's position, from new recruits to executives.

#### 2. Professional development training

Specialized seminars, taking skills tests

We will train professionals in each specialized field, incorporating advanced technology and the latest skills.

#### 3. Business leader development

Next-generation leader training, global human resources development  
In-depth study of management skills that lead to organizational revitalization.

Understanding and encouragement of human resources development

#### 4. Supporting the growth of a diverse range of individuals

Career planning training and human rights education

We will work to improve individualized human resources support and motivation through career support and similar programs.

### Review of Various Education and Training Programs

#### 1. Review of stratified education

Internal basic education will be changed from a group format to a format that suits the work schedule of the participants.

#### 2. Concurrent use of online training

Instead of making all training sessions group-based, those likely to be effective in an online format will be moved online.

#### 3. We will provide opportunities for personal study for self-development.

We will provide easy learning opportunities for employees to improve their skills through e-learning.

#### 4. Conducting training that takes talent management into account

We will conduct training to develop the next generation of human resources.

#### 5. Expanding the "dojo"

The "dojo" conducts the following activities.

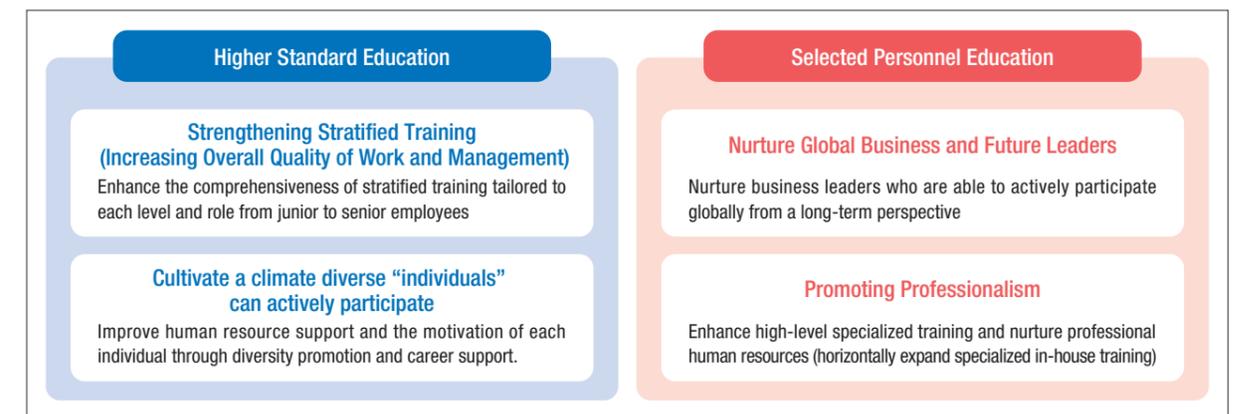
1) Self-improvement activities in a variety of fields to hone employees' knowledge, abilities, and mental and physical skills

2) Activities to enhance communication between different departments and generations and to strengthen the organization

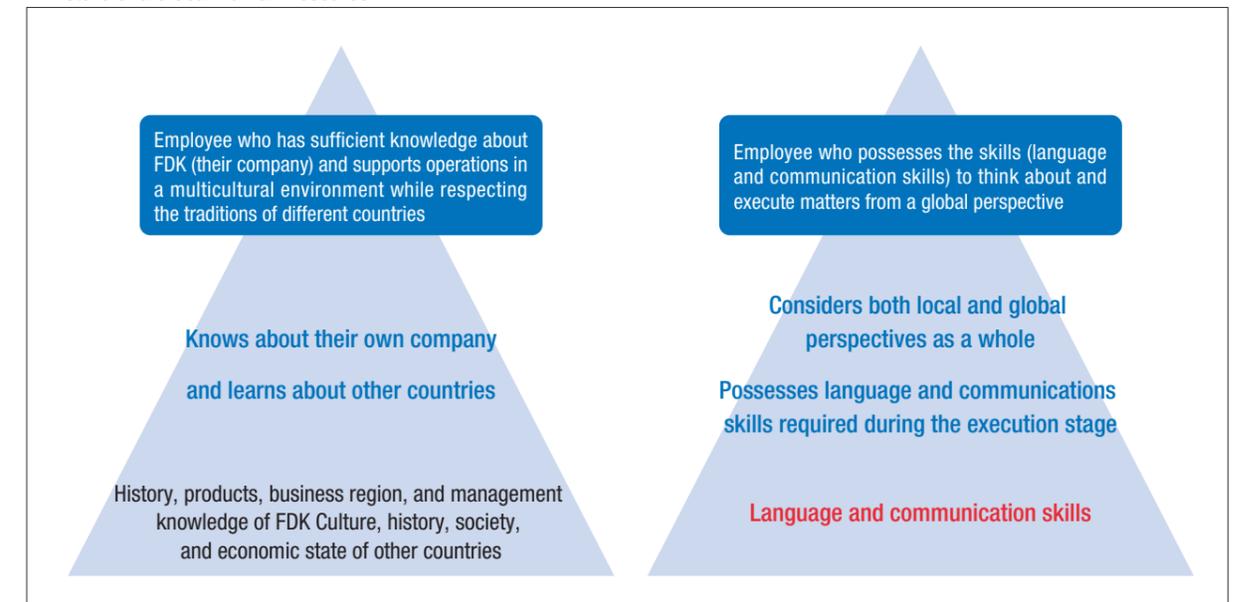
Purpose of the "dojo"

1) For FDK Group employees to enrich their lives by developing deeper expertise, education, and experience in various fields.

2) To renew awareness of self-improvement, put in place an environment for self-improvement, build a corporate culture in which employees work hard to help and compete with each other, and strengthen organizational capabilities by passing down techniques and conducting exchange between generations.



### Picture of a Global Human Resource



# Environmental Conservation Activities



## Social Requirements

- Reduction of environmental impacts
- Global warming prevention
- Waste reduction

## The FDK Approach

- Promote the development of environmentally friendly products
- Reduce greenhouse gas emissions
- Reduce the amount of waste generated

## Highlights of Environmental Conservation Activities

9th Environmental Action Plan of 6 target items <b>4</b> achieved	Design for environment Achieved at <b>2</b> out of <b>4</b> sites	Reduction of greenhouse gases <b>Target achievement</b>	Energy consumption per unit <b>Target achievement</b>
Reduction of chemical substances <b>Target achievement</b>	Reduction of waste <b>Target achievement</b>	Local environmental efforts and social contribution activities <b>Not yet achieved</b>	

## Environmental Conservation Initiatives

### Protecting the Global Environment

#### Basic Concept

As a member of the Fujitsu Group, the FDK Group recognizes the need for action toward the realization of an independently sustainable and recycling-oriented society with initiatives toward environmental conservation that follow the business activities of the company, which include not only legal compliance in each country and region, greenhouse gas reduction, waste reduction, and thorough management of chemical substances but also the reduction of our environmental impact through the products that FDK provides. FDK established the FDK Group Environmental Policy to promote even more robust Group-wide management environment.

#### FDK Group Environmental Policy Action Guidelines

1. Promote and continually enhance environmental management through an environmental management system that complies with the ISO 14001.
2. Promote the sustainable use of natural resources, measures to combat climate change, protection of the ecosystem, and measures to prevent environmental pollution.

3. Comply with all requirements that have been agreed upon from environmental laws and regulations to agreements made with administrative bodies related to FDK business activities.
4. Undertake initiatives through relevant departments using the items below as prioritized themes:
  - (1) Promote eco-conscious product development.
  - (2) Promote energy savings.
  - (3) Properly manage chemical substances.
  - (4) Reduce waste and promote recycling.
  - (5) Promote local environmental efforts and social contribution activities.
  - (6) Advocate initiatives for suppliers and customers to reduce CO<sub>2</sub> emissions.
5. Set environmental goals and targets to achieve in the Environmental Policy and promote environmental management as an effort undertaken by all employees whether FDK Group companies or partners.
6. Raise awareness about the Environmental Policy with all employees whether FDK Group companies or partners working on FDK Group premises and also share it with the general public.

## ISO 14001 Certification Status

FDK Corporation

- Head Office, Kosai Plant, Washizu Plant, Takasaki Plant, Tottori Plant
- Sales offices: Tokyo Metropolitan Area, Sapporo, Sendai, Nagoya, Osaka, Hiroshima, Fukuoka, Okinawa Sales Center

Domestic group companies

- FDK ENGINEERING CO., LTD.
- FDK SALES CO., LTD.
- FDK ECO-TECH CORPORATION
- FDK PARTNERS CORPORATION

Overseas group companies

- FUCHI ELECTRONICS CO.,LTD. (Taiwan)
- XIAMEN FDK CORPORATION (China, Xiamen)

## Our Plan for Carbon Neutrality

The Fujitsu Group's medium- to long-term environmental vision sets a target of zero CO<sub>2</sub> emissions by 2050. In addition, as part of the RE100 (an international initiative that aims for companies to supply 100% of the electricity used in their business activities from renewable energy sources), the company has set a target of supplying at least 40% of

the electricity used in its business activities with renewable energy sources by 2030, and 100% by 2050. The FDK Group will continue to work towards carbon neutrality in line with Fujitsu's goals.

## Green Procurement

The FDK Group considers how to improve global environmental problems, and is working to contribute to the sustainable development of society by conducting business activities that consider the environmental burden and supply environmentally friendly products. As part of these efforts, it is essential that the products we obtain from our suppliers are also environmentally friendly, and we have summarized this idea in the FDK Group Green Procurement Standards.

In order to coexist with the global environment and manufacture products that work in harmony with it, the FDK Group is conducting Green Procurement, which takes into account environmental aspects in addition to the aspects of quality, cost, delivery, and service that we have traditionally pursued.

\*FDK Group Green Procurement Standards, Version 7.0  
([https://www.fdk.co.jp/kankyoku/green\\_proc.html](https://www.fdk.co.jp/kankyoku/green_proc.html))

## FDK Group Environmental Policy

The FDK Group will promote environmental management under its slogan based on the philosophy below.

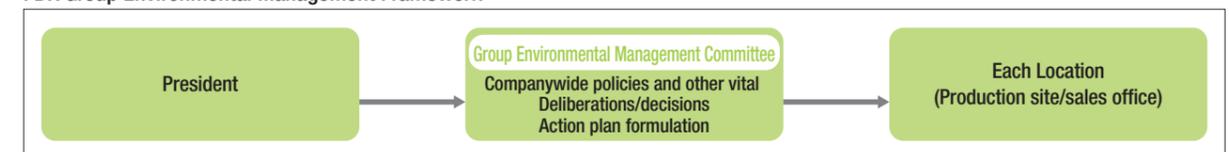
### Philosophy

As a Smart Energy Partner that assembles advanced technologies, the FDK Group would like our customers to best utilize electric energy in a safe and efficient manner, and it hopes to contribute to the materialization and development of a sustainable society. Moreover, the FDK Group will promote environmental initiatives as efforts undertaken by all employees whether FDK Group companies or partners through fair corporate activities which comply with environmental laws and regulations to pass down a beautiful global environment rich with nature to the next generation.

### The FDK Group Slogan

FDK Group Cares about Nature and Safeguards Our Planet.

## FDK Group Environmental Management Framework



## Basic Concept

The FDK Group has formulated a plan that conforms to the Fujitsu Group Environmental Action Plan and it has been promoting environmental initiatives.

Through these policies and targets, FDK Group will contribute to

reducing the environmental impact of customers and society while striving to reduce the environment impact of the FDK Group by strategically and continuously expanding environmental conservation activities to all FDK business regions. Results for FY2020 are shown on next page.

## FDK Group 9th Environmental Action Plan FY2020 Achievements

Items	Action Plan	Overall Evaluation
Design for environment	Develop at least four battery products or electronic devices annually that contribute to better energy efficiency (energy savings) at all sites.	×
	Develop at least three battery products or electronic devices annually that contribute to better resource efficiency (resource savings) at all sites.	×
Reduction of greenhouse gases	Limit overall CO <sub>2</sub> emissions from energy consumption at the FDK Group in Japan to 34,568 tons or less by the end of FY2020.	○
Energy efficiency	Improve the energy consumption per unit 1% compared to the previous fiscal year at all sites as an indicator of energy use.	○
Reduction of chemical substances	Improve PRTR chemical emissions per unit by 5% compared to FY2015 by the end of FY2020 at all sites as an indicator of PRTR chemical substance use.	○
Reduction of waste	Improve the amount of waste generated per unit by 5% compared to FY2015 by the end of FY2020 at all sites as an indicator of waste production.	○
Local environmental efforts and social contribution activities	Conduct at least 25 initiatives a year toward local environmental efforts and social contribution activities throughout the FDK Group.	×

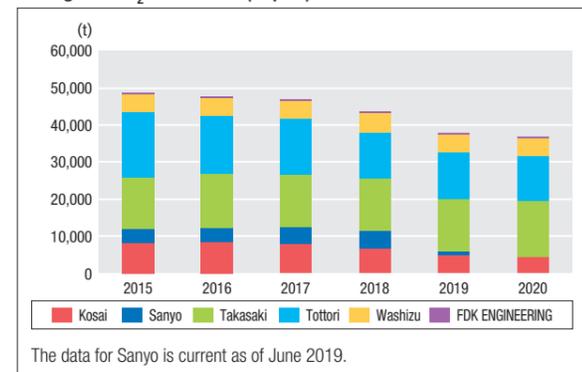
## Social Contribution Activities

As part of its activities for contributing to society, FDK supports “The Sound of Batteries Powered by the Sun” Concerts by Yumiko Orishige, one of the world’s only clavichord performers. These concerts are powered entirely from Ni-MH batteries charged using sunlight, representing a collaboration between Yumiko Orishige, a musician whose music is based on the theme of protecting the global environment, and our environmentally friendly rechargeable batteries aimed at renewable energy.

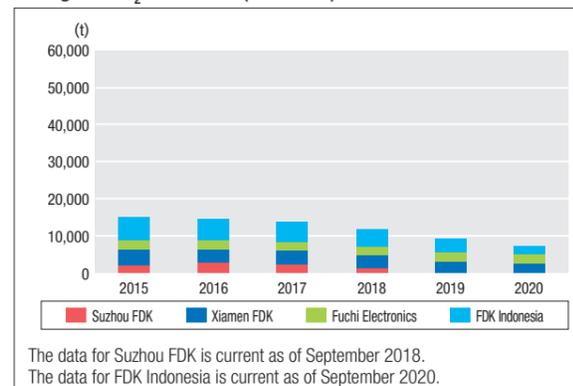
FDK will continue to engage in projects that contribute to society and the environment through the activities that utilize the features of FDK businesses.



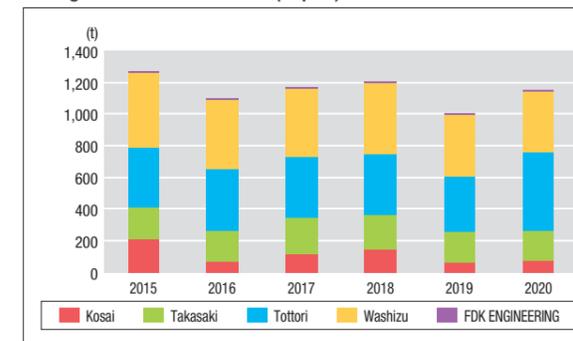
## Change in CO<sub>2</sub> Emissions (Japan and Overseas) FY2015 to FY2020



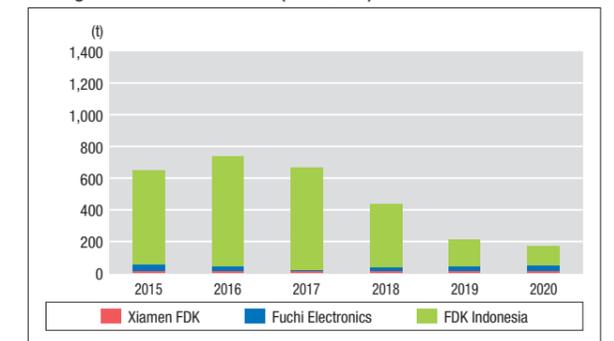
### Change in CO<sub>2</sub> emissions (Overseas)



## Change in Amount of Waste (Japan and Overseas) FY2015 to FY2020



### Change in Amount of Waste (Overseas)



## Environmental Performance Data by Business Site

Items	(Unit)		Kosai Plant	Takasaki Plant	Tottori Plant	Washizu Plant	FDK Engineering
CO <sub>2</sub> emissions	(t-CO <sub>2</sub> )	FY2020	4,494	14,928	12,153	4,908	137
		Previous fiscal year	4,912	14,017	12,501	4,934	131
Water usage	(m <sup>3</sup> )	FY2020	68,294	22,948	63,636	41,464	433
		Previous fiscal year	82,774	22,012	67,145	44,685	480
PRTR chemical emissions	(kg)	FY2020	0	3	0	0	—
		Previous fiscal year	0	0	171	0	—
SO <sub>x</sub> emissions	(kg)	FY2020	—	—	—	—	—
		Previous fiscal year	—	—	—	—	—
NO <sub>x</sub> emissions	(kg)	FY2020	247	—	1,017	—	—
		Previous fiscal year	344	—	2,337	—	—
Soot (measured density)	(g/Nm <sup>3</sup> )	FY2020	Less than 0.01	—	—	—	—
		Previous fiscal year	—	—	—	—	—
Waste water	(m <sup>3</sup> )	FY2020	68,294	22,314	36,442	41,464	433
		Previous fiscal year	82,774	20,977	35,589	44,802	480
Waste	(t)	FY2020	81	188	497	385	5
		Previous fiscal year	67	195	346	388	4

Items	(Unit)		FDK ECOTEC	Xiamen FDK	Fuchi Electronics	FDK Indonesia
CO <sub>2</sub> emissions	(t-CO <sub>2</sub> )	FY2020	30	2,495	2,638	2,144
		Previous fiscal year	27	3,016	2,686	3,446
Water usage	(m <sup>3</sup> )	FY2020	—	15,701	11,305	6,679
		Previous fiscal year	—	21,150	10,377	12,627
PRTR chemical emissions	(kg)	FY2020	—	—	—	—
		Previous fiscal year	—	—	—	—
SO <sub>x</sub> emissions	(kg)	FY2020	—	—	—	—
		Previous fiscal year	—	—	—	—
NO <sub>x</sub> emissions	(kg)	FY2020	—	—	—	—
		Previous fiscal year	—	—	—	—
Soot (measured density)	(g/Nm <sup>3</sup> )	FY2020	—	—	—	—
		Previous fiscal year	—	—	—	—
Waste water	(m <sup>3</sup> )	FY2020	—	12,561	11,305	6,011
		Previous fiscal year	—	16,920	10,377	11,364
Waste	(t)	FY2020	—	11	31	124
		Previous fiscal year	—	10	32	166

Note: CO<sub>2</sub> conversion coefficient 0.57 (t-CO<sub>2</sub>/MWh)

FDK Indonesia until Q2

# Overview of Group Companies

## Corporate Profile

Company Name	FDK CORPORATION
Founded	1950
Head Office	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan
Capital	31,709 million yen (as of March 31, 2021)
Net Sales	FY2020 (April 1, 2020 to March 31, 2021) Consolidated: 61,543million yen
Employees	Consolidated: 2,486 (as of March 31, 2021)
Description of Business	FDK CORPORATION is a manufacturer, which manufactures, sells and exports various kinds of batteries, rechargeable batteries, battery devices, electronic components and devices as well as applied products and applied devices.
Main Products	Ni-MH batteries, Alkaline batteries, Lithium batteries, Carbon-zinc batteries, Power storage systems, Light products, Production systems for batteries, Switching power supplies, DC-DC power modules, Toner, Signal processing modules for LCD



## Head Office/Business Site/Sales Office

Business Site	Address	ISO14001	ISO 9000's and TS/IATF 16949
<b>1 Head Office</b>	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan Tel: +81-3-5715-7400	EC98J2005	-
<b>Business Site</b>			
Business Site	Address	ISO14001	ISO 9000's and TS/IATF 16949
<b>2 Kosai Plant</b>	2281 Washizu, Kosai-shi, Shizuoka 431-0495 Japan TEL: +81-53-576-2151	EC98J2005	ISO9001:4745
<b>3 Takasaki Plant</b>	307-2 Koyagi-machi, Takasaki-shi, Gunma, 370-0071, Japan TEL: +81-27-361-7575	EC98J2005	ISO9001:4184927 IATF16949:370138
<b>4 Tottori Plant</b>	28 Ohta, Iwami-cho, Iwami-gun, Tottori 681-0063 Japan TEL: +81-857-73-1771	EC98J2005	ISO9001:4656683 IATF16949:376864
<b>5 Washizu Plant</b>	614 Washizu, Kosai-shi, Shizuoka 431-0431 Japan TEL: +81-53-576-2111	EC98J2005	ISO9001:JQA-0459
<b>Sales Office</b>			
Business Site	Address	ISO14001	ISO 9000's and TS/IATF 16949
<b>6 Tokyo Metropolitan Area Sales Office</b>	Shinagawa Crystal Square, 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan Tel: +81-3-5715-7436	EC98J2005	-
<b>7 Sapporo Sales Office</b>	Floor 4, Tsukamoto Bldg. 7 Goukan, 13-9-1 Kita 7 jo-Nishi, Chuo-ku, Sapporo-shi, Hokkaido 060-0007 TEL: +81-11-798-4699	EC98J2005	-
<b>8 Sendai Sales Office</b>	Tsutsujigaoka BK Terrace, 4-12-1 Tsutsujigaoka, Miyagino-ku, Sendai-shi, Miyagi 983-0852 Japan TEL: +81-22-293-5265	EC98J2005	-
<b>9 Nagoya Sales Office</b>	Floor 4, Meieki East Bldg., 5-28-1 Meieki, Nakamura-ku, Nagoya-shi, Aichi 450-0002 Japan TEL: +81-52-561-3141	EC98J2005	-
<b>10 Osaka Sales Office</b>	Terasaki No. 2 Bldg., 1-8-29 Nishimiyahara, Yodogawa-ku, Osaka-shi, Osaka 532-0004 Japan (Battery Sales) Tel: +81-6-6350-4883 (Electronic Device Sales) Tel: +81-6-6350-4877	EC98J2005	-
<b>11 Hiroshima Sales Office</b>	UPEC Hikari-machi Bldg., 2-9-27 Hikari-machi, Higashi-ku, Hiroshima-shi, Hiroshima 732-0052 Japan TEL: +81-82-535-1450	EC98J2005	-
<b>12 Fukuoka Sales Office</b>	Ichigo Hakata Bldg., 1-28 Gion-machi, Hakata-ku, Fukuoka-shi, Fukuoka 812-0038 Japan TEL: +81-92-291-9421	EC98J2005	-
<b>13 Okinawa Sales Center</b>	1-9-6 Inanse, Urasoe-shi, Okinawa 901-2128 Japan (Ryukyu Freight Forwarders Co., Ltd T.C. Division) TEL: +81-98-868-8685	EC98J2005	-



## Group Companies (3 manufacturing-related companies)

Business Site	Address	ISO14001	ISO 9000's and TS/IATF 16949
<b>1 FDK ENGINEERING CO., LTD.</b>	281 Hirooka, Hosoe-cho, Kita-ku, Hamamatsu-shi, Shizuoka 431-1302 Japan TEL: +81-53-522-5280	EC98J2005	ISO9001:JQA-QMA15241
<b>2 XIAMEN FDK CORPORATION</b>	No. 16, Malong Road, Huoju Garden, Huoju Hi-Tech District, Xiamen, Fujian, China TEL: +86-592-603-0576	00120E30145R4M/3502	ISO9001:00120Q30430R4M/3502 IATF16949:393676
<b>3 FUCHI ELECTRONICS CO., LTD.</b>	No. 355, Section 2, Nankan Road, Rutsu Shan, Tao Yuan, Taiwan TEL: +886-3-322-2124	4E9E001-03	ISO9001:2015/69024.3 IATF16949:0339560

## Group Companies (10 sales and other companies)

Business Site	Address	ISO14001	ISO 14001, ISO 9000's and TS/IATF 16949
<b>1 FDK SALES CO., LTD.</b>	Shinagawa Crystal Square, 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan Tel: +81-3-5715-7430	EC98J2005	-
<b>2 FDK ECOTEC CO., LTD. (Gifu Site)</b>	478 Ehigashi, Aza, Tsuchikura, Hirata-cho, Kaizu-shi, Gifu 503-0322 Japan TEL: +81-584-66-4781	EC98J2005	-
<b>3 FDK PARTNERS CORPORATION</b>	2281 Washizu, Kosai-shi, Shizuoka 431-0495 Japan TEL: +81-53-576-3121	EC98J2005	-
<b>4 FDK AMERICA, INC.</b>	(Head Office) 1280 E. Arques Avenue, MS310, Sunnyvale, CA 94085, U.S.A. TEL: +1-408-746-6815 (Dallas Office) 2801 Telecom Parkway, MS C1R, Richardson, Texas 75082, U.S.A. TEL: +1-972-231-2531	-	-
<b>5 FDK ELECTRONICS GMBH</b>	Einsteinring 24, 85609 Aschheim/Munich, Germany TEL: +49-89-3306680-0	-	ISO9001:91110693/3
<b>6 FDK SINGAPORE PTE. LTD.</b>	4, Leng Kee Road, #04-08 SIS Bldg., Singapore 159088, Singapore TEL: +65-6472-2328	-	-
<b>7 FDK HONG KONG LTD.</b>	Suite 1607-1608A, 16/F., Tower 3, China Hong Kong City, 33 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong TEL: +852-2799-9773	-	-
<b>8 FDK KOREA LTD.</b>	Room.614, Suseo Hyundai Venture-vill Bldg, 10, Bamgogae-ro 1-gil, Gangnam-gu, Seoul, 06349, Republic of Korea TEL: +82-2-582-8452	-	-
<b>9 FDK TAIWAN LTD.</b>	8F-4, No.57, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan TEL: +886-2-2311-5161	-	-
<b>10 FDK (THAILAND) CO., LTD.</b>	408/150, 35th Floor Phaholyothin Place Building, Phaholyothin Road, Khweng Samsain-nai, Khet Phayathai, Bangkok 10400 Thailand TEL: +66-2-163-4664	-	-

\*The acquisition status of third-party certifications such as the ISO 14001, ISO 9000 and TS/IATF 16949 is current as of March 31, 2020.



**FDK** FDK CORPORATION

Shibaura Crystal Shinagawa Bldg.,  
1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan

General Affairs and Human Resource  
Department, Corporate Headquarters  
Tel: +81-3-5715-7402  
Fax: +81-3-5715-7401  
E-Mail: [csr@fdk.co.jp](mailto:csr@fdk.co.jp)