

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 CO₂ 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.