

A large, stylized circular graphic in teal and green. The circle is composed of various icons: skyscrapers, trees, a house, a person walking, a wind turbine, a car, and a globe. The icons are arranged in a circular path, suggesting a continuous cycle or a holistic approach to sustainability.

FDK

FDK GROUP
CSR Report
2017

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● 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	28,301 million yen
Net Sales	FY2016 (April 1, 2016 to March 31, 2017) 73,682 million yen consolidated basis
Employees	4,103 consolidated basis (as of March 31, 2017)
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	Alkaline batteries, Ni-MH batteries, Lithium batteries, Carbon-zinc batteries, Power storage systems, Light product, Production systems for batteries, Switching power supplies, Coil devices, DC-DC power modules, Multilayer power inductors, Ceramic products, Toner, Signal processing modules for LCD

● About "FDK Group CSR Report 2017"

Editorial Policy

The "FDK Group CSR Report 2017" is published so that all of our stakeholders will understand our various activities based on the CSR Policy of the FDK Group.

The "FDK Group CSR Report 2017" reports our CSR activities under "Seven Prioritized Initiatives" defined by the FDK Group.

Target Period

This report focuses on activities during FY2016 (April 1, 2016 to March 31, 2017). (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 2017" is created by referring to ISO26000 social responsibility guides and the 2012 Environmental Reporting Guidelines.

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TOP MESSAGE

President & CEO **Michimasa Mochizuki**

Mission of the FDK Group

FDK aims to contribute in “Various manners to society as an energy management manufacturer”.

This has been the mission of the FDK Group, and this mission also has the objective to contribute to the growth of society and to resolve social issues through our businesses while following “Creating Shared Value (CSV),” which is a concept to realize both the pursuit of profit as economic value and better social value.

FDK started to manufacture and sell Carbon-zinc batteries in 1950 and entered the Ferrite (Electric magnetic material) business based on the accumulated material technology for batteries. From that time, FDK has been conducting research and development in materials as the foundation of technology from electrochemical engineering to magnetic material and powder technologies to provide products that include Alkaline batteries, Ni-MH batteries, and Lithium batteries through our battery business today.

In addition to the technology in the battery business above, we have expanded to various electronic devices, including power supply that utilize circuit technology and high density mounting technology as well as power storage systems, which are synergy products that integrate battery and electronic technologies even further. Moreover, we solve issues which customers faced through proposals suited to their needs from the initial development and design stage of materials and products by utilizing FDK’s own Computer-Aided Engineering (CAE) in development while also contributing to the reduction in environmental impact by limiting the use of materials resulting from the prototyping stage.

Through these types of actions, we provide batteries to drive industrial devices and back-up power supplies related to the safety and security of people that includes medical and nursing care devices as well as disaster prevention devices and movable bodies such as automobiles in addition to equipment for communication infrastructure that can be used safely to respond to various needs close to people’s lifestyles such as “the desire to have products that can be bought easily and used in a wide range of applications,” “the hope to use devices for work, interests and entertainment for a long time,” and “the need to use devices safely even in tough environments with low temperatures”. FDK also has facilities in Japan able to produce and rapidly supply all alkaline batteries from D to AAA required when an emergency situation strikes such as power outages and natural disasters in addition to providing power storage systems that use Ni-MH batteries as an emergency power supply.

Even in our Electronic Device Business, FDK energy-efficient products are also used in an enormous number of fields that include lighting equipment, computers, smartphones, communication equipment, and automotive applications.

As electricity is an essential energy in our lives, energy management, how to create it, store it and use it wisely, are on-going challenges in our society. FDK will continue to provide technologies and products in our quest to support the ultimate solutions to these challenges.

CSR Management of the FDK Group

FDK formulated the “FDK Group CSR Policy” and defined seven prioritized initiatives as priority actions to put into practice.

In addressing these initiatives, FDK furthers compliance with international CSR standards and demonstrates a responsible business operations as a global company.

FDK has established a CSR Promotion Committee that promotes CSR activities to expand and standardize the “FDK Group Corporate Conduct Guidelines,” which are the basis for CSR activities at the FDK Group, and the “FUJITSU Way,” which is a Group philosophy shared as a member of the FUJITSU Group, while conducting periodic reviews of new examples of social contributions, the ideal form of a sustainable society and business, and the response status of the seven prioritized initiatives.

Strengthening Corporate Governance as the Management Base

FDK conducts reviews of its management system and organization as necessary for each measure based on the general rules of the corporate governance code as well as introduce other necessary measures because FDK believes strengthening corporate governance improves the soundness and transparency of the company and increases value for our shareholders.

FDK has established a Safety and Health Committee, Environmental Management Committee, Contained Chemical Substance Management Committee, Export Management Committee, and other such bodies to clearly adhere to compliance while establishing a Product Safety Promotion Committee for consumer issues in addition to enhancing the quality assurance system to take appropriate action.

FDK Group intends to continually heighten corporate value by aiming to contribute in “Various manners to society as an energy management manufacturer” through the actions outlined above.

June 2017

FDK Close to People's Lives

The products of the FDK Group are used in various devices close the lives of people from their households to their workplaces. FDK Group is contributing to the safety and security in the lifestyles of people through the use of a broad range of products found in devices and vehicles that support social infrastructures as well as on medical and welfare sites. FDK also provides plenty of environmentally-friendly products that contribute to energy savings and the reduction of the environmental burden to contribute to the advancement of a sustainable society as an energy management manufacturer.

Mobile phone base station

Elevator

Emergency-response vending machine

Multifunction printer (copy/fax)

In Social Infrastructure and Businesses!

Power storage system

Mouse

Computer

Alkaline batteries

Ni-MH batteries

Lithium batteries

Power storage systems

Ultra-thin type sensor beacons

DC-DC power modules

EMI suppression products

Toner etc.

In Medical and Welfare Sites!

Bedside monitor

Infusion pump

Electric wheelchair

Alkaline batteries

Ni-MH batteries

Lithium batteries etc.

In Homes!

Smoke detector

LED light

Automobile

Toy

Cordless telephone

Smartphone

Remote control for televisions

Credit cards

Wrist watch

Alkaline batteries

Ni-MH batteries

Lithium batteries

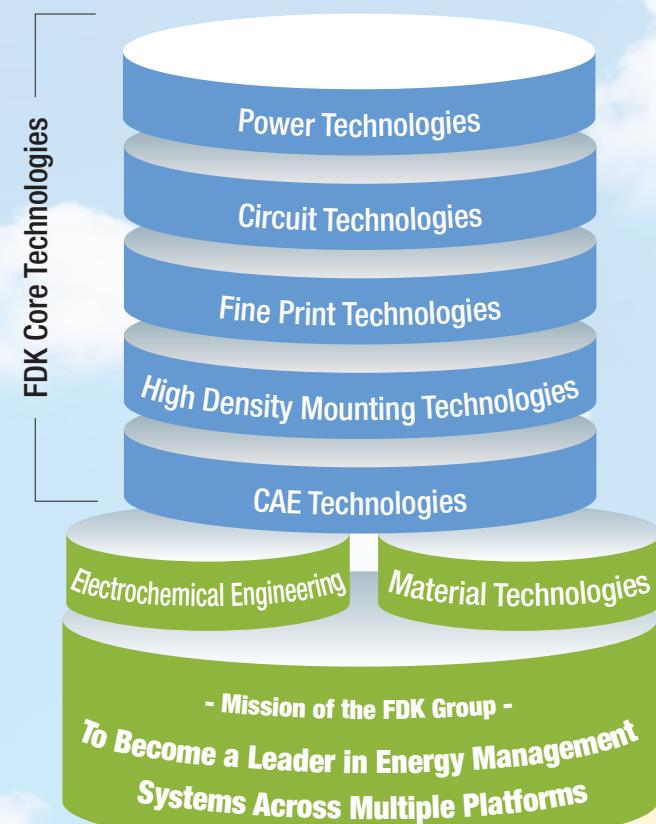
Multilayer power inductors

Signal processing modules for LCD etc.

Providing Value with CSR Through

FDK Group provides value unique to the FDK Group to all of its stakeholders that contributes to resolving social issues through the development and supply of batteries, electronic devices, and power storage systems founded in the core technology FDK has cultivated up until now by promoting responsible management as a global corporation through actions to continually address prioritized initiatives based on our CSR Policy.

FDK Core Technologies and Strengths



FDK Technologies All from “Materials”

“Electrochemical engineering” and “Material technologies” are the heart of FDK technologies. These technologies define the “core technologies” that become the heart of FDK batteries and electronic devices which are actively used in various equipment. FDK aims to be the “Leader in Energy Management Systems Across Multiple Platforms” to provide highly efficient and safe products demanded in an era that creates (highly efficient energy conversion), stores (power storage), and astutely uses (energy savings) electricity. In addition to existing businesses in batteries and electronic devices and new business domains with “new development businesses” such as power storage systems born from synergy in each of FDK’s proprietary technologies, FDK provides products with value by flexibly combining each domain according to the changes in the business environment.

Business Environment

Growing consciousness to CSR	Change market structure by business market maturity and the rise of the Chinese competitors
Increasing importance of Product-Quality and Management-Quality	Legislation toward promoting energy-saving policy
Sudden changes in the price of natural resources	Enlarging demand to in-vehicle telematics appliance
Sharp rising in labor costs at overseas manufacturing base	

Social Environment

Expanse of the reliable and safety needs in the social infrastructure
Change of the domestic electricity infrastructure by expansion of the use of the renewable energy and revision of the Electricity Business Act
Change of population dynamics such as increase in world population, the declining birthrate and aging society

Our Businesses

FDK Businesses



Contribute to sustainable growth of the world and society in all of our business activities

Demonstrate responsible management as a global company by executing our prioritized initiatives

Value Provided to Stakeholders



Provision of Safety

Develop and supply batteries and electronic devices that satisfy our customers



Responsibility to the Environment

Contribute to a sustainable and recycle-oriented society through 3E (Environmental Conservation, Energy Saving, Economic Development)

* FDK Group considers its “customers,” “employees,” “suppliers,” “shareholders/investors,” and the “global society/local communities” as its stakeholders.

Seven Prioritized Initiatives for CSR Activities

- 1 Supplying Batteries and Electronic Devices Which Contribute to Society Across Multiple Platforms** ▶ P11
- 2 Protecting the Global Environment** ▶ P13
- 3 Embracing Diversity and Inclusion** ▶ P15
- 4 Developing Human Resources for Their Contribution to Society and the Planet** ▶ P16
- 5 Communicating and Collaborating with Stakeholders** ▶ P17
- 6 Complying with the law** ▶ P18
- 7 Strengthening Corporate Governance** ▶ P19



FDK “Ni-MH Batteries”

FDK manufactures Ni-MH batteries that are rechargeable and reusable in addition to disposable Alkaline batteries that is easy to buy and use very conveniently.

Ni-MH batteries provide superior environmental performance and safety as a battery that can be used more ecologically and safely than Lead storage batteries, Nickel-cadmium batteries, and Lithium-ion batteries, which are equivalent rechargeable batteries.

(Used small type Ni-MH batteries are recycled for reuse by separating and refining materials such as the vital nickel, cobalt, and rare earth materials.)

FDK Ni-MH batteries (small type) are used by customers throughout the world and have earned the top^{*1} production share worldwide.

The standard type retain approximately 90% capacity after one year and a roughly 70% capacity even after ten years when fully charged thanks to the prevention of self-discharge, and these batteries can even be used immediately after long-term storage.

FDK is providing products tailored to meet the needs of customers such as the high capacity type of batteries for large current devices like flashes for cameras that can even be used safely outdoors in low temperatures below 20 degrees Celsius as well as the standard type of batteries perfect for devices that are frequently used for remote controllers and clocks.

Ni-MH batteries not only offer features such as repetitive use as well as superior recyclability but also heighten the effectiveness in actions to save resources, save energy, and reduce the environmental impact from reducing the usage of rare metals and the recycling materials such as nickel collected at the FDK Takasaki Plant, which is a manufacturing site, to the use of electricity generated by solar power for some of the initial charging upon shipment from our plant.

*1: Results from FY2015. These results are based on the “Battery Market 2016: Comprehensive Survey for Current Aspect Vol. 1” published by Fujii Keizai.



Batteries Tied to the Sun

The Ni-MH batteries manufactured at the Takasaki Plant are not only rechargeable but also use electricity generated from solar power for the initial charging upon shipment from our plant.

These truly are **“Batteries Storing the Sun”**.

View of Takasaki Plant



Solar Panels on the Roof



Power Generation and CO₂ Reduction Through Solar Panels at the Takasaki Plant (January to December 2016)

Power Generation

146.85MWh

CO₂ Reductions

83.7t

*2: Calculated with the Fujitsu Group's CO₂ emissions coefficient: 0.570 (t-CO₂/MWh).

Mid-Term Business Plan 1618

FDK announced Mid-Term Business Plan as three years starting from FY2016 with an aim to strengthen the group's business position and enhance its corporate value.

FDK group contributes to development of electronics realizing 3E (Environmental Conservation, Energy Saving, Economic Development) through the development and supply of Batteries and Electronic Devices based on customer satisfaction, and aims at becoming the "Leader in Energy Management Systems Across Multiple Platforms."

Contents of the Mid-Term Business Plan

FDK Group intends to achieve sustainable growth as the "Leader in Energy Management Systems" through enhancing of arterial businesses based on the material development and developing products that utilize synergy of Battery and Electronic Device business.

Business Strategy to [Develop Differentiated Products and Expand to Growing Markets]

1 Base Business

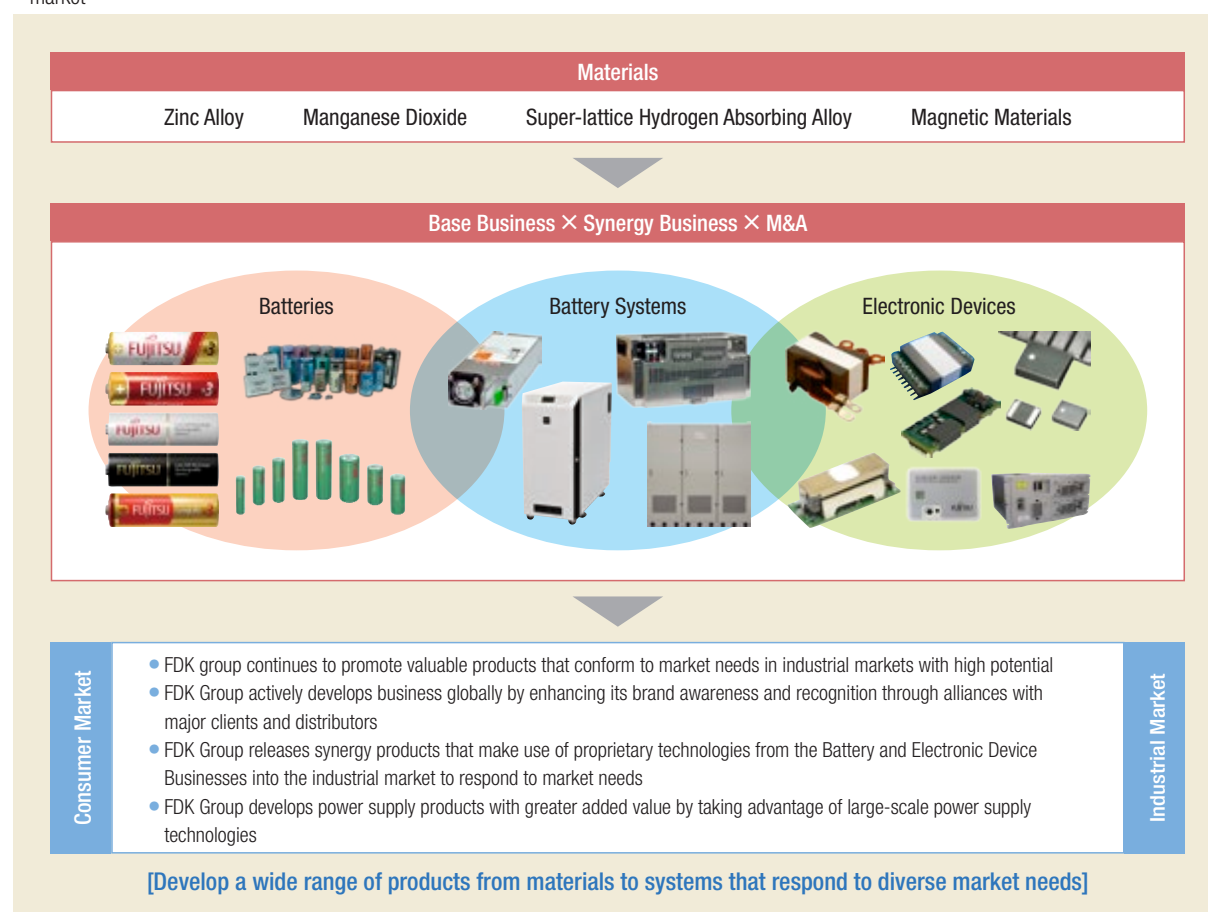
- Develop new materials for the next generation
- Actively expand into growing fields in the industrial market
- Strengthen sales activities in the consumer market

2 Synergy Business

- Release synergy products into the market
- Develop markets for energy related solution products

3 M&A

- Strengthen operations by making use of alliances



Strengthening the Corporate Structure

1 Overcome challenges in further enhancing quality

2 Execute initiatives aimed at cost reduction

3 Promote CSR

4 Innovate the organization and nurture human resources

5 Maintain and enhance the base to utilize information

CSR Management

FDK Group CSR Policy

- 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.
- Under our mission that “FDK group contributes to development of electronics realizing 3E (Environmental Conservation, Energy Saving, Economic Development) through the development and supply of Batteries and Electronic Devices based on customer satisfaction, and aims at becoming the “Leader in Energy Management Systems Across Multiple Platforms” providing customers with high-efficiency intrinsically safe products.”, we, FDK group, contribute to the sustainable development of the Society and the Planet by implementing “FDK Group Corporate Conduct Guidelines” and the “FUJITSU Way” in light of the expectation and needs of multiple stakeholders in all our business activities. Our CSR initiatives focus on the challenges below.

In addressing these challenges, we demonstrate a commitment to responsible business operations as a global company.

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

Prioritized Initiatives Founded in Our CSR Policy

We primarily focus on seven prioritized Initiatives founded in our CSR policy.



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 key to the CSR activities of the FDK Group.

The CSR Promotion Committee acts as a secretariat of the CSR/ Public & Investor Relations Dept. with a director (corporate officer) as the

chairman to promote CSR management across the entire FDK Group, and it confirms the action status of the seven prioritized initiatives and periodically reviews matters such as the ideal form of sustainable society and business, including confirmation of CSR-related information and initiatives.

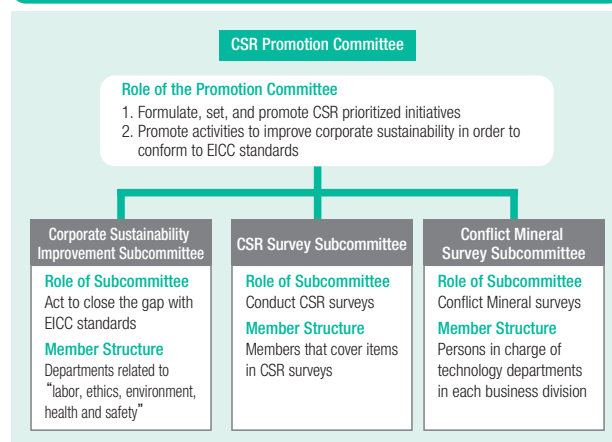
The Committee is broken down and operated as three organizational subcommittees for the purpose of promoting compliance with the Electronic Industry Citizenship Coalition (EICC) international CSR guidance, conducting surveys and responding appropriately to requests about CSR from customers, and properly managing conflict minerals*.

FDK has also set up an internal homepage with the objective of sharing policies, the current state, and challenges by publishing information that includes the CSR Policy, prioritized initiatives and the activity results of the FDK Group.

*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).

Framework of CSR Promotion



Procurement Activities In-line with CSR

FDK Group has brought together “CSR Procurement Policies” to promote procurement activities in-line with CSR together with FDK Group’s suppliers based on the “FDK Group CSR Policy,” “FDK Group Corporate Conduct Guidelines,” and the “FUJITSU Way”.

FDK Group asks the suppliers who make up its supply chain to comply with these policies in the same way FDK Group conducts procurement activities in compliance with these guidelines.

Seven Prioritized Initiatives

FDK Group promotes CSR activities in accordance with its Seven Prioritized Initiatives. FDK Group actively addresses priority issues that contribute to society as well as achieve the ISO26000, core EICC issues, and items pursued in priority regions, and these priority issues have been set as the prioritized initiatives below for the purpose of promoting responsible management as a global company.

Prioritized Initiatives	Vision	Focus Measures	FY2016 Actions	ISO 26000	Details
<p>Supplying Batteries and Electronic Devices Which Contribute to Society Across Multiple Platforms</p> <p>FDK Group aims at becoming the "Leader in Energy Management Systems Across Multiple Platforms", and we supply Batteries and Electronic Devices based on customer satisfaction.</p>	<p>The society recognize us as a reliable Energy Management System Manufacturer giving customers' satisfaction continuously by developing and supplying products using potential technology and by taking flexible action for the changeable environment.</p>	<p><Products> Promoting the development of products which provide new value created by differentiated technology.</p> <p><Action> Improving Corporate value as a company creating better future through providing products that have been utilized material technology.</p>	<ul style="list-style-type: none"> Issued new product development releases for three battery products and four electronic devices that provide safety and realize our responsibility to the environment through use of ferrite material and battery material technologies. Formulated BCP and began BCM at all our business sites in Japan to provide a continual supply of products. 		<p>P11 P12</p>
<p>Protecting the Global Environment</p> <p>FDK Group intent 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 the Clean Economy society.</p>	<p>Supplying the Eco-conscious Products from the Eco-conscious Factories in all FDK Group companies.</p> <p><Reducing the environmental impact of customers> Promoting the development of the Eco-conscious Products considering the life-cycle such as, high efficiency energy saving products and resources saving products.</p> <p><Reducing the environmental impact in FDK processes> <ul style="list-style-type: none"> Reducing CO₂ emissions and energy consumption. Reducing waste. Reducing chemical substances. </p>	<ul style="list-style-type: none"> Implemented improvements to the operational environment through renewals that include power distribution panels and cooling towers. Implemented replacements to production equipment and rationalized processes by reforming these processes with IT. <p><Reducing the environmental impact of customers> FDK Group promoted development products that are friendly to the environment from resource to energy savings at each production site.</p> <p><Reducing the environmental impact in our own processes> <ul style="list-style-type: none"> Updated equipment such as transitioning devices and lighting to LED. Introduced measures such as thorough separation of valuables and improved yield. Introduced measures to improve yield as well as better management for the quantity to handle. </p>		<p>P13 P14</p>
<p>Embracing Diversity and Inclusion</p> <p>FDK Group will promote diversity in its human resources, irrespective of nationality, gender, age, disability 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>*: Violation of human rights by Unreasonable Discrimination in Nationality, Race, Gender, Religion, Policy, Social position, Birthplace, Disability, Sexual orientation or by Sexual harassment, mental and physical violence.</p>	<ul style="list-style-type: none"> Creating the working environment-friendly for all the people. Improving the personnel treatment system. Proceeding the educational activity such as trainings and seminars. 	<ul style="list-style-type: none"> Conducted seminars for the active participation of women at each business site and issued a newspaper for the active participation of women. Hired two employees with disabilities. Conducted group training related to diversity and activation of the organization in management training for managers. Conducted human rights seminars by inviting outside lecturers in stratified training. 		<p>P15</p>
<p>Developing Human Resources for Their Contribution to Society and the Planet</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"> Proceeding the systems to develop human resources for their contribution to local community through business. Cultivating the communication ability through the relation with local community. 	<ul style="list-style-type: none"> Formulated and implemented plans for educational system reforms for the FDK Group. Conducted development training for the next-generation of business leaders as well as specialized skill training. Strengthened links with external development programs and dispatched two employees as students. Hired one foreign national in Japan. Conducted training in commerce trading (management training), language training, and the TOEIC test. 		<p>P16</p>
<p>Communicating and Collaborating with Stakeholders</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 correctly 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>	<ul style="list-style-type: none"> Proceeding communication opportunities with Stakeholders and correct response for requests. Releasing CSR Report. Customers: Disclosing correct information for the request from customers. Shareholders, Investors: Studying to realize the communication opportunities like Shareholders meeting, IR meeting, information on Home page, Management policy and Financial results briefing. Supplier: Proceeding two-way communication. Employee: Communications with Labor union, Employee satisfaction monitoring, Communication with Top Management. Local community: Activity to contribute to local community (such as, Communication event with local community, Cleaning activity, Factory tour, Making Battery class, etc.). 	<ul style="list-style-type: none"> Executed various reviews and preparations to complete the first edition of FDK Group CSR Report. Put FDK's effort forward to respond appropriately to surveys, inquiries, coverage, and other relevant matters from customers, shareholders, and investors while disclosing information and keeping an open dialogue through mediums such as our general meeting of shareholders, various media, our homepage, and exhibitions. Kept an ongoing dialogue between labor and management as well as shared issues through conferences. Engaged in 60 activities to contribute to local communities that used characteristics of the FDK Group business such as a class to make hand-made dry batteries. 		<p>P17</p>
<p>Complying with the law</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"> Proceeding the activity to improve the company sustainability (evaluation, improvement, education). Reviewing regulations about compliance. Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies. Improving monitoring. Collecting information about new or revised laws and reflecting to business activity correctively. 	<ul style="list-style-type: none"> Formulated and executed activity plans to close the gap with EICC. Required compliance with the FDK CSR policy throughout our supply chain and conducted CSR questionnaires. Formulated various compliance regulations and introduced reforms. Conducted export management and courses related to the Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors. Conducted selfchecks of informational security. Opened a contact point to report issues from outside the company. Communicated compliance information on the FDK intranet such as amendments to the law as "Legal News" as necessary to raise awareness. 		<p>P18</p>
<p>Strengthening Corporate Governance</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"> Planning to design the Board of Directors to do the correct decision making with fully effective supervision and the separation of supervision and execution. 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. 	<ul style="list-style-type: none"> Transitioned to a company with an audit and supervisory committee. Conducted director training three times in FY2016 and conducted effectiveness assessments of the Board of Directors both in questionnaire and interview forms. Established an audit and supervisory committee office (April 2017). 		<p>P19 P20</p>

Supplying Batteries and Electronic Devices Which Contribute to Society Across Multiple Platforms

FDK Group promotes activities to bring satisfaction to customers and position FDK as a trusted energy management manufacturer by continuously developing and supplying batteries and electronic devices, which use proprietary technology to meet market needs, while FDK flexibly responds to environmental changes.

FDK Group Initiatives

FDK Group continues to provide batteries and electronic devices that use environmentally-friendly materials by complying with environmental laws and regulations to further heighten value as a company cultivating

the future. As one part of business, we work to develop products able to provide new added value brought about by using differentiated technology accumulated from our experience up until now.

“Offering Safety” and “Fulfilling Our Responsibility to the Environment” with Unique Differentiated Technology

FDK is a unique corporate group globally that combines and possesses technologies for batteries and electronic devices.

For example, differentiated technology that utilizes this uniqueness has succeeded in making FDK Battery System technology, a technology that integrates the advantages of both batteries and electronic devices.

FDK strives in product development with care to always provide products suited to the global environment in demand by customers as well as the market.

FDK is also actively demonstrating these ingenuities at various exhibitions to generate greater affinity with FDK products.

Main Development Products in FY2016 Press Releases

Ferrite material “6H60T” realizing top level low core loss

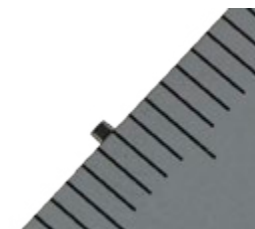
Contributes to a reduction in the power consumption of power supplies for industrial equipment such as semiconductor manufacturing equipment!



*Core loss: Energy lost as heat in magnetic cores of power transformers

FDK Developed a Multilayer Power Inductor Realizing Low Loss High DC Bias in the Industry’s Smallest 1005 Size

Contributes to a reduction in power consumption, miniaturization, and weight savings of mobile devices such as smartphones and wearable devices!



*DC bias: Variable characteristic value when current is applied. The DC bias generally reduces as the geometry gets smaller (lower current).

Development of a Long Term Drive “Sensor Logger” with Replaceable Batteries

Collects information about people, things, and the surrounding environment via the Internet to grasp the current state of operations and movement.



This contributes to the safety and security of people from protecting those who require nursing care to the management of operational environments on construction sites!

Links Between Ultra-thin Type Sensor Beacons and Mediator Robots

The robot guides in exhibition demonstrations tailored to each customers based on information received from the sensor beacon!



Large Capacity “MEGA TWICELL” Ni-MH Battery Developed by FDK!

Demonstrates superiority in power storage of renewable energy, countermeasures to electrical power outages when disaster strikes, and emergency power applications!

The MEGA TWICELL can be used safely for a long period of time thanks to the adoption of water-soluble electrolytes and flame retardant resin!

This environmentally-friendly storage battery offers superior recyclability achieved through the use of Ni-MH batteries with high recyclability and a structure not fixed by welding!



FUJITSU “Premium High-Power Long Life” Alkaline Battery Offers Even Better Performance!

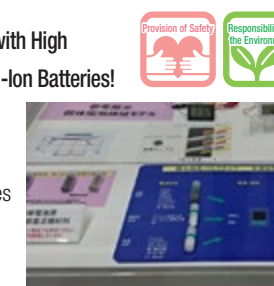
These alkaline batteries further improve leak prevention performance to be used safely in important devices. The performance after long-term storage has also been improved to achieve the optimal storage battery for those critical moments. “Premium” adopts an antibacterial label for safe use in medical devices, toys, and other valuable electronics!



Development of Cathode Material with High Energy Density for All-Solid Lithium-Ion Batteries!

FDK proceeds the development of All Solid Lithium-ion batteries with greater safety than existing Lithium-ion batteries that primarily use flammable organic materials by preventing leaks because all the material is solid.

This contributes to the miniaturization of devices such as the Internet of Things (IoT) as well as wearable and mobile devices!



FDK has Developed and Introduced Sample Shipments of the World’s Smallest Class DC-DC Power Module!

The DC-DC power module contributes to miniaturization and a reduction in power consumption of industrial devices by realizing performance of a 1/4th Brick size 400W output class in a 1/8th brick size!



Actions Toward a Continuous Supply of Products (BCP to BCM)

FDK Group has formulated and continually enhances BCP.

[1st Step (September to December 2015)]

Selected model business sites and formulated the BCP by consulting with the FUJITSU Research Institute.

[2nd Step (January to July 2016)]

Expanded the formulation of BCP to all of our business sites based on the results at our model business sites.

[3rd Step (July 2016 onward)]

Started BCM at all business sites based on BCP and periodically put in place the necessary measures, evaluate progress and conduct ongoing reviews. Also promoting expansion to FDK Group business sites overseas.

Execute BCM to maintain a stable product supply to customers without interruption by recovering quickly in the event of various risks.

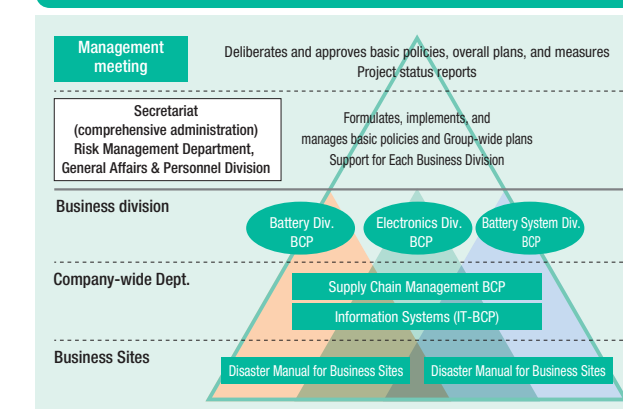
*BCP: Business Continuity Plan

*BCM: Business Continuity Management

Actions for the Future

The FDK Technology R&D Division supervises research and development activities at the FDK Group to advance the development of new products and technologies that anticipate the market environment and technical trends to come. This division also is quickening the speed of technical development by furthering efficiency for the introduction of leading-edge technology by linking to organizations such as universities and research institutions overseas and in the FUJITSU Group.

Group-wide BCM Promotion Framework



Protecting the Global Environment

FDK Group positions environmental conservation as one of the most important items of management to further environmental management reflected in our unique businesses under the slogan, “FDK Group Cares about Nature and Safeguards our Planet” in order to pass on the beautiful Planet environment to future generations.

FDK Group Environmental Policy

As a member of the FUJITSU Group, the FDK Group recognizes the need for action toward the realization of an independently sustainable and recycle-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 formulated the “FDK Group Environmental Policy” below to promote even more reliable environmental management throughout the entire Group that surpasses the application scope of the international ISO14001 standard.

FDK Group Environmental Policy

Slogan

FDK Group Cares about Nature and Safeguards our Planet.

Philosophy

The FDK Group has established environmental protection as an important theme of corporate management. Thus, acting from the customer’s viewpoint, FDK Group develops and provides battery products and electronic devices able to satisfy customers, while contributing in the process to the creation of a sustainable society that is based on the 3Es – Environment, Energy, and Economy – that is, on protecting the environment, conserving energy, and developing the economy. FDK Group also fulfills its social responsibility by conducting conscientious corporate activities that comply with environmental laws and standards. Moreover, in order to pass on nature’s irreplaceable bounty and our beautiful Planet environment to future generations, FDK Group will continue to maintain close communication and cooperation with local communities, while conducting environmental protection activities invigorated by each employees’ spirit of solidarity.

*This policy applies to locations as well as FDK affiliate companies both inside and outside of Japan while surpassing the application scope of the international ISO14001 standard.

Action Guidelines

1. FDK Group understands the burdens that the corporate activities place on the Earth’s environment, and reduce those burdens by making products more environmentally-friendly in each stage of their lifecycle.
2. FDK Group promotes the development of environmentally compatible products by eliminating the use of harmful materials, reducing the energy required for product use, and increasing product longevity.
3. To prevent global warming, FDK Group reduces the energy used in factories and offices and improves logistic operations.
4. FDK Group reduces the environmental impact through 3R (Reduce, Reuse, Recycle) activities.
5. FDK Group promotes green procurement for the raw materials, parts and packaging materials used for products.
6. FDK Group observes all environmental laws and regulations, and strengthen risk management for preventing pollution and other problems.
7. FDK Group deepens the communication with local communities and contribute to efforts to protect the environment.

FDK Group 8th Environmental Action Plan (FY2016 to FY2018)

FDK expanded the targets to each company in the FDK Group by formulating the “FDK Group 8th Environmental Action Plan,” which is a new environmental activity plan over three years from FY2016 to FY2018.

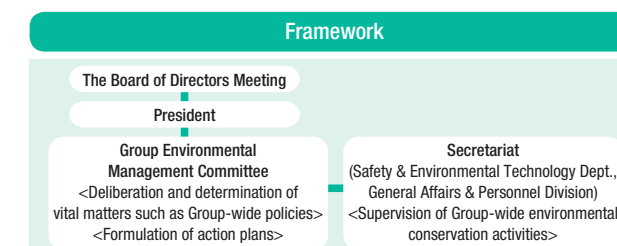
Through these policies and targets, FDK Group contributes to reducing the environmental impact of customers and society while striving to reduce the environment impact of the FDK Group by strategically and continuously expanding these activities to all FDK business regions.

8th Environmental Action Plan	
Items	Action Plan
Design for environment	Develop at least one battery product or electronic device that contributes to better energy efficiency (energy savings). Develop at least one battery product or electronic device that contributes to better resource efficiency (resource savings).
Reduction of greenhouse gases	Reduce the amount of energy consumption and CO ₂ emissions 14% compared to FY2013 by the end of FY2018.
Energy efficiency	Improve the energy consumption per unit an average of 1% per year.
Reduction of chemical substances	Reduce the amount of PRTR chemical emissions per unit 3% compared to FY2015 by the end of FY2018.
Reduction of waste	Reduce the amount of waste per unit 3% compared to FY2015 by the end of FY2018.
Local environment/social contributions	Conduct at least two initiatives toward local environmental efforts and social contribution activities.

FDK Group Environmental Management Framework

FDK Group is promoting environmental management through the framework below.

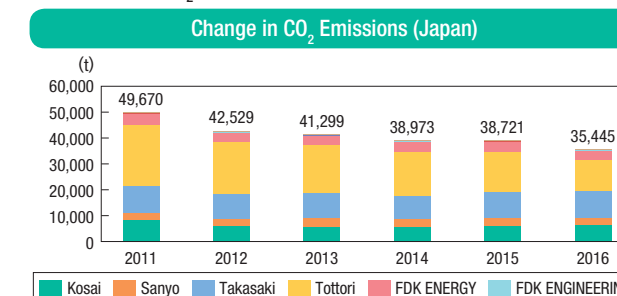
The Group Environmental Management Committee deliberates and determines the direction of FDK Group environmental activities with the President as the chair.



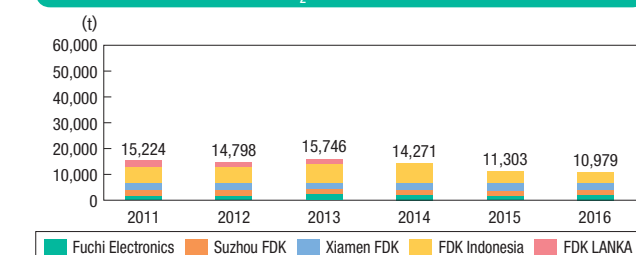
Environmental Performance

*FDK LANKA has been excluded from collection after FY2014 due to a transfer of business.

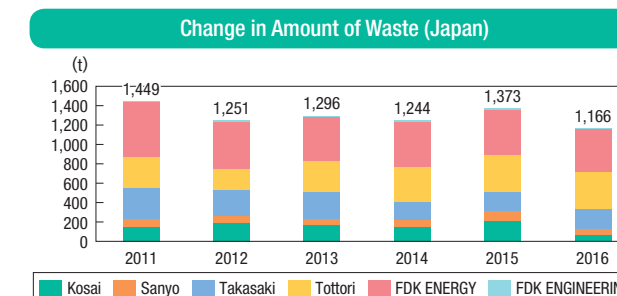
Change in CO₂ Emissions (Japan/Overseas) FY2011 to FY2016



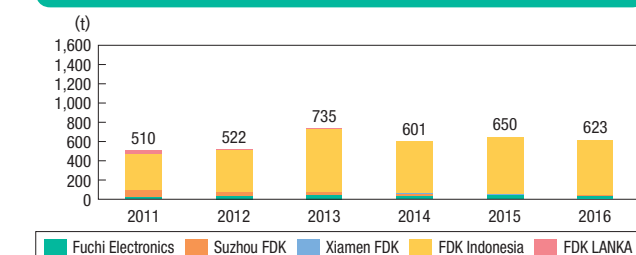
Change in CO₂ Emissions (Overseas)



Change in Amount of Waste (Japan/Overseas) FY2011 to FY2016



Change in Amount of Waste (Overseas)



TOPICS - Brand Image Melody for FUJITSU Rechargeable Batteries -

FDK Group is actively promoting environmental activities. As one aspect of battery promotions, FDK is broadcasting the “Save The Earth -Thinking about the Earth Through Batteries-” concept message globally. This project began with a request to Yumiko Orishige, a musician of clavichord which is a globally rare instrument and pianist, for a melody that would be brought to fruition as the “Blessings of Breeze - Save the Earth” brand image for FUJITSU rechargeable batteries.

FDK sincerely strives in a wide range of environmental activities that include environmental conservation as well as engages in activities to pass on indispensable nature and the beautiful global environment to future generations through the use of this brand image melody by broadcasting and popularizing the melody in sales activities and on SNS as well as through the support of Yumiko Orishige’s Eco Concerts that focus on the global environment.



Embracing Diversity and Inclusion (Diversity Promotion)

FDK Group believes each employee should grow together with the organization by embracing diverse human resources and mutually respecting one another regardless of nationality, gender, age or disability, and incorporate various values and work styles in an effort toward diversity as a “management strategy” to heighten corporate value.

Diversity Promotion Framework

FDK Group had worked to provide an environment easier for women to work since FY2014 and, in FY2016, FDK established a new “Office to Support Women’s Participation” as an organization directly under the President with the purpose of facilitating growth of each individual regardless of gender as well as creating new value through that growth.

This office was renamed the “Diversity Promotion Office” in FY2017 to promote diversity around the two axes of “supporting the success of diverse human resources” and “realizing diverse work styles”.



Diversity Policy

FDK Group is promoting diversity around the two principles below based on issues identified in our Employee Satisfaction (ES) Survey, the feedback received in discussions between the President and employees, and the results of a diversity questionnaire that targeted female employees.

◆ Improve the growth and motivation of individuals

Each and every employee shall accept one another to drive added value and contribute to the organization in their own unique way.

◆ Enhance corporate competitiveness and growth

FDK Group management and employees shall freely debate matters from diverse perspectives to continually forge new knowledge and technology.

Diversity Efforts

Milestones

1st Term: FY2014 - FY2016 Awareness/Understanding

Understand the success support project for women
Build an environment that allows women to participate

2nd Term: FY2016 - FY2017 Understanding/Practice

Build a company with diverse values as a strength
Improve diverse work styles and productivity

3rd Term: FY 2018 Onward Practice/Business Contribution

Improve the growth and motivation of individuals

1st Term: FY2014 - FY2016 (Awareness/Understanding)

- FDK Group launched the “Success Support Project for Women” for the purpose of expanding and supporting opportunities for women to succeed in an effort to heighten awareness and improve the work itself.
- FDK Group subscribes to “gender equality” at each of the Group locations to realize a balanced life between work, family and community lifestyles.



Kosai Plant/FDK ENERGY



Sanyo Plant



Tottori Plant

- FDK Group set a target to increase the number of female employees in management and supervisory roles 125% by FY2021 compared to FY2015 with the formulation of the “The Act on Promotion of Women’s Participation and Advancement in the Workplace” in August 2015 in an effort to build an environment women can feel secure to actively participate.

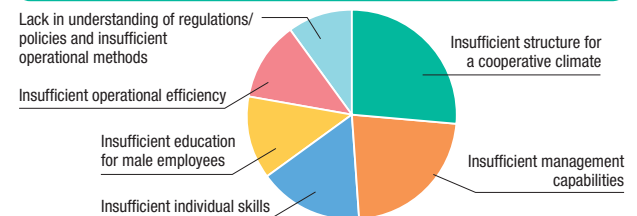
2nd Term: FY2016 - FY2017 (Understanding/Practice)

- FDK Group has been expanding efforts to evolve the organization through an ongoing cycle where employees autonomously map out their future careers regardless of limitations and managers expect and support that growth.

3rd Term: FY 2018 Onward (Practice/Business Contribution)

- FDK Group will position “Diversity & Work-Life Balance” as a key management strategy in an effort toward work-style innovation.

Current Challenges



- FDK acquired the “Kurumin” certification mark in recognition of support for the next generation for furthering an employment environment necessary to facilitate its employees to both work and raise children based on the “Act on Advancement of Measures to Support Raising Next-Generation Children” enacted in April 2010.
- FDK acquired the “Platinum Kurumin” special certification mark for its support for the next generation in March 2016 in recognition of activities a work-life seminar for male employees and other activities to further heighten standards by establishing a system that provides employees the security and ability to concentrate on child birth and childcare following legal amendments enacted April 1, 2015.



Developing Human Resources for Their Contribution to Society and the Planet

FDK Group strives to cultivate employees who, from a global perspective, are pioneers in contributing to the advancement of society.

Human Resource Development Policy

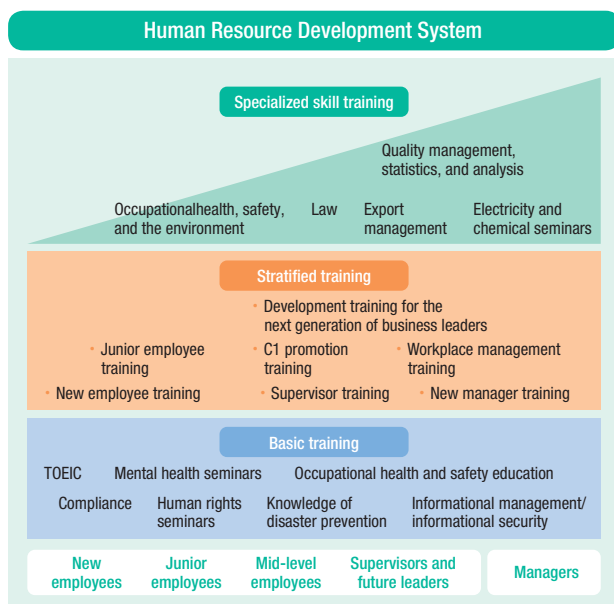
Four Themes to Nurture Human Resources

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

Stratified Training (Increasing Overall Quality of Work) Enhance the comprehensiveness of stratified training tailored to each level and role from junior to senior employees	Nurture Global Business and Future Leaders Enhance high-level specialized training and nurture professional human resources
Cultivate a climate diverse "individuals" can actively participate Improve human resource support and the motivation of each individual through diversity promotion, career support	Promoting Professionalism Nurture business leaders who are able to actively participate globally from a long-term perspective

Human Resource Development System

FDK Group is conducting education in-line with three categories; "basic training" related to the knowledge, skills, and code of conduct that should be shared with all employees, "stratified training" in-line with the level and role of each employee from new employees to management, and "specialized skill training" to heighten the expertise of employees in each of their occupations.



FDK Group is also further enhancing our education for mid-level employees and managers for the next fiscal year.

Examples of Initiatives

Enhancing Organizational Capabilities

FDK has strengthened as well as improved workplace management and conducted "management training" for managers at all FDK Group business sites to build a better workplace that is easier for everyone to work.

Enhancing Specialized Skills

FDK held a "Power Electronics Seminar" by inviting professors from the Shizuoka University Electrical and Electronic Engineering undergraduate courses.

FDK Group aims to become the "Leader in Energy Management Systems Across Multiple Platforms" by bringing together an engineer group that remains



steadfast in technical innovation as well as overcoming the challenges in further refining FDK own power electronics technology.

Development training for the next generation of business leaders

FDK holds training to cultivate the next generation of business leaders for the purpose of realizing a strong organization able to accurately assess environmental changes and respond to those changes by nurturing "self-reliant and independent individuals" that hold a broad perspective anticipating their relationship with society while internally growing and proliferating reformation to the awareness and thinking of FDK Group employees.

The training is built around looking at and thinking about things from various points-of-view to heighten ideas without exception as well as nurture new



inspiration and an ability in discovery. Employees learn the "habit to think about the intrinsic nature of things" through lectures and putting that thinking into practice while strengthen our corporate and organizational capabilities by teaching this way of thinking to related persons (subordinates, etc.), which is essential training to better discovery around three realities (real sites, real things, and real facts), heighten wisdom, and further creation of each individual.

Communicating and Collaborating with Stakeholders

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 as a fundamental policy 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 and a dialogue with stakeholders which can be reflected in FDK Group business activities.

Contribution Activities for Local Communities

FDK Group actively engages in activities that contribute to local communities as one action to strengthen opportunities to communicate with stakeholders.

“Festa FDK”

FDK opens the FDK Kosai Plant (Kosai-shi, Shizuoka) to the general public together with the FDK labor union to host an event every year for everyone in the local community as well as FDK employees and their families to enjoy. FDK executes a broad range of plans as part of this social contribution activity from stage performances and outdoor events to a class to make hand-made dry batteries.

The number of participants has also grown 1.5 times over the last five years by cultivating trust with the local community through efforts that include taking visitor surveys to improve the festival as well as introducing barrier free event facilities and nursing rooms.



FDK Group Initiatives at Each Business Site

FDK Group hosts various activities at Group company plants from handmade dry battery classes and outside environmental classrooms in elementary and junior high schools that utilize the features of FDK businesses in addition to plant tours, cleaning activities close to the local community, and participation, donations, contributions for events as well as blood donation.



Participation in Hamanako Cleaning Event



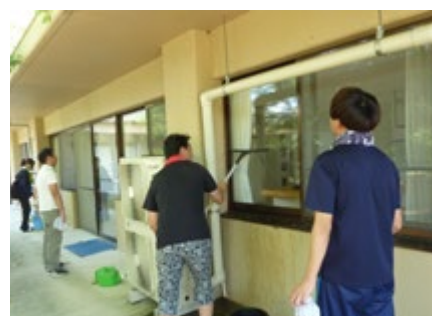
Gardening activities (Tottori Plant)



“Michi-no-eki” (Roadside rest and local community area) cleaning activities (Tottori Plant)



Received the Environmental Excellence Award at the Gunma Prefectural Environmental Awards (Takasaki Plant)



Participation in cleaning activities at nursing homes (Sanyo Plant)



Complying with the Law

FDK Group established the “FDK Group Corporate Conduct Guidelines” in 2000 as the standard of conduct for each and every employee. FDK Group strives to earn trust from consumers, customers and suppliers by clarifying the policy that states, “FDK Group acts with a sense of ethics and complies with the laws and social codes”, in FDK Action Guidelines. FDK encourages awareness and action of each individual by displaying and allowing every employee to confirm the Action Guidelines on each work site while also publishing them on FDK intranet.

Reviewing Regulations About Compliance

FDK Group put in place compliance regulations in September 2016 for the purpose of more thorough compliance. FDK Group has established even more specific bylaws and guidelines in these regulations as of February 2017 about antitrust laws, corruption, and antisocial forces that could greatly impact our businesses.

Conducting Education

FDK Group explains laws and regulations closely related to work from internal regulations to the Foreign Exchange and Foreign Trade Control Law, the Product Liability Act, Antimonopoly Law, and Personal Information Protection Law in stratified training for new employees and newly appointed managers through in-house teachers. In addition, we conduct various compliance training for all of our employees.

FDK also holds periodic group training at each business site related to export management and subcontracting transactions. In FY2016, FDK held “To Prevent Violations in Security Export Control” e-learning required for all employees as well as “Classification Training” for related staff to facilitate complete compliance with relevant exporting regulations.



Group training

Complying with Laws and Regulations Related to Business Operations

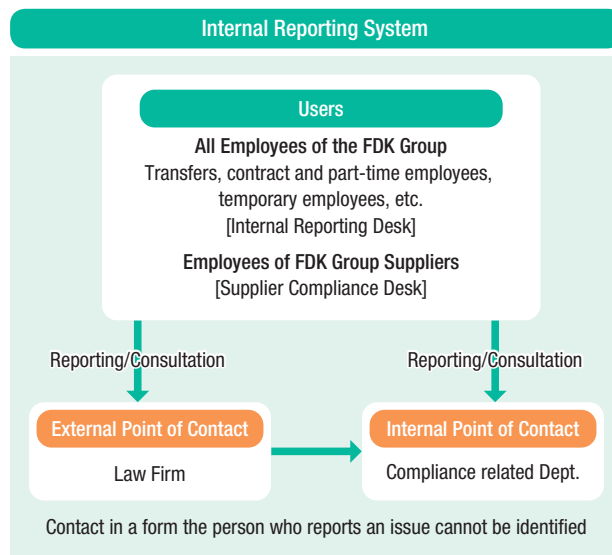
There are many laws, regulations, and standards relevant to business promotion of the FDK Group. FDK Group is thorough in ethical compliance in accordance with not only these laws, standards, and regulations but also social trends, the latest academic information, and other related information. FDK has also put in place relevant bodies related to aspects of FDK business from our Safety and Health Committee, Environmental

Management Committee, and Contained Chemical Substance Management Committee to an Export Management Committee and Product Safety Promotion Committee in an effort to achieve both better business operations and product quality.

Internal Reporting System

FDK set up an “Internal Reporting Desk” in 2006 to receive reports and offer counsel about breaches to internal rules and violations to laws and regulations from everyone working at the FDK Group (transfers, contract and part-time employees, temporary employees, etc.). FDK also established a “Supplier Compliance Desk” in September 2016 to receive reports from suppliers who are doing business with the FDK Group.

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.



Communication of Information

FDK strives to raise awareness about laws and regulations by providing employees a broad range of information about compliance that includes an explanation of internal rules, information about amendments to laws and regulations, and an introduction of examples about violations.

Environmental Performance Data

Number of Energy-saving/Resource-saving Products Developed (FY2016)

Number of energy-saving products developed	20
Number of resource-saving products developed	4

Environmental Performance Data for each Business Sites (FY2016)

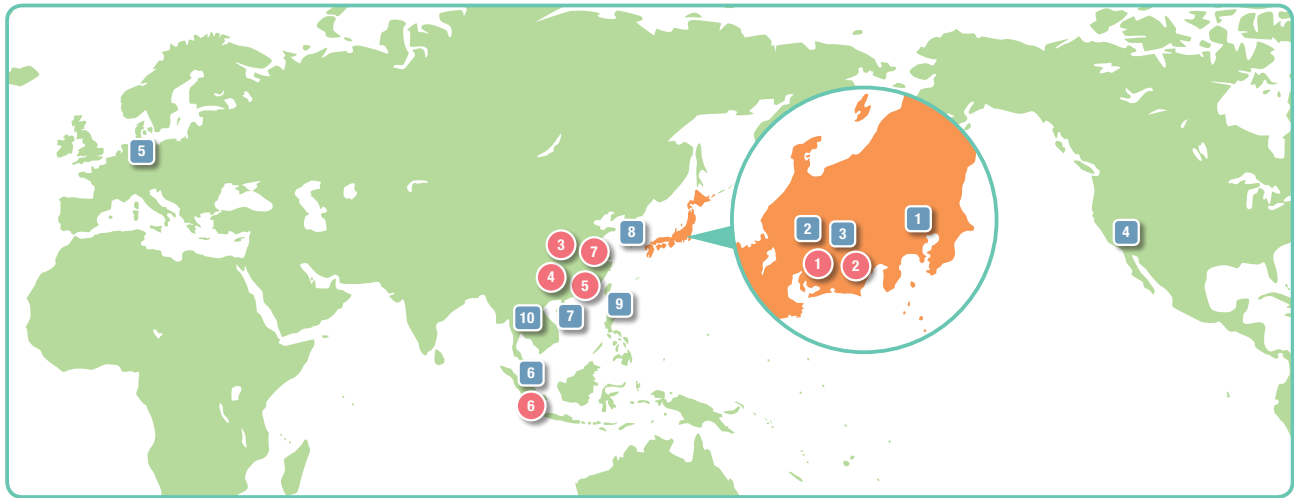
Items (Unit)	Kosai Plant	Sanyo Plant	Takasaki Plant	Tottori Plant	FDK ENERGY	FDK ENGINEERING
CO ₂ emissions (t-CO ₂)	8,159	4,008	14,671	15,552	4,877	231
Water usage (m ³)	138,845	28,460	24,640	115,395	51,508	530
PRTR chemical emissions (kg)	8	2	92	189	—	—
SOx emissions (kg)	0	—	—	0	—	—
NOx emissions (kg)	186	—	—	6,093	—	—
Soot (kg)	—	—	—	—	—	—
Waste water (m ³)	138,845	28,460	24,167	54,035	51,508	530
Waste (tons)	72	65	195	388	437	8
Local/social contributions (Activities)	6	4	3	2	13	2

Items (Unit)	FDK ECOTEC	Suzhou FDK	Xiamen FDK	Fuchi Electronics	FDK Indonesia
CO ₂ emissions (t-CO ₂)	24	2,698	3,560	2,708	5,732
Water usage (m ³)	—	9,170	19,554	10,814	27,187
PRTR chemical emissions (kg)	—	—	—	—	—
SOx emissions (kg)	—	—	—	—	—
NOx emissions (kg)	—	—	—	—	—
Soot (kg)	—	—	—	—	—
Waste water (m ³)	—	9,170	19,554	10,814	27,187
Waste (tons)	—	9	3	36	575
Local/social contributions (Activities)	2	—	2	2	—

*A hyphen indicates an item not measured that fiscal year because it is outside the scope for that plant or the obligation of measurement is every other year.

*The CO₂ conversion coefficient for utility power is calculated as 0.57t-CO₂/MWh

Group Companies Profile



● Group Companies (7 Manufacturing Companies)

Business Site	Address	ISO14001	ISO9000's
1 FDK ENERGY CO., LTD.	614 Washizu, Kosai-shi, Shizuoka 431-0431 Japan TEL: +81-53-576-2111	EC98J2005	JQA-0459
2 FDK ENGINEERING CO., LTD.	281 Hirooka, Hosoe-cho, Kita-ku, Hamamatsu-shi, Shizuoka 431-1302 Japan TEL: +81-53-522-5280	EC98J2005	JQA-QMA15241
3 SUZHOU FDK CO., LTD.	43 Building Fengqiao Industrial Park 158-88 Huashan Road, Suzhou New District Jiangsu, China TEL: +86-512-6661-9392	EMS 599587	ISO9001:FM79598 TS16949:253888
4 XIAMEN FDK CORPORATION	No. 16, Malong Road, Huoju Garden, Huoju Hi-Tech District, Xiamen, Fujian, China TEL: +86-592-603-0576	00117E20324R3M/3502	ISO9001:00114Q20800R2M/3502 TS16949:CHN-17179/TS
5 FUCHI ELECTRONICS CO., LTD.	No. 355, Section 2, Nanikan Road, Rutsu Shan, Tao Yuan, Taiwan TEL: +886-3-322-2124	4E9E001-10	ISO9001:2015/69024.2 TS16949:690257
6 PT FDK INDONESIA	Kawasan Industri MM2100, Blok MM-1 Jatiwangi Cikarang Barat, Bekasi 17520 Jawa Barat, Indonesia TEL: +62-21-8998-2111	13/02329	13/02328
7 NANJING JINNING SANHUAN FDK CO., LTD.	No. 9, Xing Jian Road, Nanjing Economic & Technological Development Zone, Nanjing, Jiangsu, China TEL: +86-25-8566-3620	00116E20485R4M/3200	No. 00115Q21565R1M/3200

*NANJING JINNING SANHUAN FDK CO., LTD. is a company accounted for using the equity method.

● Group Companies (10 Sales Companies, etc.)

Business Site	Address	ISO14001	ISO9000's
1 FDK SALES CO., LTD.	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan TEL: +81-3-5715-7430	EC98J2005	—
2 FDK ECOTEC CO., LTD. (Gifu Site)	478 Ehigashi, Aza, Tsuchikura, Hirata-cho, Kaizu-shi, Gifu 503-0322 Japan Tel: +81-584-66-4781	EC98J2005	—
3 FDK PARTNERS CORPORATION	2281 Washizu, Kosai-shi, Shizuoka 431-0431 Japan TEL: +81-53-576-3121	EC98J2005	—
4 FDK AMERICA, INC.	1280 E. Arques Avenue, MS310, Sunnyvale, CA 94085, U.S.A. TEL: +1-408-746-6815	—	—
5 FDK ELECTRONICS GMBH	Einsteinring 24, 85609 Aschheim/Munich, Germany TEL: +49-89-3306680-0	—	91110693/2
6 FDK SINGAPORE PTE. LTD.	4, Leng Kee Road. #04-08 SIS Bldg., Singapore 159088, Singapore TEL: +65-6472-2328	—	—
7 FDK HONG KONG LTD.	Suite 1607-1608A, 16/F., Tower 3, China Hong Kong City, 33 Canton Road, Tsim Sha Tsui, Kowloon, Hong Kong TEL: +852-2799-9773	—	—
8 FDK KOREA LTD.	11F, Kyobo Life Insurance Bldg., 1, Jong-ro, Jongno-Gu, Seoul 03154, Republic of Korea TEL: +82-2-582-8452	—	—
9 FDK TAIWAN LTD.	8F-4, No.57, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan TEL: +886-2-2311-5161	—	—
10 FDK (THAILAND) CO., LTD.	23rd Floor, Exchange Tower, 388 Sukhumvit Road, Kwaeng Klongtoey, Khet Klongtoey, Bangkok 10110 Thailand TEL: +66-2-302-1517	—	—



FDK

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