

# 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

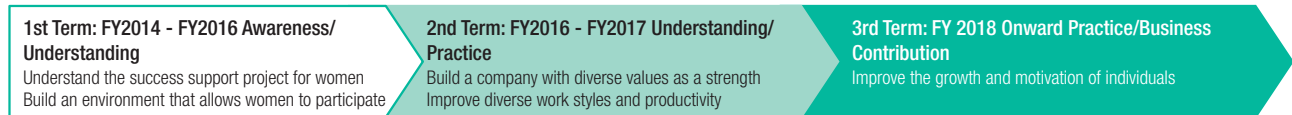
Each and every employee shall accept one another to drive added value and contribute to the organization in their own unique way.

### ◆ 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)

- 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.



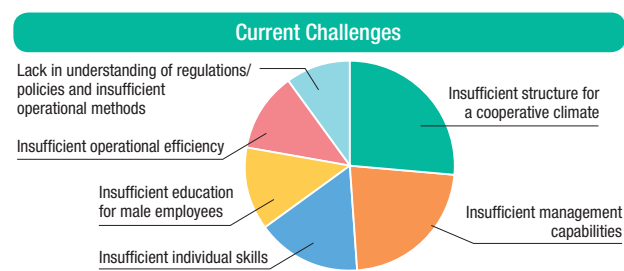
- FDK Group set a target to increase the number of female employees in management and supervisory roles 125% by FY2021 compared to FY2015 with the formulation of the “The Act on Promotion of Women’s Participation and Advancement in the Workplace” in August 2015 in an effort to build an environment women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



- ◆ 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.

