

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

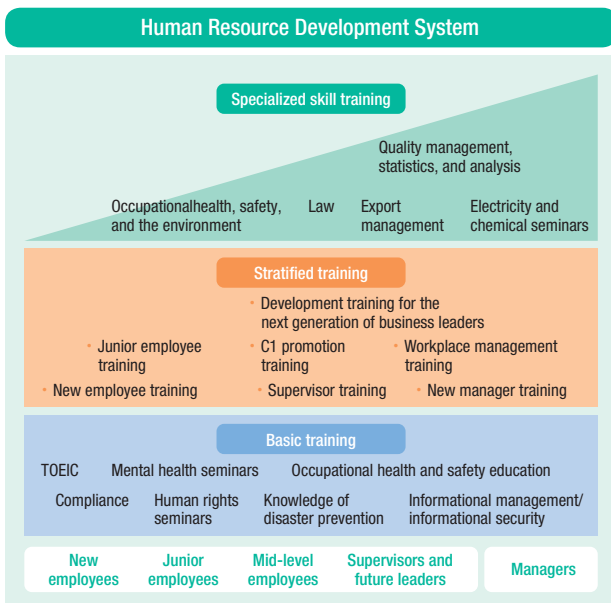
Four Themes to Nurture Human Resources

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

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

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.