

FDK GROUP
CSR Report
2020



Smart Energy Partner

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.

■ Corporate Profile

Company Name	FDK CORPORATION
Founded	1950
Head Office	Shibaura Crystal Shinagawa Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan
Capital	31,709 million yen (as of March 31, 2020)
Net Sales	FY2019 (April 1, 2019 to March 31, 2020) Consolidated: 62,123 million yen
Employees	Consolidated: 3,030 (as of March 31, 2020)
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

■ About “FDK Group CSR Report 2020”

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 2020” 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 FY2019 (April 1, 2019 to March 31, 2020). (Some information is included outside of this period.)

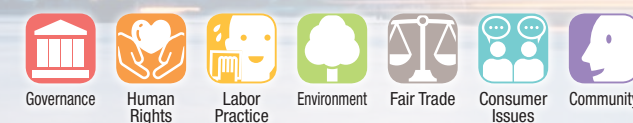
Scope

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 2020” is created by referring to ISO 26000 Guidance on Social Responsibility and the 2012 Environmental Reporting Guidelines.

ISO 26000 (Core Themes) Icons



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

Contents

Top Message	3
-------------------	---

The Story of Value Creation at the FDK Group

• Approach to Value Creation	5
• 10 year Scheme and Mid Term Business Plan “R1”	7
• Ideal Form	9
• The FDK Value Chain	11
• CSR Management	13
• Seven Prioritized Initiatives	15

Management System

Strengthening Corporate Governance	17
Building an Internal Control System	18
Ensure Compliance	18
Occupational Health and Safety Activities	19
Risk Management	20

Relationships with Customers and Suppliers

Offerings	21
Quality Assurance Activities	23

Relationship with Society

Communicating and Collaborating with Stakeholders	25
---	----

Relationships with Employees

Embracing Diversity and Inclusion	27
Developing human resources for their contribution to society and the planet	29

Environmental Conservation Activities

Protecting the Global Environment	31
---	----

Overview of Group Companies	35
-----------------------------------	----

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.



TOP MESSAGE

As a Smart Energy Partner, FDK Group will achieve its vision to help materialize and develop a sustainable society.

In order for us to further strengthen our business structure and improve our corporate value, we need to refine the FDK Group vision and meet the expectations of our various stakeholders. Toward that end in October 2019, we formulated a 10 year scheme as our ideal form in ten years, and the Mid Term Business Plan "R1", which covers what needs to be done during the first three (3) years (from FY2020 to 2022) of this period.

As a Smart Energy Partner that assembles advanced technologies, 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. Our vision is to help solve social issues through FDK products and services.

FDK Group CSR Management

The FDK Group has established the "FDK Group CSR Policy", and set Seven Prioritized Initiatives for putting it into practice based on that CSR Policy. In taking on these challenges, 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, tasked with disseminating and firmly establishing the "FDK Group Corporate Conduct Guidelines" that are at the core of FDK Group CSR activities, and the "FUJITSU Way", which comprises the Fujitsu Group philosophy. The committee performs regular reviews to confirm the action status of the Seven Prioritized Initiatives. The FDK Group is driving forward its corporate responsibility efforts founded in the CSR Policy around seven prioritized initiatives: Protecting the Global Environment, Embracing Diversity and Inclusion, Developing human resources for their contribution to society and the planet, Engaging in Dialogue and Cooperation with Stakeholders, Ensuring Compliance, and Strengthening Corporate Governance. We will fulfill our corporate social responsibilities through businesses that help solve social challenges and strive to realize our vision.

The FDK Group believes that corporate governance is the foundation of business management, and that strengthening it improves the soundness and transparency of the company while improving value for

FDK shareholders. We therefore conduct reviews of the management system and organization as necessary for each measure based on the general principles of the Corporate Governance Code.

In order to achieve sound legal compliance and respond to societal requirements, we have established company-wide cross-sectional organizations including the "Health and Safety Committee", the "Risk Compliance Committee", the "Environmental Management Committee", the "Product Chemical Substances Management Committee" and the "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. 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 throughout the internal processes that comprise each business activity, as well as their supply chains.

By steadily advancing and continually improving these initiatives, I hope we can ensure the realization of the FDK Group Vision.

Realizing our Vision Together with Employees

We understand human resources to be the most essential management resource in realizing the FDK Group Vision. We have raised "Embracing Diversity and Inclusion" as one prioritized initiative based on the CSR Policy. Through the business changes and processes that we have experienced up to this point, the FDK Group has come to include human resources with different corporate cultures and modes of thought. By making greater use of these diverse human resources, we will undertake efforts that enable employees to further apply themselves and innovate. The FDK Group has also set "Developing human resources for their contribution to society and the planet" as another prioritized initiative founded in the human resource principals of the CSR Policy. We will enhance training and skill-acquisition opportunities that include better stratified training as well as training to enhance specialized skills and nurture global business leaders. The

FDK

FDK Group will also conduct employee satisfaction surveys and focus on developing global human resources who can be active from a global perspective, serving as a driving force toward the realization of the FDK Group Vision.

Contributing to the Materialization and Development of a Sustainable Society by Providing Battery Solutions

The FDK Group is moving forward with the development and commercialization of next-generation batteries such as small all-solid-state SMD batteries, nickel-zinc batteries, and metal-hydride air secondary batteries. In addition to existing products and services, we will also provide new ones including a next generation of batteries for markets such as IoT, mobility and social infrastructure, which will support coming societal developments.

At the FDK Group, we are focusing effort on contributing to the achievement of four particular targets associated with the Sustainable Development Goals (SDGs) put forward by the United Nations. By providing battery solutions, we are moving forward with efforts to solve social issues from an outside-in perspective that is seen as a crucial approach to helping achieve SDGs.

I hope that through this report, an understanding will be fostered 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 initiatives.

FDK CORPORATION
President & CEO

Ryo Nagano



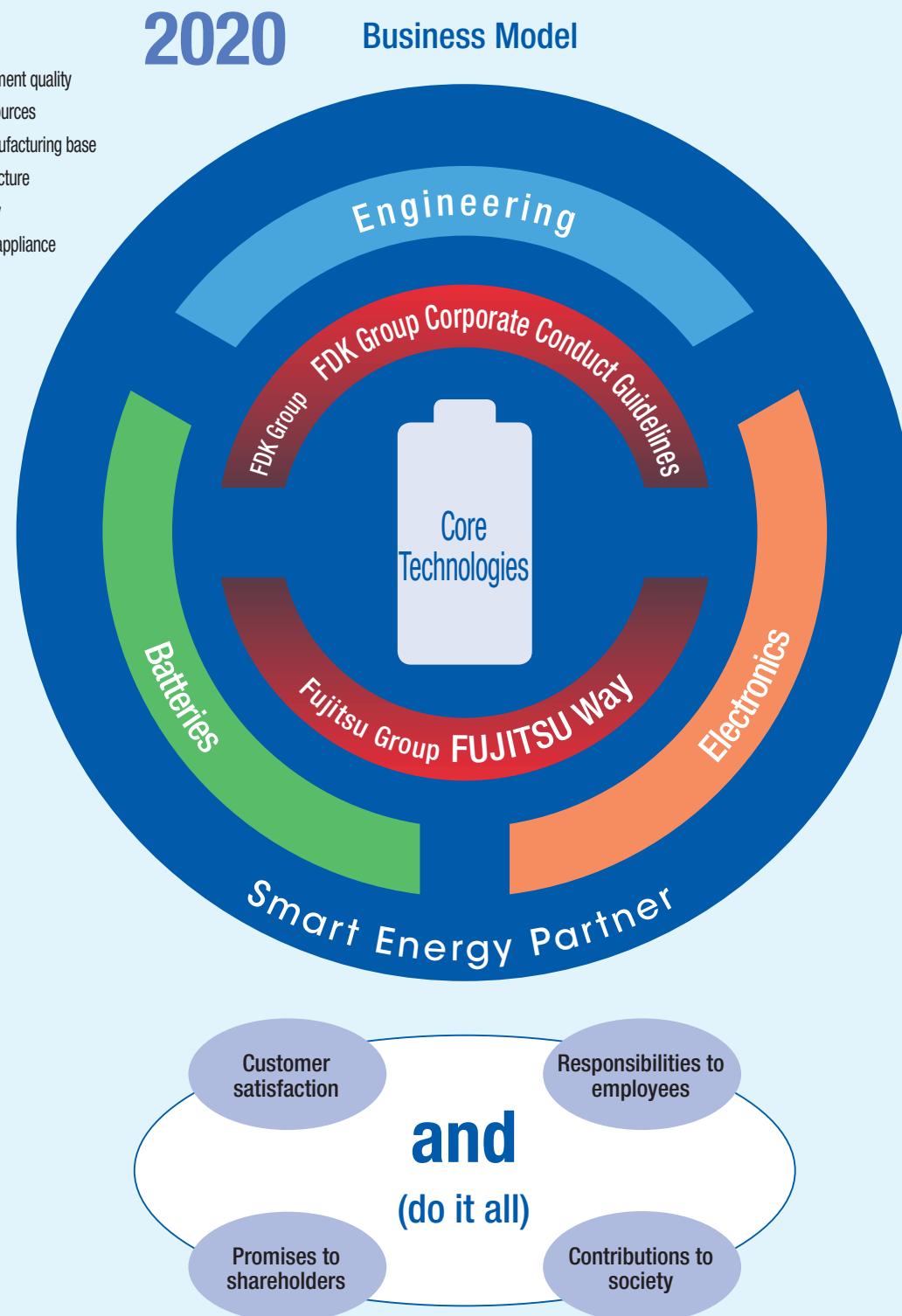
Approach to Value Creation

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.

- Growing consciousness to CSR
- Importance of product quality and management quality
- Sudden changes in the price of natural resources
- Sharp rising in labor costs at overseas manufacturing base
- Market maturity and change of market structure
- Legislation to promote energy-saving policy
- Enlarging demand to in-vehicle telematics appliance



- Intellectual capital
- Manufacturing capital
- Human capital
- Finance capital
- Social and relationship capital
- Natural capital



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



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.

Output

In Social Infrastructure and Businesses!

- Elevator
- Emergency-response vending machine
- Multifunction printer (copy/fax)
- Power storage system
- Mouse
- Computer
- Emergency lighting
- Sensors
- Communications base stations
- Data centers
- Alkaline batteries
- Ni-MH batteries
- Lithium batteries
- Power storage system
- Toner
- Various modules

In Medical and Welfare Sites!

- Bedside monitor
- Infusion pump
- Electric wheelchair
- Alkaline batteries
- Ni-MH batteries
- Lithium batteries
- Various modules

In Homes!

- Smoke detector
- Smart Meter
- Mobile phone base station
- LED light
- Automobile
- Cordless telephone
- Toy
- Smartphone charger
- Credit card
- Wrist watch
- Remote controls
- Liquid crystal display (LCDs)
- Beauty & health devices
- Flashlights
- Alkaline batteries
- Ni-MH batteries
- Lithium batteries
- Various modules

SDGs Emphasized by the FDK Group



- Innovate energy consumption
- Power storage and improve efficiency of energy consumption



- Innovate new technologies and processes
- Save resources and energy



- Ensure quality as a manufacturer
- Innovate recycling processes
- Conserve resources and reduce waste and emissions



- Reduce CO₂
- Execute measures against disasters
- Execute measures of prevention/reduction disaster

The FDK Group Vision is FDK Group would like our customers to best utilize electric energy in a safe and efficient manner, and contribute to materialization and development of sustainable society. The FDK Group makes contributions through the batteries, power storage systems and electronic devices provided thanks to its proprietary technologies in addition to the production processes, such as improving power storage by using renewable energy, enhancing energy efficiency and resource efficiency, conserving the environment such as reducing CO₂ emissions, improving infrastructure, and strengthening security measures. FDK has defined the above four SDGs to emphasize as the FDK Group, including social issues that FDK can help resolve through its existing technologies and products in addition to potential contributes through new business measures and actions in the future.

Stakeholders

Suppliers

Employees

Customers

Shareholders/
Investors

Global Society/
Local Communities

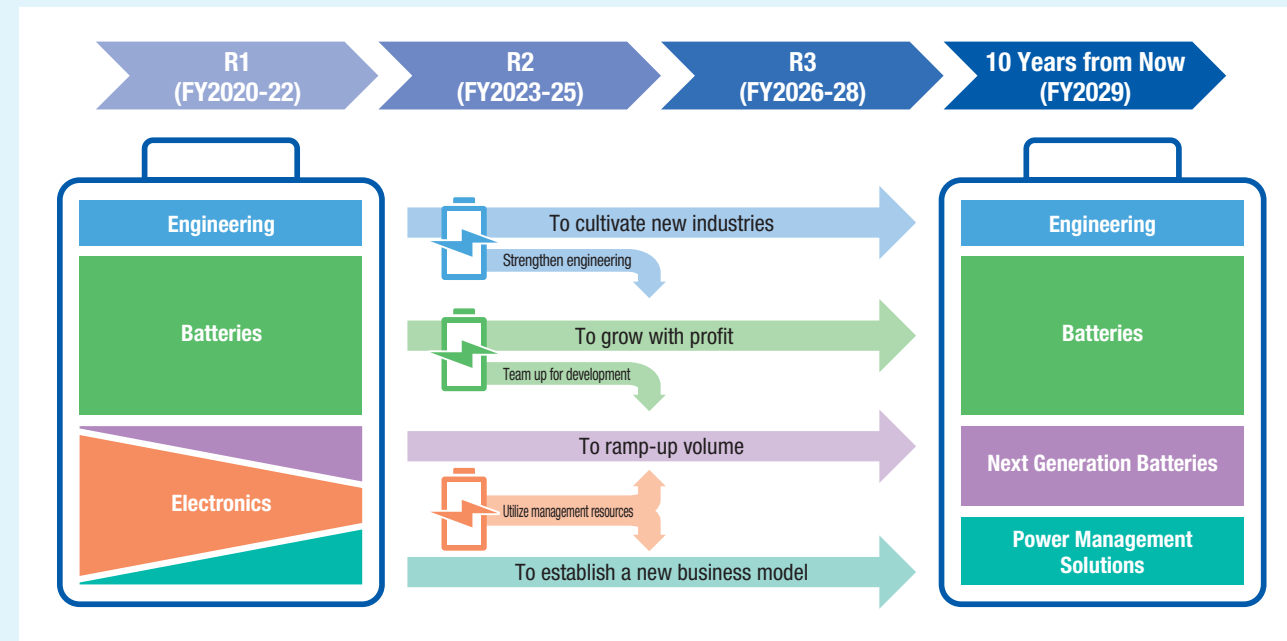
FDK considers customers, employees, suppliers, shareholders, investors, global society and local communities to be primary stakeholders. By continuing to provide value to all of the stakeholders through the business activities, FDK will contribute to the sustainable development of society.

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.

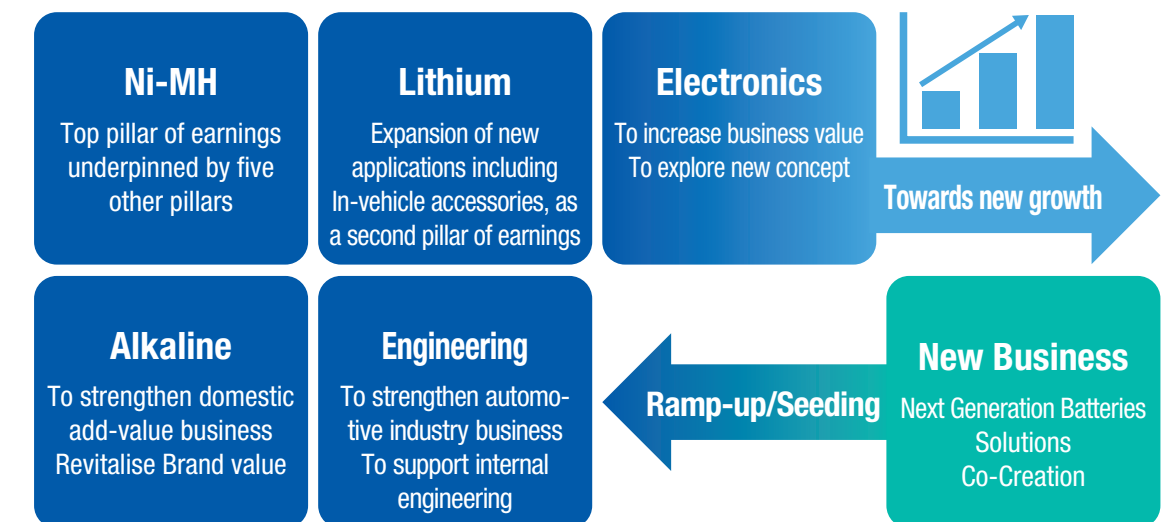
The development to differentiate ourselves from our competitors has worked to develop high energy density cathode materials for small all-solid-state SMD batteries, to establish sample specifications, and to develop batteries with wide temperature, high capacity, and long-life characteristics. Although 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.



R1 Business Portfolio

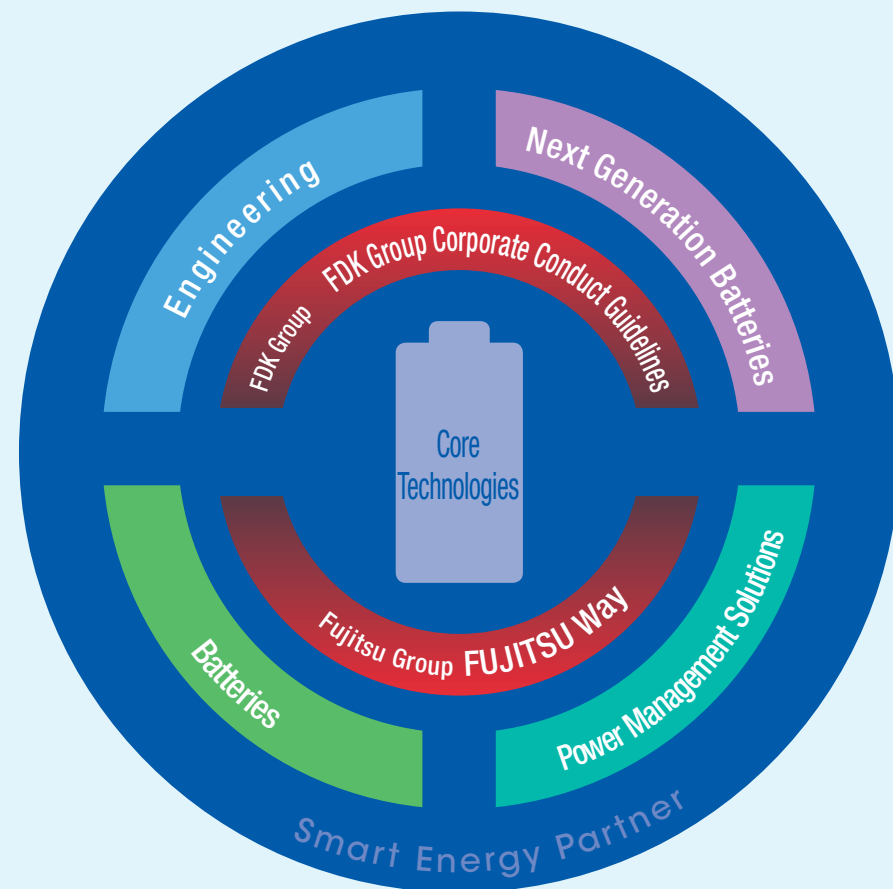
- Stabilize Ni-MH and lithium businesses as two business pillars
 - To revitalise Alkaline business and re-establish brand value
 - Strengthen engineering capabilities
 - Revitalize the electronics business via new business concepts to foster growth
 - Launch and develop new businesses as well as spearhead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



Ideal Form

- Contribute to the materialization and development of a sustainable society by actively taking advantage of eco-systems to increase the value of offerings provided together with various partners and enable customers to utilize electric energy in diversified ways.
- To add various functions & features onto unique value of our current offerings (reliability, safety, environment protection) and respond to users' expectations to use electric energy in a wider range of applications.
- Use the technical capabilities of the current portfolio to revitalize and reform FDK.

2029 Business Model



- 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 SMD 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 SMD 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)

Providing Safe, Secure Products with Consideration for the Environment



Throughout all FDK business activity processes (i.e., our value chain), we work together within the company on initiatives to provide products that are safe and secure for the customer and environmentally friendly. With this as our premise, we recognize how crucial it is to elevate the quality of management through internal environmental initiatives and thoroughgoing compliance. FDK works to provide products and services that have value for our customers by promoting activities that include collaboration with our suppliers.

	Development & Engineering	Procurement	Manufacturing	Sales	Distribution
Policy Orientation	 <p>We strive to develop, improve and increase the reliability of products that are valuable for their contribution to addressing and resolving social issues and customer needs. We strengthen links among the development and engineering department within each business division so that we can maximize the results produced by our human resources, expertise and technology.</p>	 <p>We are building a globally optimized components and materials procurement system by forging links among the purchasing departments within each of our domestic business divisions and overseas production sites, as well as the Fujitsu Group. We communicate thoroughly with our suppliers as we work to achieve sustainable procurement through which we can prosper together as partners.</p>	 <p>We engage in the manufacture of highly reliable products by incorporating optimal manufacturing facilities and manufacturing technologies, and thorough adherence to specified performance and quality standards. By further evolving manufacturing technologies for batteries, electronic devices and products integrating these technologies cultivated up until now, we work to manufacture products developed to meet the needs of customers and society.</p>	 <p>We strive to communicate fully with customers so that we can accurately grasp and contextualize the problems and needs that they face, and propose appropriate solutions that translate FDK's strengths into value for customers. Their requests are correctly conveyed as feedback to the development department, which contacts the customer with the technical support department to ascertain their needs.</p>	 <p>In offering batteries, which are both electrochemical products and heavy materials, and precision parts in the form of electronic products, we continually strive to ensure the quality distribution needed to reliably deliver products without diminishing their performance or the value that they provide.</p>
Initiatives Toward Realizing Our Policies	<ul style="list-style-type: none"> Developing products to address the needs of customers and resolve societal issues. Strengthening links among the engineering development department of business divisions. New product development through partnerships with external research institutes including academic associations and universities. Strengthening compliance in such areas as management of intellectual property and products and other items containing chemical substances. Achieving greater quality through initiatives to adopt ISO-compliant processes from the research and development stages. 	<ul style="list-style-type: none"> Fair, impartial, responsible procurement activities in which suppliers are selected based on standards of quality, responsive pricing, prompt delivery, technological capability, environmental conservation and business conditions. Procurement activities that are in keeping with laws and regulations including ISO and codes of conduct, as well as the Sub-contract Act. Collaborate with business partners in initiatives from business reviews, regular audits, development and promotion of FDK Group CSR policies, green procurement, and Business Continuity Management (BCM). 	<ul style="list-style-type: none"> Implementation of ISO-compliant processes. In addition to Total Productive Maintenance (TPM) activities, we share our expertise via technical accreditation systems and operational manual production, as well as employ BCM, line automation and IoT. Furthering environmental conservation initiatives in line with the ISO standards and activities of the company-wide environmental organization at each production site. We also advance manufacturing in a safe, comfortable environment by furthering occupational health and safety and 5S activities. Members of top management regularly check on work sites in an effort to closely share challenges and initiatives between management and the workplace to make improvements and achieve goals. 	<ul style="list-style-type: none"> Discerning market trends and latent needs while exposing ourselves to a wide range of candid customer opinion through exhibition and event planning enables us to take the initiative in offering products and services that have value for customers. We have not only put in place a Customer Service Desk to respond directly to opinions expressed by our customers, but also strive to apply the information to develop products that reflect an understanding of customer problems, as well as a concern for greater safety, security, and environmental awareness. We also regularly conduct Customer Satisfaction (CS) surveys to reflect in activities to enhance customer satisfaction. We engage in uncompromising informational management, business ethics and compliance in an effort to make customers feel confident about doing business with us. 	<ul style="list-style-type: none"> We strive to ensure rapid, reliable delivery of our products to customers through BCP that includes logistic measures such as alternative routes as well as shipping methods in the distribution network in the event of a natural disaster. Impartially selecting and building relationships of trust with optimal, trustworthy distribution companies. We provide education on legal and regulatory compliance for accurate responses to regulations in each country, sound import/export management and precise customs procedures. We not only further initiatives to reduce our environmental impact, such as railway transport, better transport efficiency and waste reductions, but also prioritize actions for environmental and safety measures among workers as well as strive for responsible and sustainable logistics.
Relevant SDGs	   	  	  	  	  

Platforms Supporting the Value Chain

Corporate Governance

Compliance

Risk Management

Human Resource Development

Environmental Considerations

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.

FDK Group CSR Policy 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.

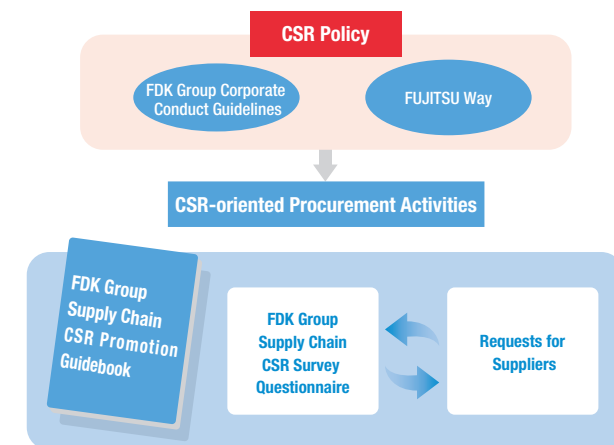
As a Smart Energy Partner that assembles advanced technologies, the FDK Group would like our customers to best utilize electric energy in a safe and efficient manner, and it hopes to contribute to the materialization and development of a sustainable society. According to this vision, all of our business 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.

Procurement Activities In-line with CSR

The FDK Group has collaborated with the suppliers in drafting the “FDK Group Supply Chain CSR Promotion Guidebook”, which presents our approach to promoting procurement activities in keeping with CSR principles. It is 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.



Promotion Framework for CSR Policies

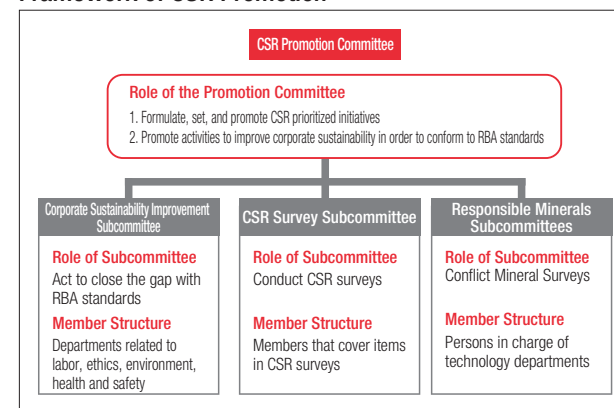
FDK established the CSR Promotion Committee to expand and standardize the “FDK Group Corporate Conduct Guidelines” and the “FUJITSU Way”, which are the key to the CSR activities of the FDK Group.

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 homepage 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 promote compliance with the Responsible Business Alliance (RBA) international CSR guidance, conducting surveys and responding to requests about CSR from customers, and properly managing minerals procurement.

Framework of CSR Promotion



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.

* 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

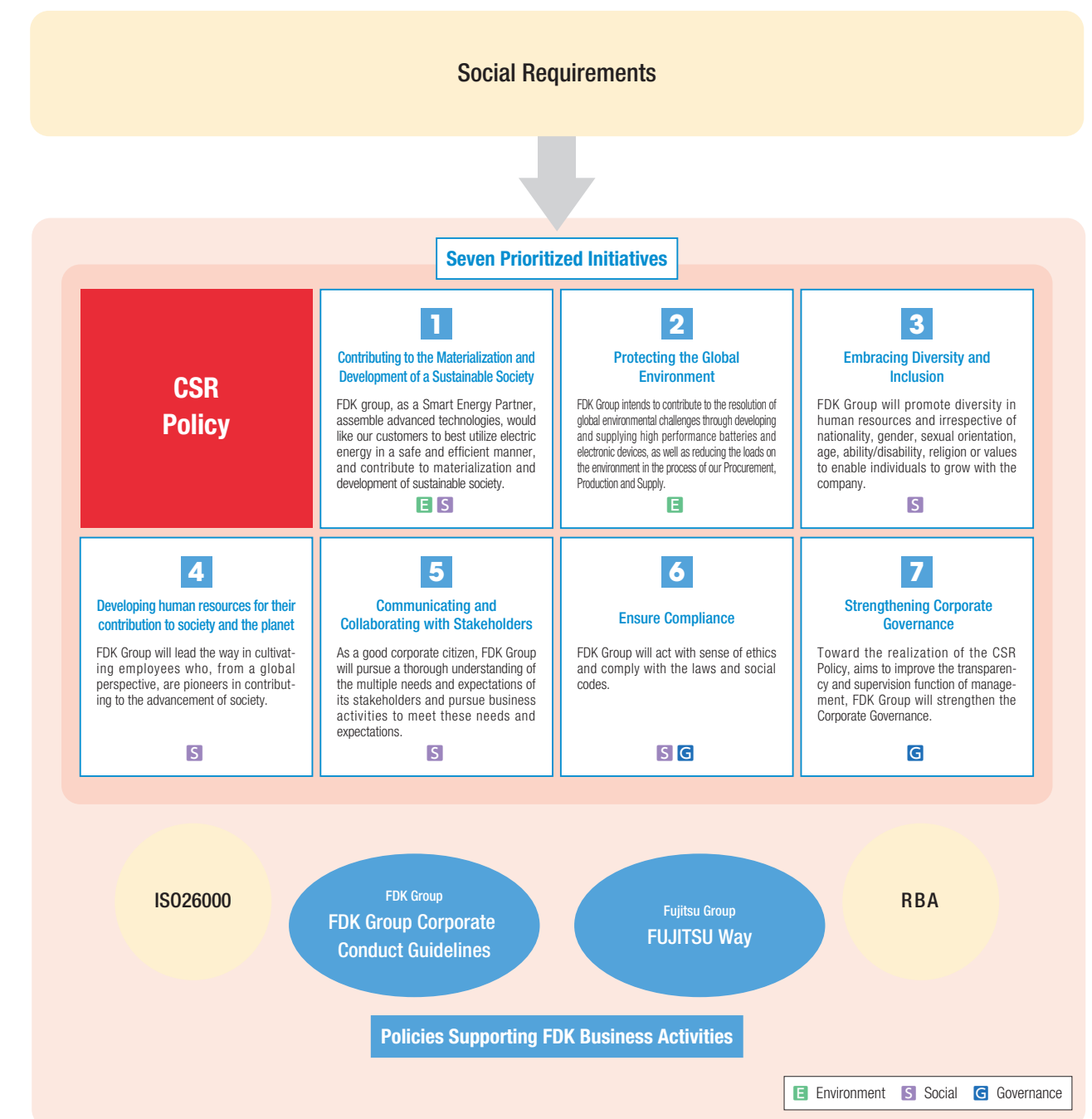
The FDK Group has set Seven Prioritized Initiatives based on its CSR Policy.

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 ISO2600 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	FY2019 Actions		ISO 26000	Details
			Targets	Achievements		
1 Contributing to the Materialization and Development of a Sustainable Society. 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.	The FDK Group will delivery offerings to customers that realize clean, safe and stable electric energy use in the battery, engineering, next-generation battery, and power management solution fields.	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.	<Products> • Continuous introduction of valuable products that satisfy market need into industrial markets with growth potential • FDK Group releases synergy products that make use of proprietary technologies from the Batteries and Electronic Devices Businesses into the industrial market to respond to market needs <Action> • FDK Group realizes technological development proposals adapted to needs by enhancing market research and rapidly discovering customer and market trends.	• Developed and supplied battery products for household electronics featuring improved safety and storage performance for safe, secure use, as well as reduced-cost models and battery products using eco-conscious packaging. For the infrastructure market, developed and supplied battery products for in-vehicle, re prevention/security, smart meter and back-up power supply applications in response to customer requirements and environmental issues. • In the field of electronic devices, developed products that contribute to reduced electric power consumption and lightweight miniaturization by customers. • Developed and shipped samples of small all-solid-state SMD battery in order to work toward mass production of next-generation batteries that help resolve challenges faced by customers and by society. We have also begun working toward the development of metal-hydride air secondary battery with promising potential future uses in social infrastructure.		P21~P24
2 Protecting the Global Environment 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 our Procurement, Production and Supply.	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. • FDK implements energy conservation measures at factories and offices while promoting improvements in distribution to help prevent global warming. • FDK Group reduces the loads on the environment through the actions for 3R (Reduce, Re-use, Re-cycle).	<Reducing the environmental impact of customers> Promoting the development of eco-conscious products with consideration for life-cycle, such as high-efficiency energy-saving products and resource-saving products. <Reducing the environmental impact in FDK processes> • Reducing CO ₂ emissions and energy consumption. • Reducing waste. • Reducing chemical substances.	<Eco-conscious product development> • Develop four or more products at each site every year that help improve energy efficiency • Develop three or more products at each site every year that help improve resource efficiency <Reducing CO ₂ emissions and energy consumption> • Reduce energy consumption, and limit CO ₂ emissions by the overall domestic FDK Group to 35,259t or less • Improve the energy consumption per unit an average of 1% per year at all sites <Reducing waste> • Improve the amount of waste generated per unit by 4% compared to FY2015 at all sites <Reducing chemical substances> • Improve PRTR chemical emissions per unit by 4% compared to FY2015 at all sites	• Achieved our development target set for products that contribute to greater energy efficiency. • Failed to achieve our development target set for products that contribute to greater resource efficiency. • Achieved our CO ₂ emissions reduction targets. • Achieved our target to improve the energy consumption per unit an average of 1% per year at all sites. • Achieved our waste reduction targets. • Achieved our chemical substance reduction targets.		P31~P34
3 Embracing Diversity and Inclusion 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.	All the people in FDK Group prohibit all the discrimination* and accept the diversity in its human resources with actual actions. * 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.	• Creating the working environment-friendly for all the people. • Improving the personnel treatment system. • Proceeding the educational activity such as trainings and seminars.	• Foster awareness of work-style reforms • Consider expanded work-style options such as flex-time, staggered shifts, telework and working from home • Educational activities to foster understanding of employees in long-term care or with disabilities, and LGBT employees • Consideration for creating professional environments conducive to work by LGBT employees, or those with disabilities • Ongoing hosting of (workplace management) seminars for managers • Holding seminars for supervisors • Holding life-planning seminars for senior employees • Education and training for next-generation leaders • Promotion of increased use of childrearing leave for male employees • Action plan implementation (renewing awareness of women and increasing their participation in managerial positions)	• Identified physical obstacles obstructing a barrier-free environment. • Expanded the scope of employees eligible for the flex-time program as of July 1, 2019. • Implemented a trial telework program at the head office between October and December 2019. We also conducted a survey with eligible participants after the trial to identify any challenges the telework program encountered. • Added discussion-type training to traditional classroom training programs to improve management capabilities. • Conducted LGBT-related training and handed out leaflets during the Human Rights Week initiative toward adoption of internal company systems for same-sex partners.		P27~P28
4 Developing Human Resources Who Contribute to Society and the Planet FDK Group will lead the way in cultivating employees who, from a global perspective, are pioneers in contributing to the advancement of society.	FDK develops human resources who can be active from a global perspective through business in a long term.	• 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.	<Implementation of FDK Group Plans for Nurturing Human Resources (3rd-year)> • Improvement of existing training • Sharing and transparency of educational plans • Revise training programs <Nurture next-generation business leaders and professional human resources> • Providing leadership training <Consideration of planning and implementation for global hiring> <Holding seminars to nurture global human resources> • Training to deepen understanding of other cultures	• Distributed basic educational materials in advance to increase understanding through prior learning. • Conducted training to deepen understanding of other cultures in October after expanding the scope of eligibility, enhancing the curriculum, and increasing the number of training hours.		P29~P30
5 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 to meet these needs and expectations.	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.	<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 briefings • 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.)	• Releasing CSR Report. • Customers: Disclosing correct information for the request from customers • Shareholders, investors: Conduct evaluations into various communication opportunities, such as shareholder meetings, IR meetings, informational disclosures via the corporate homepage, management policies and financial briefings • Supplier: Proceeding two-way communication. • Employee: Dialogue between labor and management, satisfaction surveys, a communication with top management and promote risk management • Local communities: social contribution activities for local residents and others	• Released our CSR report (2019). • Continued timely informational disclosures. • Responded to 52 inquiries from customers (company profile, etc.). • Responded to 214 inquiries from shareholders and investors. • Responded to 160 inquiries about CSR and conflict mineral surveys from customers. • Responded to 11 inquiries from external entities related to risk. • Expanded the scope of major suppliers taking part in the FDK Group Supply Chain CSR Survey Questionnaire and received their feedback. • Conducted monthly liaison meetings between labor and management. We also handled eight consultations on the human resource hotline. • Continued to take part in local social contribution activities at each business site.		P25~P26
6 Ensuring Compliance FDK Group will act with a sense of ethics and comply with laws, regulations and social codes.	Management and all the Employees always act along the laws and social codes promptly recognizing the new or revised information of the laws.	• Enhancing 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 correctly	• 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 correctly	• Reviewing regulations about compliance. This review drafted and revised Group-wide regulations (new regulations:2; revisions:12). • Planned and regularly conducted education programs. • Conducted compliance education. • e-Learning • Education performed through stratied training • Ongoing export management education • Improving monitoring. • Internal reporting received: 5 instances • Collecting information about new or revised laws and reflecting to business activity correctly. • Published an internal Legal News compiling information such as legal and regulatory amendments. • Released information about export controls on the company intranet.		P17~P20
7 Strengthening Corporate Governance Toward the realization of the CSR Policy, aims to improve the transparency and supervision function of management, FDK Group will strengthen the Corporate Governance.	The Managements fully understand the essence of Corporate governance and take the necessary actions to review the Management system and organization.	• 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.	• Smoothly share information and conduct ongoing high-quality auditing and supervision with outside directors through the Audit and Supervisory Committee Office • Continually conduct self-evaluations of Board of Directors and training for directors • Participation by corporate officers in the above training	• Shared results from a review of consolidated financial statements audited by accounting auditors. • Reported our auditing plans and results through the Auditing Department • Conducted self-evaluations and training at the March 2020 Board of Directors meeting. Theme: Succession Management and the Duties and Responsibilities of Corporate Officers (attended by FDK corporate officers).		P17~P20

Management System



Social Requirements

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

The FDK Approach

- Strengthening corporate governance
- Ensure 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 occupational accidents
3	3,425	25	5
Occupational accident occurrence rate	Occupational accident severity rate	Number of management reviews for manifested risks	Number of internal reports
0.52	0.00	11	5

Initiatives supporting Management System

Strengthening Corporate Governance

Basic Concept

FDK Group reviews measures and the management system as necessary based on the general principles of the Corporate Governance Code stipulated by the Financial Instruments Exchange as well as executes organizational reforms and other measures because it believes strengthening corporate governance improves the soundness and transparency of the company and improves the value for FDK shareholders. We strive for rapid informational disclosure about management while also providing financial information via the Internet. Moreover, FDK has introduced a corporate officer system composed of two directors and corporate executive officers as well as five corporate officers to operate businesses that separate auditing and business execution functions of management. In addition, three of our seven directors, who include Audit and Supervisory Committee members, are outside directors as stipulated by Article 2.15 of the Companies Act.

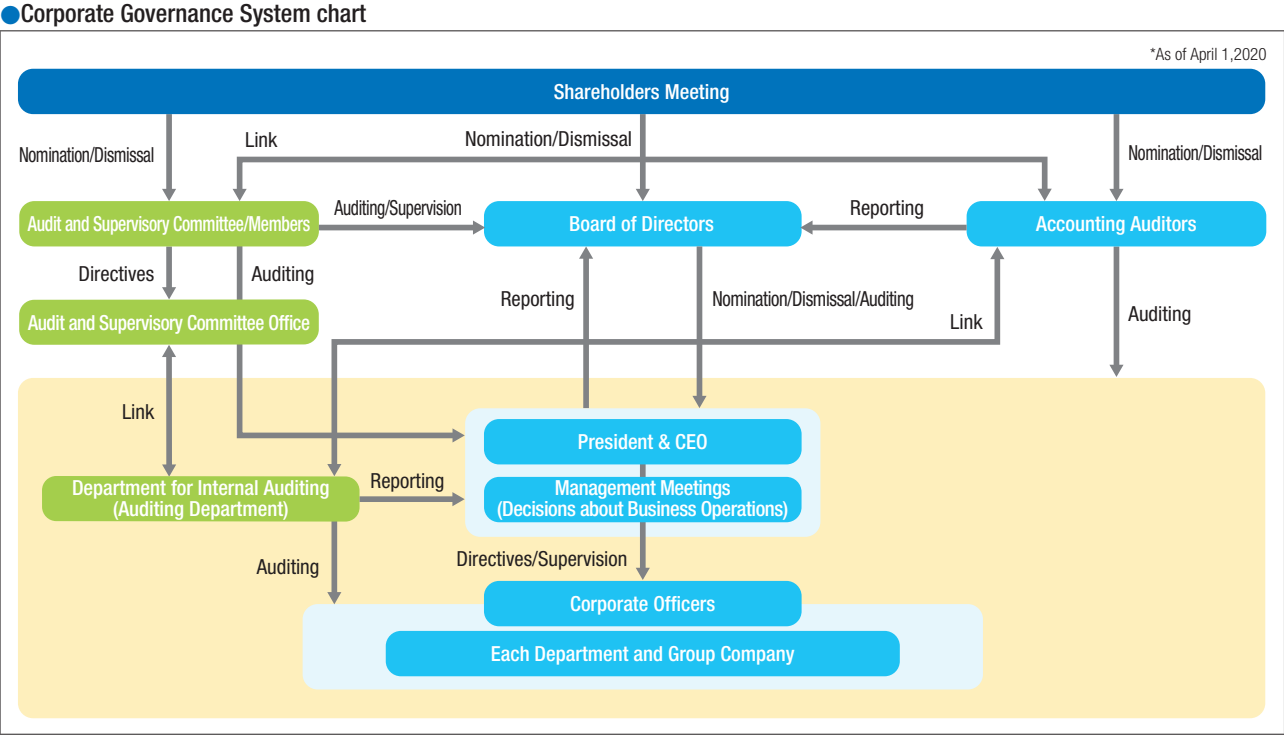
Board of Directors

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.

Audit and Supervisory Committee

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 FDK 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 and 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. FDK has established an Audit and Supervisory Committee Office with the purpose to facilitate high-quality auditing and supervision as well as to contribute to the strengthening of governance through smooth informational sharing with outside directors who are Audit and Supervisory Committee members.



Building an Internal Control System

Basic Concept

As a means to fulfill corporate social responsibilities, the FDK Group approved the Basic Policy for Establishing an Internal Control System at the Board of Directors meeting by recognizing the necessity of strengthening corporate governance to maintain a sound and strong relationship with FDK stakeholders from customers to suppliers, shareholders, employees and local communities while ensuring the appropriateness of operations and reliability of financial reporting in addition to realizing management that complies with relevant laws and the Articles of Incorporation. The pursuit of management efficiency and control of the risks arising in business activities are essential to 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:

- Systems to ensure directors and employees perform their duties in accordance with laws, regulations and the Articles of Incorporation
- Systems to store and manage information related to the performance of duties by directors

Ensure Compliance

Basic Concept

FDK Group established the "FDK Group Corporate Conduct Guidelines" 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. We publish these Action Guidelines on the intranet as well as externally on the FDK homepage.

- Regulations and other systems to manage risks of loss
- Systems to ensure directors of FDK and subsidiary companies efficiently execute business
- Systems to ensure the appropriateness of operations of the corporate group comprising the FDK Corporation and its subsidiary companies
- 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.

About 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 various compliance training (including e-learning) for all of the 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 a broad range of information about compliance that includes information about amendments to laws and regulations, and an introduction of examples about violations using the 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.

Occupational Health and Safety Activities

► 1. About the 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.

► 2. 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.

► 3. Status of Occupational Accidents

A total of seven occupational health and safety accidents occurred in FY 2019—five on business sites in Japan and two on business sites overseas (excluding traffic accidents).

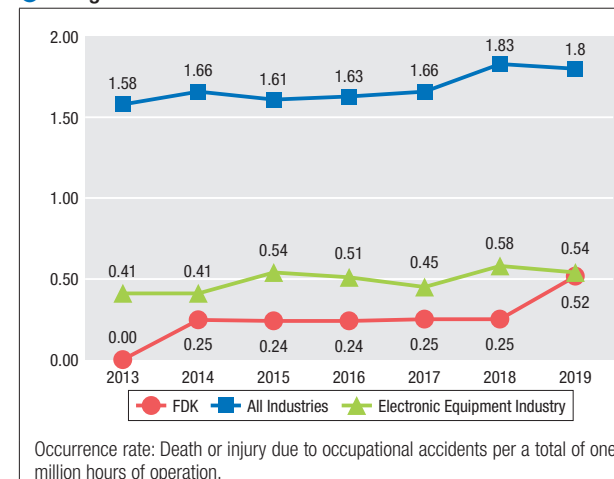
The occurrence rate was 0.52 with a severity rate of 0.00 for occupational accidents on business sites in Japan.

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

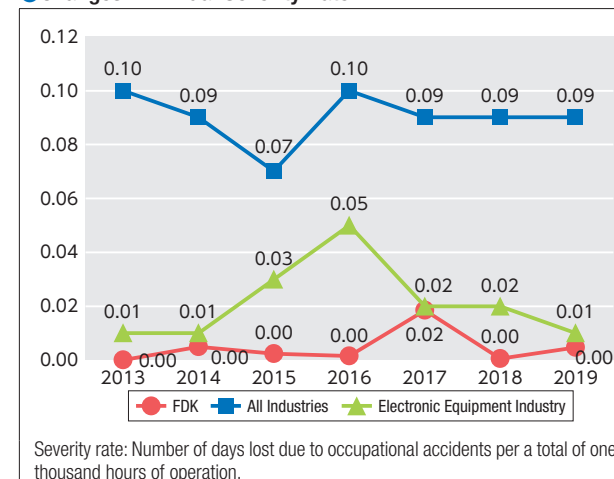
Severity rate: (Number of days lost/total operation hours x 1,000)

FDK promptly reports any occupational accidents that occur on its intranet and shares information across organizational boundaries in ongoing efforts to prevent similar occupational accidents.

● Changes in the Annual Occurrence Rate



● Changes in Annual Severity Rate



► 4. Occupational health and safety education

The entire FDK Group always strives to raise awareness about health and safety by providing occupational health and safety education to new employees in addition to stratified occupational health and safety training.

Risk Management Initiatives

► 1. Basic Concepts of Risk Management

The FDK Group aims to improve sustainable 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 founded in the FDK Group Corporate Conduct Guidelines and FUJITSU Way. Our Board of Directors drafted a 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.

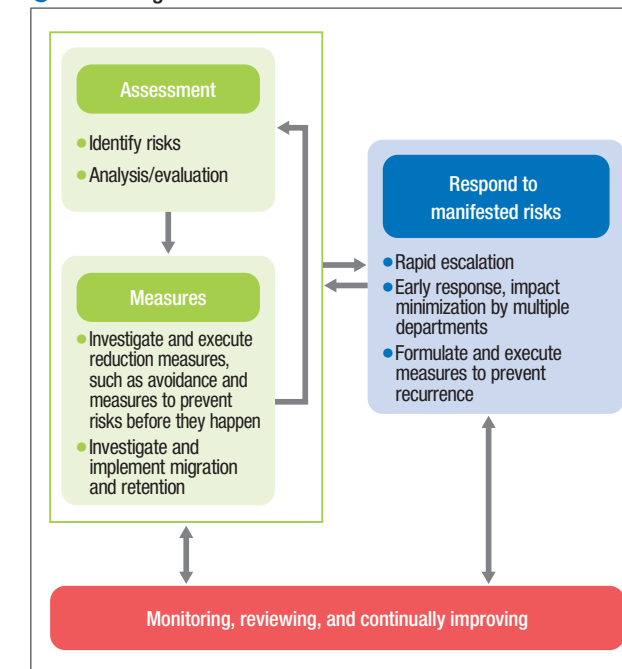
► 2. Risk Management Process

Each department takes the following steps. Identify, evaluate and verify potential risks inherent to business activities. Clarify the priority of response for each risk and determine risk control policies (avoidance, mitigation, migration and retention of risks). Execute measures in each department to prevent risks before they manifest in accordance with decided policies. Each department rapidly escalates response in the event any risks do manifest. 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.

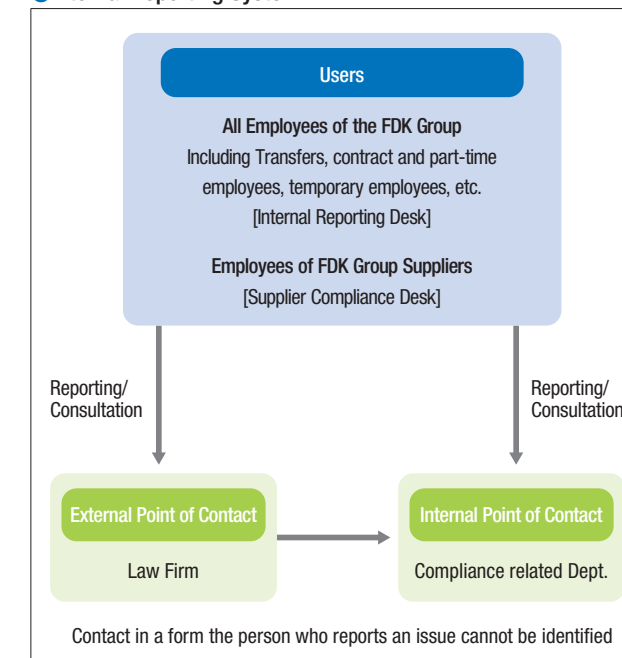
Internal Reporting System

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 five reports in FY2019 which were addressed appropriately.

● Risk Management Process chart



● Internal Reporting System



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 presentations at exhibitions in FY2018	Number of ISO 9001-certified production sites	Number of IATF16949-certified production sites	Number of ISO 14001-certified production sites
5	9	3	9

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 as well as works 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.

FDK Group Initiatives

The FDK Group strives to continually provide batteries and electronic devices that use environmentally-friendly materials by complying with environmental laws and regulations to heighten value as a company cultivating the future. As part of its business, FDK Group works to develop products able to provide new added value derived from the distinct technology cultivated in the Battery and Electronic Device Businesses up until now. FDK strives in product development with care to always supply safe, secure, and environmentally-friendly products in demand by customers as well as the market.

Introduction to FDK customers in FY2019

(Including some FY2018 events)

(1) Exhibition at Battery Japan

(10th International Rechargeable Battery Expo)

FDK exhibited at Battery Japan held at Tokyo Big Site over three days from February 27 to March 1, 2019. Battery Japan is an international business conference bringing together all the technologies, components, materials, devices, and secondary batteries necessary for the research, development, and manufacture of secondary batteries and capacitors.



Exhibition Photo 1

We exhibited the FDK power storage system equipped with Ni-MH batteries (in-development), the Ni-MH batteries for in-vehicle, security, medical and back-up power applications, lithium batteries as thin and light as paper and their applications, and all-solid-state SMD batteries that use high-potential cathode materials (reference exhibition).

(2) Exhibition at CEATEC 2019

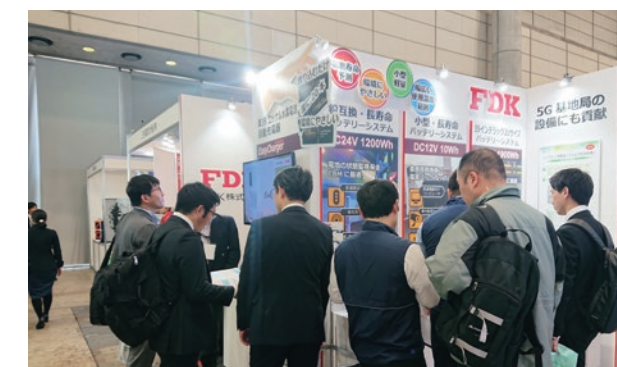
FDK exhibited at the CEATEC 2019 held at Makuhari Messe over four days from October 25 to October 28, 2019. CEATEC is an exhibition that brings together people and technologies to generate business opportunities under a theme of harnessing CPS/IoT and Co-creation across all industries and business categories. FDK exhibited its small all-solid state SMD batteries (reference exhibition), its easy automotive charger dedicated to Ni-MH batteries, and the FUJITSU PremiumS Alkaline Battery.



Exhibition Photo 2



Exhibition Photo 4



Exhibition Photo 5

(4) Exhibition at the 6th Wearable Expo

FDK exhibited at the 6th Wearable Expo held at Tokyo Big Site over three days from February 12 to February 14, 2020.

The Wearable Expo is an exhibition to show off all wearable devices from the latest wearable terminals to application solutions, AR/VR technology, and components and materials for the development of the latest wearable devices.

FDK exhibited its small SoLiCell TM all-solid-state SMD battery using high-potential cathode materials (reference display), its thin lithium batteries and their applications as well as other cutting-edge technologies.



Exhibition Photo 6

(3) Exhibition at the Mass-Trans Innovation Japan 2019

FDK exhibited at Mass-trans Innovation Japan 2019 (MTI Japan 2019) held at Makuhari Messe over three days from November 27 to November 29, 2019. MTI Japan 2019 is a comprehensive mass transit trade fair for all industries from traffic and railway systems, infrastructure technology and facilities to electric power, transportation, operation management, train cars, interiors, and even travel services.

FDK exhibited its 24-volt DC Ni-MH battery system for safety devices at railway crossings, in-vehicle battery systems to transmit shutdown signals to devices during power outages, built-in 100-volt AC output inverters, battery systems for train station equipment, automatic AA Ni-MH charging and other cutting-edge technologies.

FY2019 Achievements

Products

- **Ni-MH batteries**
FDK has striven to develop and supply a variety of Ni-MH batteries from products for household electronics to in-vehicle accessories, power back-up systems, and those for mobility and social infrastructure.
- **Alkaline batteries**
FDK has striven to supply safe and secure alkaline batteries that enhance leakage resistance and long-term storage performance. We also began developing and shipping products in eco-friendly packaging.
- **Lithium batteries**
FDK has striven to develop and supply products for markets such as smart meters and in-vehicle equipment. We also advanced the development of thin batteries for the wearable device market.

Electronics

- FDK has striven to propose and develop smaller and lighter electronics for its customers. We also worked to develop and supply products that use sensing and wireless technologies.
- These efforts also endeavored to develop and supply power supplies for devices with eco-friendly designs.

Research and development

- FDK furthered initiatives toward the mass production of small all-solid-state SMD batteries. We also strove to develop high capacity, safe, and highly durable metal-hydride air batteries as another type of next-generation battery.

Development with Considerations for Quality and Safety FDK Group Quality Policy

Quality Policy

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

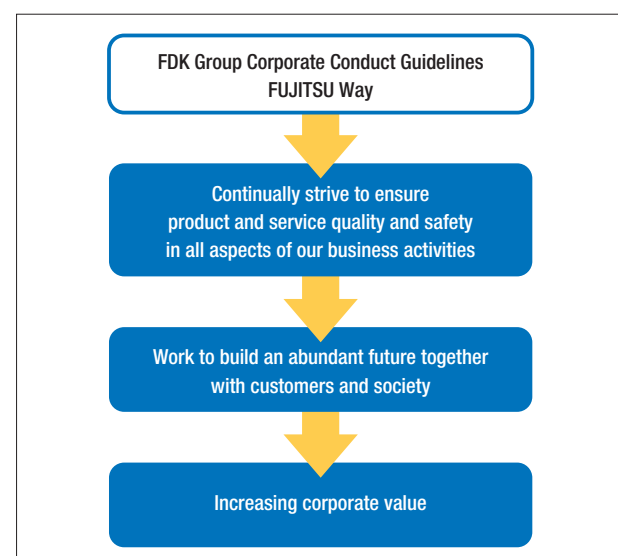
Philosophy

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.

1. 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.

2. 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.

3. Acquisition Status of ISO 9001/IATF 16949

FDK has built a quality management system and always works to improve its processes. Nine business sites in Japan and overseas have acquired the ISO 9001 certification as of March 2020. Three of these sites have also acquired the IATF 16949 certification.

4. Quality Assurance Initiatives

(1) Quality assurance system

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. FDK has built a quality management system, and will achieve and assure quality able to satisfy customers in each process from product planning to manufacture, shipment and aftercare services.

(2) Quality assurance promotion system

FDK 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. Strengthen quality assurance activities

FDK conducts reviews from broad standpoints that involve not only a

single department but all other departments through the entire verification process from product planning to mass production in accordance with quality standards and other regulations while reinforcing greater objectivity in these assessments to realize quality that builds trust with customers, which is the quality policy of the FDK Group.

2. Green Procurement Initiatives

The FDK Group contributes to the materialization and development 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

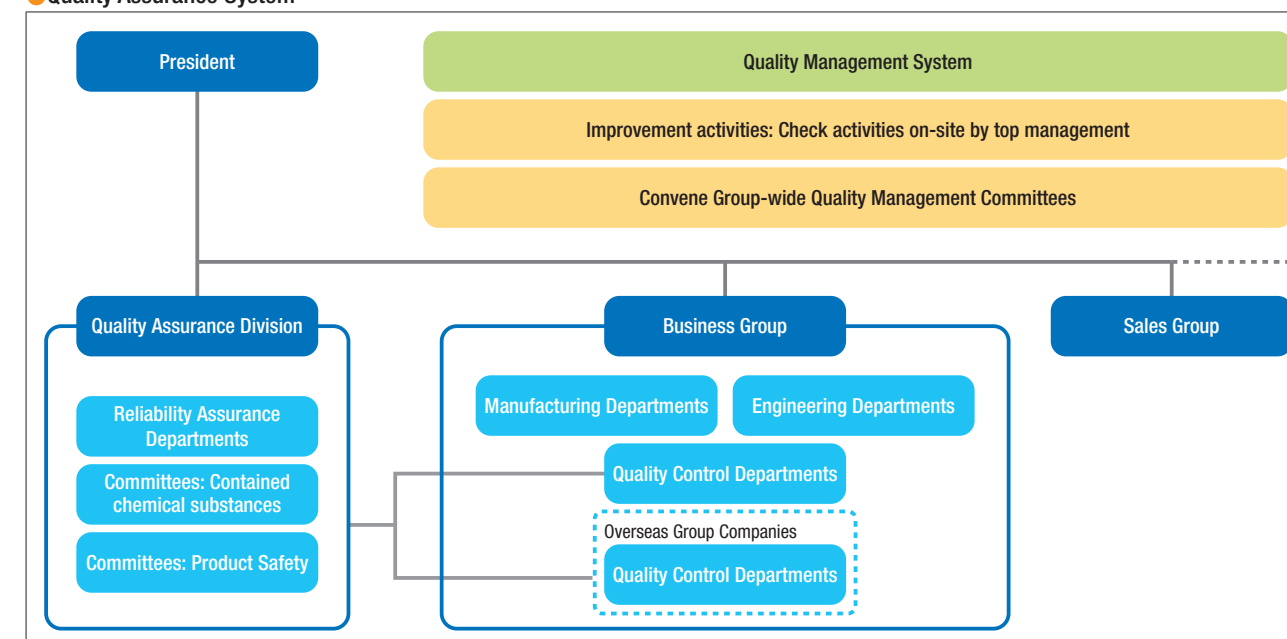
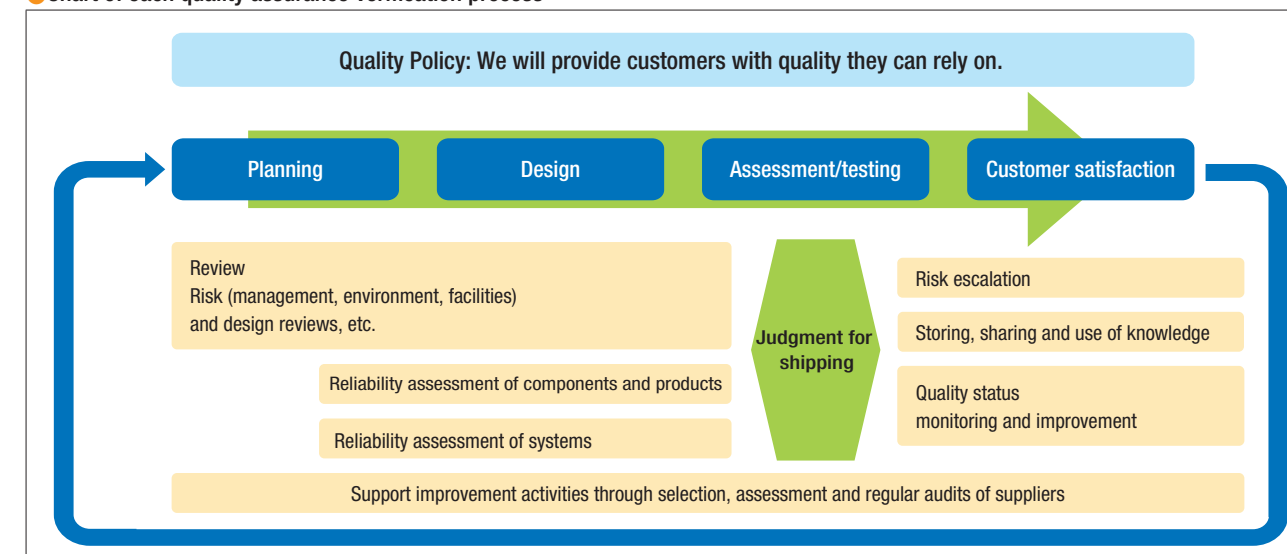


Chart of each quality assurance verification process



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
- 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 internships	Number of local clean-up activities
8	2	9	16
Number of communications with shareholders, investors	Number of survey responses from customers about CSR/conflict minerals	Number of local events joined by FDK	
162	160	8	

Initiatives supporting Relationship with Society

Communicating and Collaborating with Stakeholders

Basic Concept

As a good corporate citizen, the 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. 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 a dialogue with stakeholders, reflected in business activities.

Examples of Initiatives (1): FY2019 Targets and Achievements

FY2019 Targets

①Releasing CSR Report

②Customers

Disclosing accurate information when responding to requests from customers

③Shareholders/Investors

The general shareholders' meeting, IR meeting, information disclosure over the website, and the deliberations for the communication opportunities for the briefings about management policy and business performance, etc.

④Suppliers

Proceeding two-way communication.

⑤Employees

Communications with Labor union, Employee satisfaction monitoring, Communication with Top Management.

⑥Continually engage in social contribution activities with local communities, residents and other stakeholders

Participate in local community exchanges and local clean-up activities, provide factory tours, and always work to offer internships and assist in fundraising, blood drives and other such activities.

FY2019 Achievements

①FDK published a CSR report in 2019 and made every effort in informational disclosure.

②Response to customers

FDK provided accurate information when it received inquiries from customers such as questions about its company profile.

③Shareholders/Investors

FDK provided accurate explanations to 162 inquires from shareholders and investors this year.

④Suppliers

FDK conducted CSR surveys with procurement partners, personnel dispatching companies, outsourcers, industrial waste processing contractors, and other business partners and provided results as feedback.

⑤Employees

FDK held monthly liaison meetings between labor and management as well as conducted employee satisfaction surveys.

⑥Local communities

FDK continued to take part in local social contribution activities.

Examples of Initiatives (2): activities contributing to local communities

Contributing activities to Main local communities that utilize the features of FDK businesses

•Kosai Plant
Battery-making Class



•Kosai Plant Participation in the
Kosai Hands-on Science Booth



•Washizu Plant
Factory Tour for Washizu
Elementary School in Kosai City



•Washizu Plant
Factory Tour for the Engineering
Department of Shizuoka University



Head Office	Provision of dry-cell batteries and other aid to areas impacted by Typhoon Faxai Sponsorship of The Sound of Batteries Powered by the Sun concerts
Kosai Plant	Battery-making Class Internships
Washizu Plant	Battery-making Class Factory tours and internships
Takasaki Plant	Internships On-site trainees accepted from special needs high schools
Tottori Plant	Tours and internships

Main activities contributing to local communities

•Kosai Plant
Hamanako Clean activity



•Washizu Plant
Highway clean-up in front of the plant



Kosai Plant	Participation in the Hamanako Clean activity Participation in traffic safety campaigns
Washizu Plant	Participation in the Hamanako Clean activity Participation in highway clean-up activity in front of the plant
Takasaki Plant	Sorting and collection of Takasaki Festival trash Clean-up efforts around the company
Tottori Plant	Clean-up of highway and grounds/participation in Uradome Coast clean-up Greening campaign fundraising support
FDK ENGINEERING	FDK Engineering clean-up activity (local clean-up effort)

•Takasaki Plant
Sorting and collection of
Takasaki Festival trash



•Tottori Plant
Replanting of flowerbeds at
roadside stations



•FDK ENGINEERING
Clean-up activity



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

Number of education and training sessions incorporating human rights into the curriculum	Number of female employees in management and supervisory roles	Employment Rate of Female Employees	Number of Employees using the Childcare Leave Program
5	3	18.7	8
Ratio of non-Japanese employees (Domestic business sites)	Days of paid leave taken/ per person/year	Overtime work hours/ per person/month	FY2019 employment rate of persons with disabilities
0.86	15.3	13.2	2.2

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 (1): Initiatives to Respect Human Rights

FDK Group expanded awareness about the respect for human rights by conducting human rights enlightenment activities in conjunction with the Human Rights Week in December.

Human rights activities:

- Held seminars for the purpose of improving human rights awareness
- Distributed human rights promotion leaflets to every employee
- Established a human rights consultation desk
- Added amenities to the workplace (multi-purpose restrooms, barrier-free utilities, etc.)
- Reviewed revisions to internal policies with consideration for same-sex partners
- Human rights education and training

FDK Group has incorporated human rights training in the various training curriculum to put in place opportunities for employees to actively think about human rights.

- Management training
- New manager training
- C1 promotion training
- Mid-level employee training, etc.

Examples of Initiatives (2): 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 diversity 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.

Diversity Promotion Framework

FDK Group has worked to build a women-friendly workplace since FY2014, and it has been promoting diversity thereafter around the two axes of "supporting the success of diverse human resources" and "realizing diverse work styles" with the aim of facilitating individual growth regardless of gender to create new value therein.

Policy Orientation

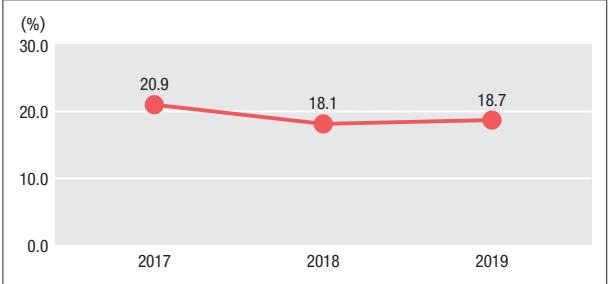
FDK Group is promoting diversity around the two principles below based on issues identified in our Employee Satisfaction Survey, the feed-back received in diversity questionnaire that targeted female employees.

1. Improve the growth and motivation of individuals
Each and every person shall accept one another to drive added value and contribute to the organization in their own unique way.
2. Enhance corporate competitiveness and growth
FDK Group management and employees will freely debate matters from diverse perspectives to continually forge new knowledge and technology.

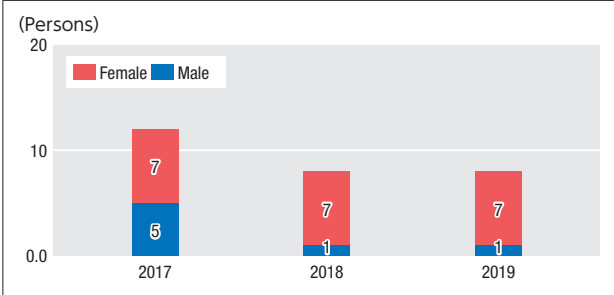
Activity Achievements of the Diversity Promotion Office

- Renewing Awareness and Reforming the Corporate culture
Held a career advancement seminar for women
The FDK Group held a seminar for woman to nurture up-and-coming leaders with the hope of raising awareness and encouraging the active participation of female employees.
- Heightened motivation
Provided leadership training
Formulated and supported career paths
Conducted career design training
- Raised awareness about work-life balance
Standardized operations and created procedural manuals and other instructional materials
- Initiatives for after age-based retirement
Held life-planning seminars
- Raised awareness about the Act on Promotion of Women's Participation and Advancement in the Workplace
Renewed awareness among women and increased the number of female supervisors

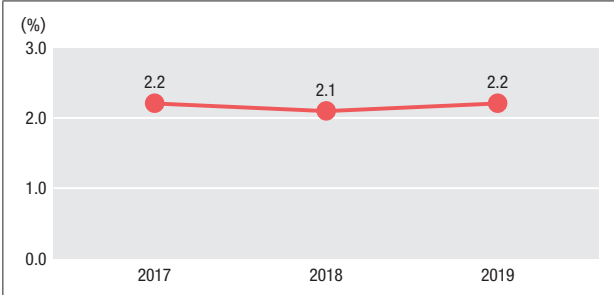
Employment Rate of Female Employees



Number of Employees using the Childcare Leave Program



Change in Employment Rate of persons with disabilities



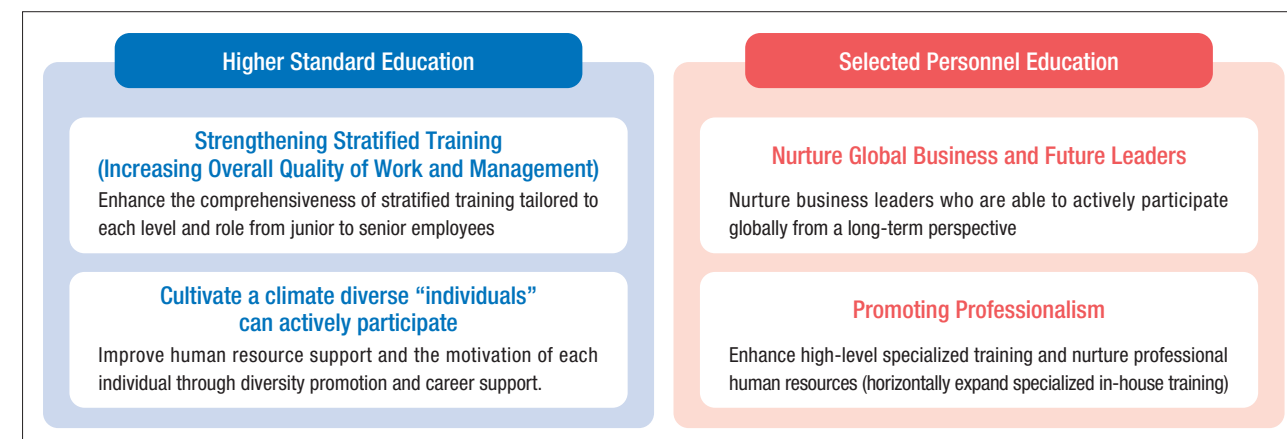
Career Advancement Seminar for Women

Developing human resources for their contribution to society and the planet

Example of Initiatives (3): human resource development policy

► Themes to Nurture Human Resources

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



Examples of Initiatives (4):

► Stratified training

We provide training that aims to raise awareness of legal and regulatory compliance as well as teach the knowledge and skills needed at each organizational level, such as CSR know-how and leadership in the workplace.

- New general manager training
- New manager training
- C1 promotion training
- Mid-level employee training (basic/advanced)
- New employee training



Internal Training 1



Internal Training 2



Internal Training 3



Internal Training 4



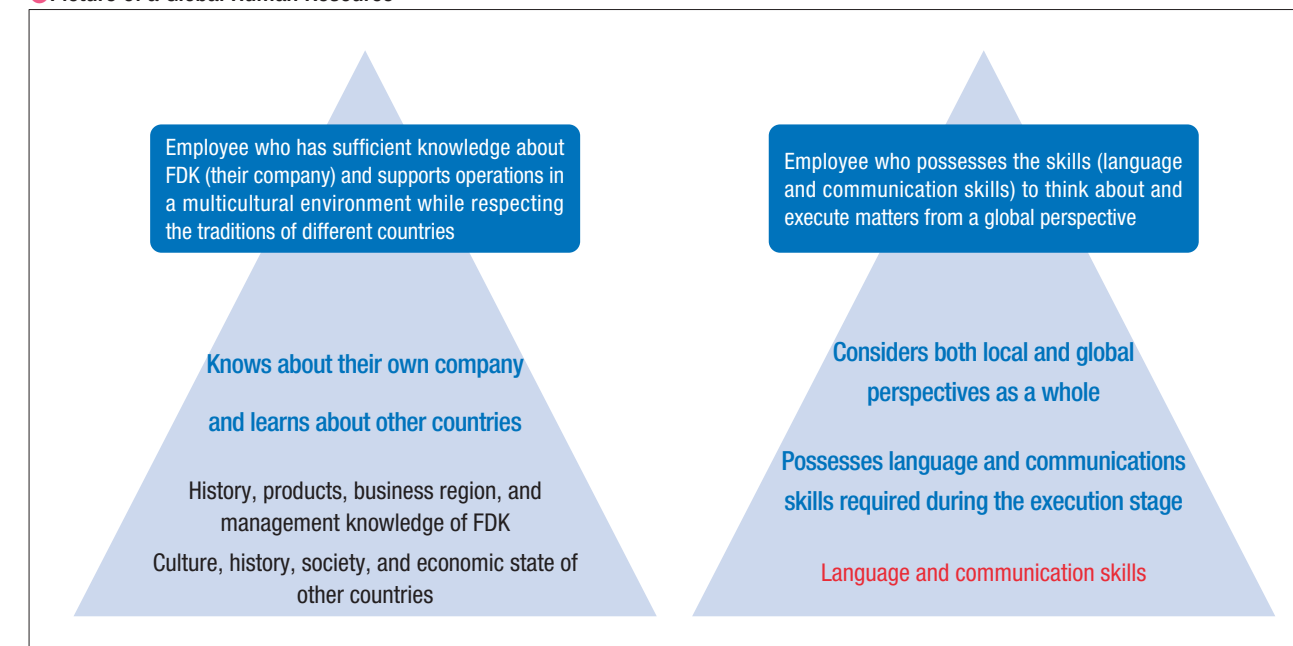
Internal Training 5

Developing Global business Leaders

The FDK Group defines global human resources as "people who have sufficient knowledge about their company and can work in operations in different environments while respecting the cultures of different

countries" in addition to "possessing the skills (language and communication skills) to think about and execute matters from a global perspective."

● Picture of a Global Human Resource



► Developing next generation of business leaders

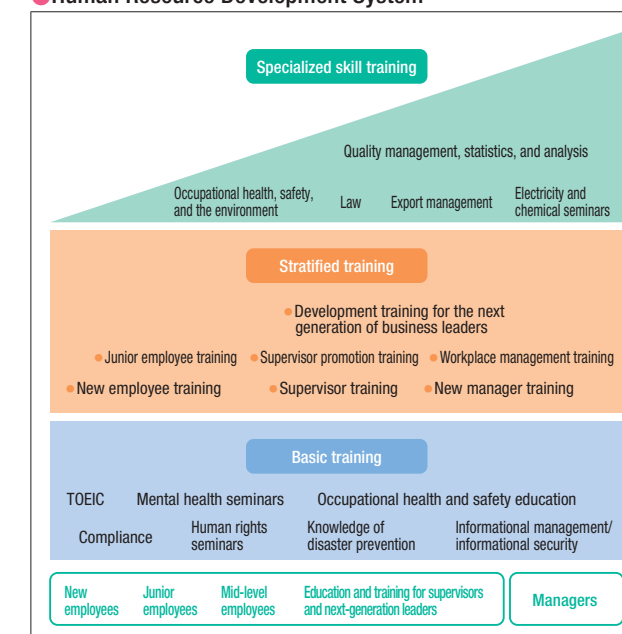
FDK conducts training to cultivate the next generation of business leaders for a strong organization able to accurately assess and respond to environmental changes. The effort involves nurturing self-reliant and independent individuals with broad perspectives reflecting discernment of their relationship with society while developing and disseminating transformative awareness and thinking within the company.

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.

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 their occupations.

● Human Resource Development System



Environmental Conservation Activities



Social Requirements

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

The FDK Approach

- Providing environmentally-friendly products
- Increasing productivity and regularly upgrade facilities
- Reuse of items of value, thorough sorting

Highlights of Environmental Conservation Activities

9th Environmental Action Plan of 6 target items	Design for environment	Reduction of greenhouse gases	Improved energy efficiency of 4 sites
5 were achieved	Target achievement	Target achievement	Target achievement
Reduction of chemical substances of 4 sites,	Reduction of waste of 4 sites,	Local environment/social contributions	
Target achievement	Target achievement	Target achievement	

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 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 established the FDK Group Environmental Policy to promote even more robust Group-wide environmental management.

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 CO₂ 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.

FDK Group Environmental Policy

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

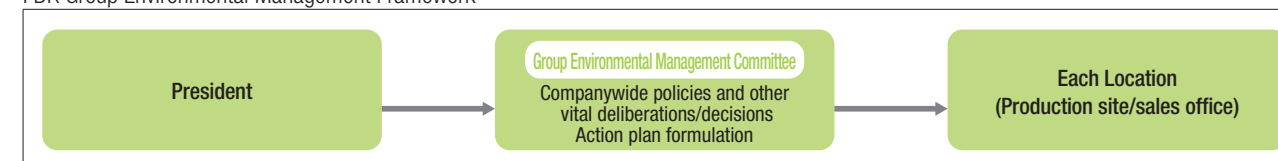
Philosophy

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



FDK Group 9th Environmental Action Plan

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 contributes to re-

ducing 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 FY2019 are shown below.

The FDK Group will continue to further enhance our efforts toward achieving these targets.

FDK Group 9th Environmental Action Plan FY2019 Achievements

Items	Action Plan	Overall (Achievement Rate)
Design for environment	Develop at least six battery products or electronic devices annually that contribute to better energy efficiency (energy savings) throughout the entire Group in Japan.	○
	Develop at least three battery products or electronic devices annually that contribute to better resource efficiency (resource savings) throughout the FDK Group in Japan.	×
Reduction of greenhouse gases	Limit overall CO ₂ emissions from energy consumption at the FDK Group in Japan to 34,568 tons or less by the end of FY2020.	○ (111%)
Energy efficiency	Improve the energy consumption per unit 1% compared to the previous fiscal year at all sites as an indicator of energy use.	○ (100%)
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.	○ (108%)
Local environment/social contributions	Conduct at least 25 initiatives a year toward local environmental efforts and social contribution activities throughout the FDK Group.	○

“The Sound of Batteries Powered by the Sun Concerts”

As part of its social and environmental contribution activities, FDK supports The Sound of Batteries Powered by the Sun Concerts by Yumiko Orishige, one of the world’s only claviola performers. The performances are powered entirely from Ni-MH batteries charged using sunlight.

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



The Sound of Batteries Powered by the Sun Concert 1



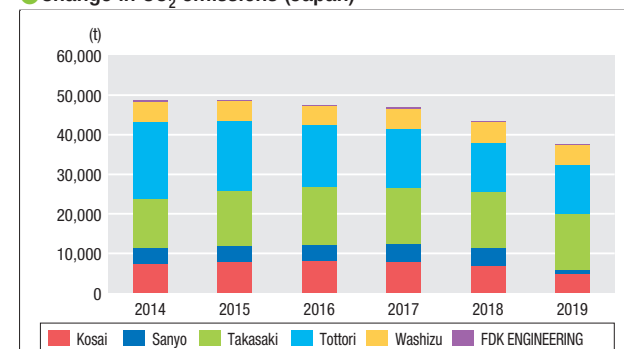
The Sound of Batteries Powered by the Sun Concert 2



The Sound of Batteries Powered by the Sun Concert 3

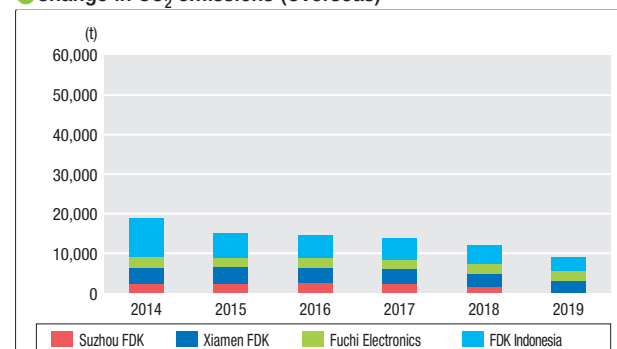
► Change in CO₂ emissions (Japan/Overseas) FY2014 to FY2019

● Change in CO₂ emissions (Japan)



The data for Sanyo is current as of June 2019.

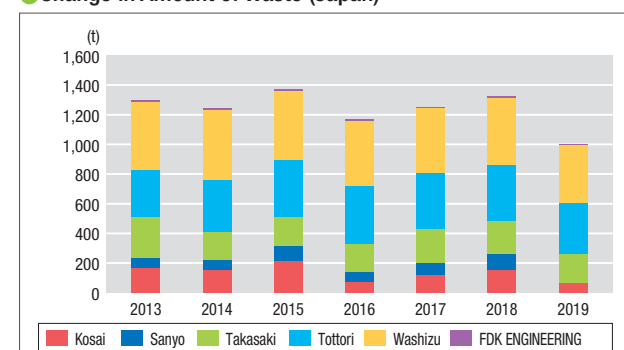
● Change in CO₂ emissions (Overseas)



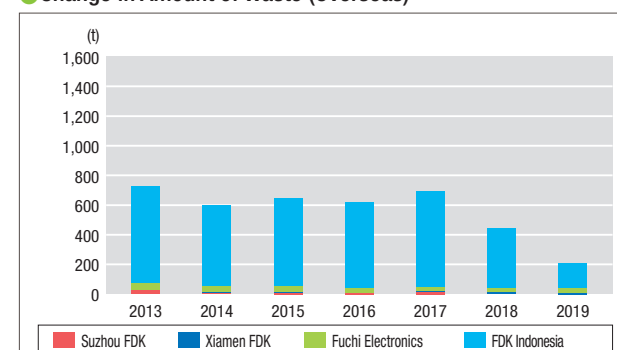
The data for Suzhou FDK is current as of September 2018.

► Change in Amount of Waste (Japan/Overseas) FY2014 to FY2019

● Change in Amount of Waste (Japan)



● 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 ₂ emissions	(t-co ₂)	FY2019	4,912	14,017	12,501	4,934	131
		Previous fiscal year	6,830	14,179	12,524	5,142	158
Water usage	(m ³)	FY2019	82,774	22,012	67,145	44,685	480
		Previous fiscal year	94,707	22,699	69,520	44,865	747
PRTR chemical emissions	(kg)	FY2019	0	0	171	0	—
		Previous fiscal year	0	0	139	3	—
SO _x emissions	(kg)	FY2019	—	—	—	—	—
		Previous fiscal year	—	—	—	—	—
NO _x emissions	(kg)	FY2019	344	—	2337	—	—
		Previous fiscal year	375	—	1,728	—	—
Soot (measured density)	(g/Nm ³)	FY2019	—	—	—	—	—
		Previous fiscal year	—	—	Less than 0.001	—	—
Waste water	(m ³)	FY2019	82,774	20,977	35,589	44,802	480
		Previous fiscal year	94,707	21,796	33,889	44,863	538
Waste	(t)	FY2019	67	195	346	388	4
		Previous fiscal year	153	218	380	449	10

Items	(Unit)		FDK ECOTEC	Xiamen FDK	Fuchi Electronics	FDK Indonesia
CO ₂ emissions	(t-co ₂)	FY2019	27	3,016	2,686	3,446
		Previous fiscal year	28	3,517	2,319	4,795
Water usage	(m ³)	FY2019	—	21,150	10,377	12,627
		Previous fiscal year	—	23,608	9,040	10,087
PRTR chemical emissions	(kg)	FY2019	—	—	—	—
		Previous fiscal year	—	—	—	—
SO _x emissions	(kg)	FY2019	—	—	—	—
		Previous fiscal year	—	—	—	—
NO _x emissions	(kg)	FY2019	—	—	—	—
		Previous fiscal year	—	—	—	—
Soot (measured density)	(g/Nm ³)	FY2019	—	—	—	—
		Previous fiscal year	—	—	—	—
Waste water	(m ³)	FY2019	—	16,920	10,377	11,364
		Previous fiscal year	—	18,886	9,040	10,087
Waste	(t)	FY2019	—	10	32	166
		Previous fiscal year	—	12	26	397

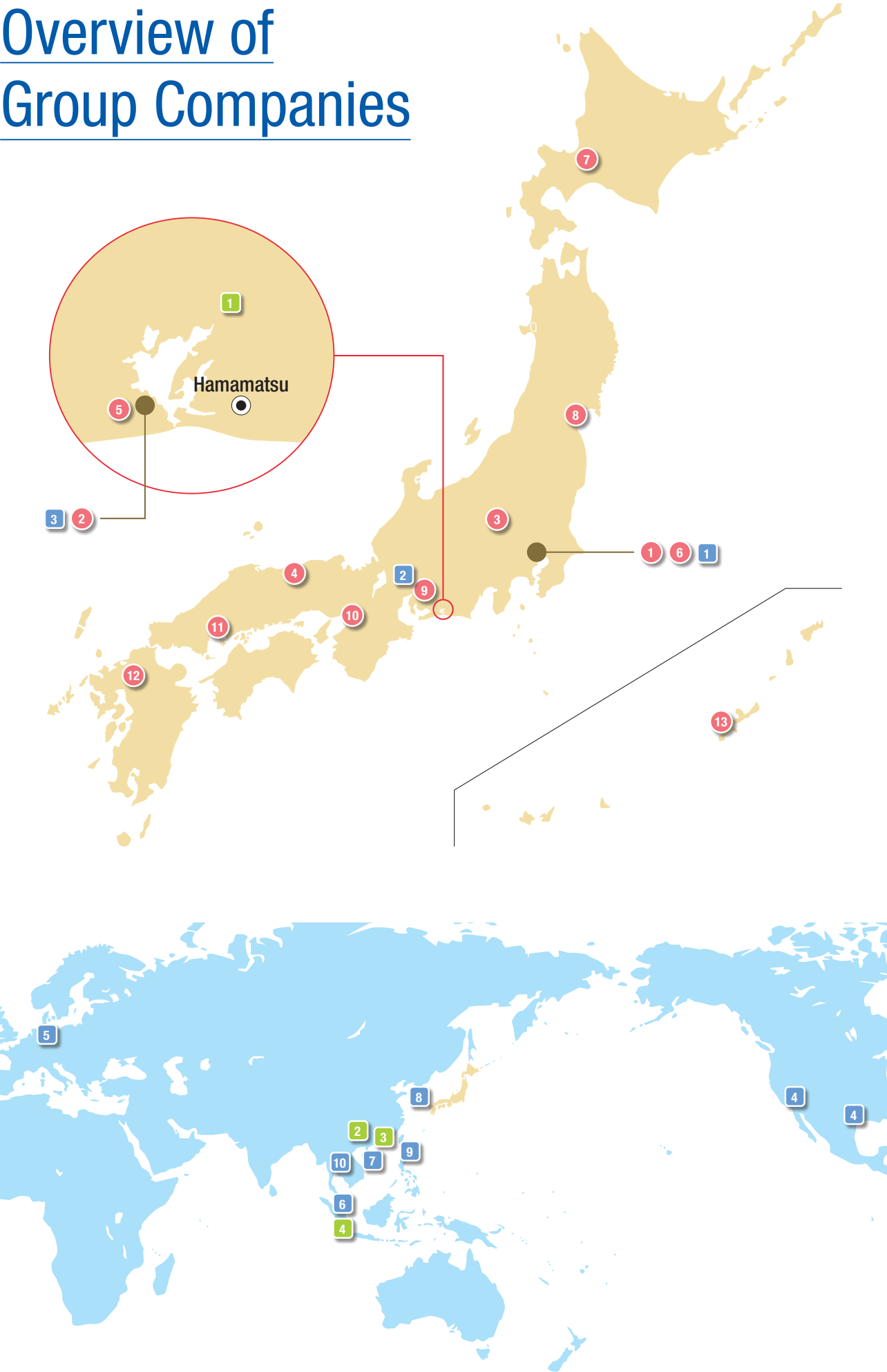
*“—” indicates an item not measured in the specified fiscal year because it is outside the scope of statistics collected at a given plant, is not pertinent, or is only subject to obligatory measurement every other year.

*The CO₂ conversion coefficient for purchased electric power is calculated as 0.57t-CO₂/MWh to calculate CO₂ emissions.

*Suzhou FDK has been excluded from the above due to suspension of operations from January 2019.

*The Sanyo Plant has been excluded from the above due to an April 2019 decision to transfer of manufactured product operations at the plant.

Overview of Group Companies



■ Head Office/Business Site/Sales Office

Head Office

Business Site	Address	ISO 14001	ISO 9000's and TS/IATF 16949
1 Head Office	Shibaura Crystal Shinagawa Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan Tel: +81-3-5715-7400	EC98J2005	—

Business Site

Business Site	Address	ISO 14001	ISO 9000's and TS/IATF 16949
2 Kosai Plant	2281 Washizu, Kosai-shi, Shizuoka 431-0495 Japan TEL: +81-53-576-2151	EC98J2005	4745
3 Takasaki Plant	307-2 Koyagi-machi, Takasaki-shi, Gunma, 370-0071, Japan TEL: +81-27-361-7575	EC98J2005	4184927
4 Tottori Plant	28 Ohta, Iwami-cho, Iwami-gun, Tottori 681-0063 Japan TEL: +81-857-73-1771	EC98J2005	ISO9001:4193838 IATF16949:281965
5 Washizu Plant	614 Washizu, Kosai-shi, Shizuoka 431-0431 Japan TEL: +81-53-576-2111	EC98J2005	JQA-0459

Sales Office

Business Site	Address	ISO 14001	ISO 9000's and TS/IATF 16949
6 Tokyo Metropolitan Area Sales Office	Shibaura Crystal Shinagawa Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan Tel: +81-3-5715-7436	EC98J2005	—
7 Sapporo Sales Office	Tsukamoto Bldg. 7 Goukan, 13-9-1 Kita 7 jo-Nishi, Chuo-ku, Sapporo-shi, Hokkaido 060-0007 TEL: +81-11-798-4699	EC98J2005	—
8 Sendai Sales Office	Tsutsujigaoka BK Terrace, 4-12-1 Tsutsujigaoka, Miyagino-ku, Sendai-shi, Miyagi 983-0852 Japan TEL: +81-22-293-5265	EC98J2005	—
9 Nagoya Sales Office	Orchid Bldg., 2-38-2 Meieki, Nakamura-ku, Nagoya-shi, Aichi 450-0002 Japan TEL: +81-52-561-3141	EC98J2005	—
10 Osaka Sales Office	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	—
11 Hiroshima Sales Office	UPEC Hikari-machi Bldg., 2-9-27 Hikari-machi, Higashi-ku, Hiroshima-shi, Hiroshima 732-0052 Japan TEL: +81-82-535-1450	EC98J2005	—
12 Fukuoka Sales Office	Ichigo Hakata Bldg., 1-28 Gion-machi, Hakata-ku, Fukuoka-shi, Fukuoka 812-0038 Japan TEL: +81-92-291-9421	EC98J2005	—
13 Okinawa Sales Center	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 (4 manufacturing-related companies)

Business Site	Address	ISO 14001	ISO 9000's and TS/IATF 16949
1 FDK ENGINEERING CO., LTD.	281 Hirooka, Hosoe-cho, Kita-ku, Hamamatsu-shi, Shizuoka 431-1302 Japan TEL: +81-53-522-5280	EC98J2005	JQA-QMA15241
2 XIAMEN FDK CORPORATION	No. 16, Malong Road, Huoju Garden, Huoju Hi-Tech District, Xiamen, Fujian, China TEL: +86-592-603-0576	00117E20324R3M/3502	ISO9001:00117Q30657R3M/3502 IATF16949:298607
3 FUCHI ELECTRONICS CO., LTD.	No. 355, Section 2, Nankan Road, Rutsu Shan, Tao Yuan, Taiwan TEL: +886-3-322-2124	4E9E001-03	ISO9001:2015/69024.3 IATF16949:0339560
4 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

■ Group Companies (10 sales and other companies)

Business Site	Address	ISO 14001	ISO 9000's and TS/IATF 16949
1 FDK SALES CO., LTD.	Shibaura Crystal Shinagawa 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.	(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	—	—
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.	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.

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

