

## 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

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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**

