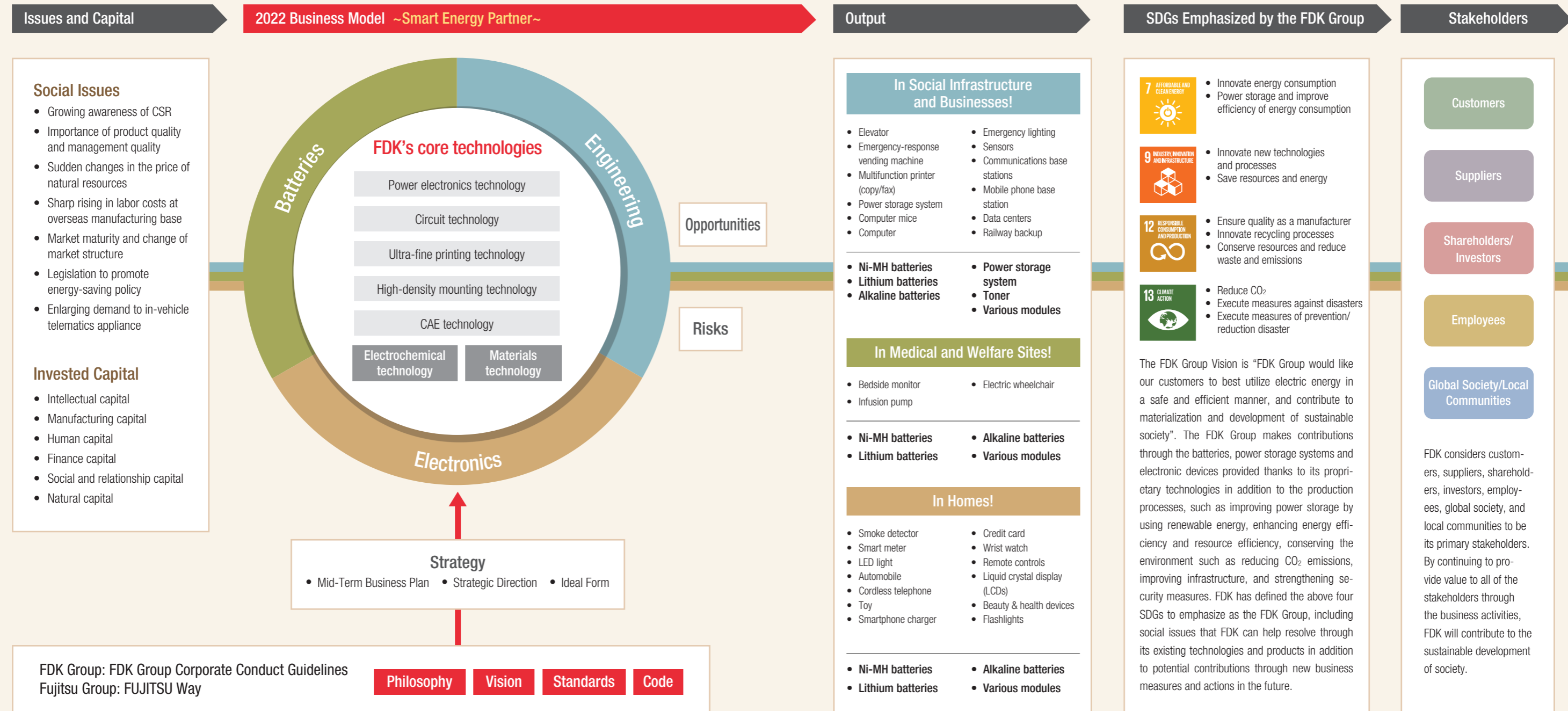


# Approach to Value Creation

In continually addressing seven prioritized initiatives based on the FDK Group CSR Policy, the 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 based on the core technologies FDK has cultivated up until now.



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



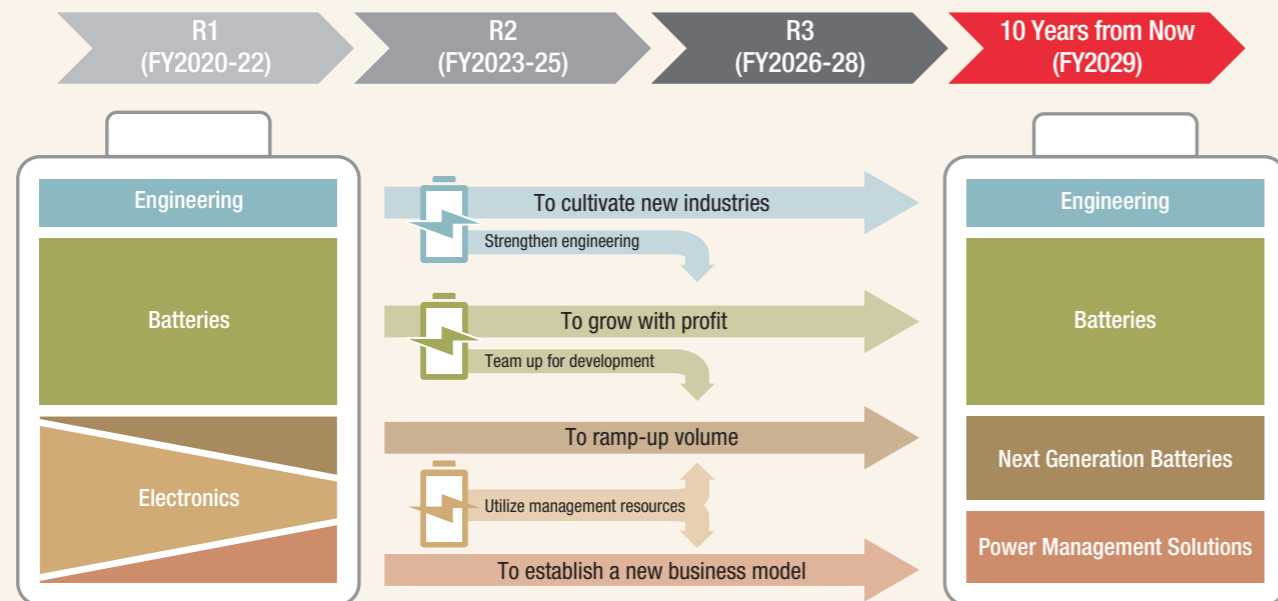
# Our Mid-Term Business Plan

## 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.



## Vision and Ideal Form

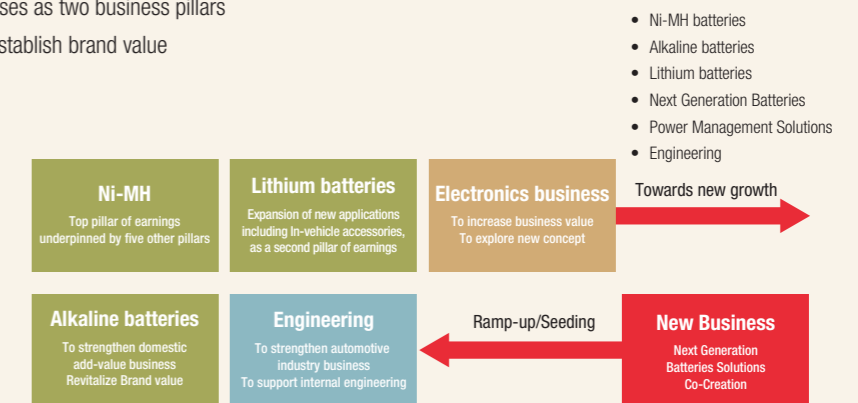
### Overall Direction of R1

In pursuit of our vision and ideal form, by FY2022, the FDK Group will

- 1) Stabilize our current business and establish profitable growth,
- 2) Proactively develop new businesses that will lead to the next generation,
- 3) Work to cultivate a corporate culture in which every employee strives independently to satisfy customers

### R1 Business Portfolio

- Stabilize the Ni-MH and lithium battery businesses as two business pillars
- Revitalize the alkaline battery business and reestablish 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



### Progress Stabilize Current Business and Establish Profitable Growth

Products	Topics	Progress
Ni-MH batteries	Top pillar of earnings underpinned by five other pillars (home appliances, in-vehicle accessories, power back-up systems, mobility, and social infrastructure)	Started mass production of new products for in-vehicle accessories and sales of battery systems to the transportation infrastructure market. Further sales expansion underway, including shipment of evaluation samples for security equipment, large servers/storage, and other backup equipment.
Lithium batteries	Expand new applications, including in-vehicle accessories; secondary pillar of earnings	Expanded the lineup of batteries with long-term reliability and promoted the development of high-capacity models. Expanded new business for the IoT and meter markets. As announced in the March 2022 press release, aimed to further expand sales by consolidating the production system from two production bases into one
Alkali batteries	Strengthen domestic added-value business. Revitalize brand value	Through an integrated production and sales system, promoted the acquisition of new business and cultivation of business in our core domestic sales markets. Strengthened collaboration with other companies in the industry in Japan. Development of high value-added products to strengthen competitiveness currently underway
Engineering	Strengthen automotive industry business. Support internal engineering	Worked to expand sales in the factory automation industry by combining existing mechatronics technology with new technologies such as AI as a further strength. Efforts underway to strengthen penetration into growth areas, develop new products, and acquire business in new areas
Electronic Business	Increase business value. Explore new concepts	Continued selection and focus on each product model. Focused on new business acquisition linked to various modules for mobility applications, switching power supplies for semiconductor equipment applications, and all-solid-state batteries

### Progress Proactively Develop New Businesses That Will Lead to the Next Generation

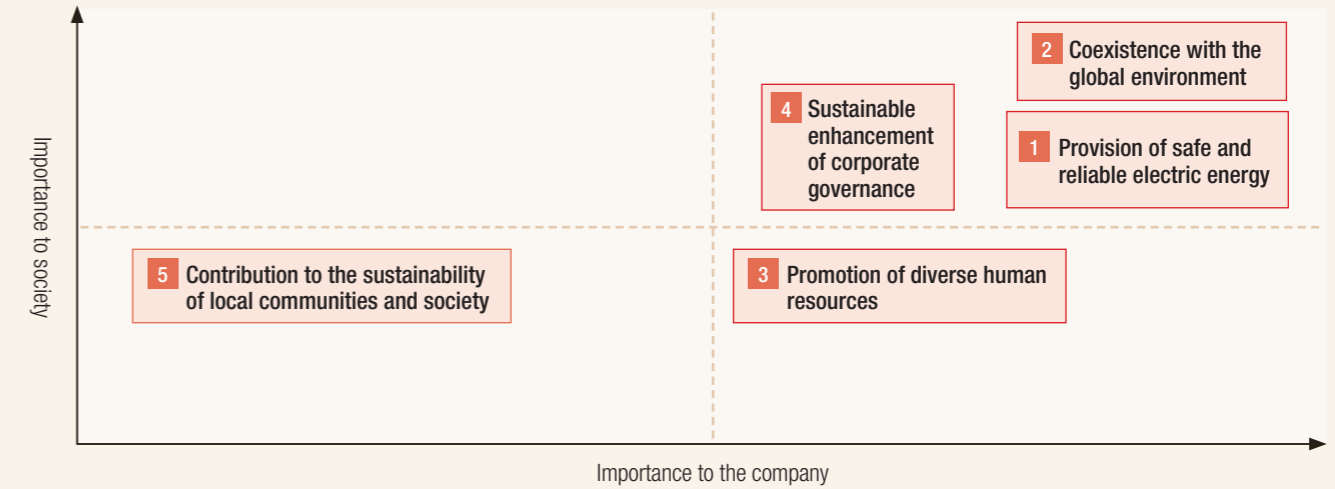
Products	Topics	Progress
All-solid-state batteries	Start of mass production: FY2020 Q3	In December 2020, established a production system in our Kosai Plant. Focused on shipping samples for evaluation in preparation for the start of mass production and establishing specifications to meet customer requirements
Nickel-zinc batteries	Start of mass production: FY2022	Under development for use as an alternative to lead batteries. Started shipment of samples to specific customers. Self-discharge and low-temperature, high-power discharge performance was confirmed to be better than lead batteries. Focused on establishing specifications for each application
Metal-hydride/air secondary batteries	Field tests: FY2022	Demonstration tests simulating solar power generation with 1.2-kWh power storage modules started in February 2022. Activities to propose solutions to customers and development to improve cost competitiveness ongoing.

# Materialities

The FDK Group has newly identified five materialities in order to realize the Group's philosophy of "Inspiring transformation; shaping the future and creating happiness," and the Group's vision, " 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."

Through its business activities, the Group aims to realize the five materialities it has identified and to achieve sustainable development of society and enhancement of its corporate value.

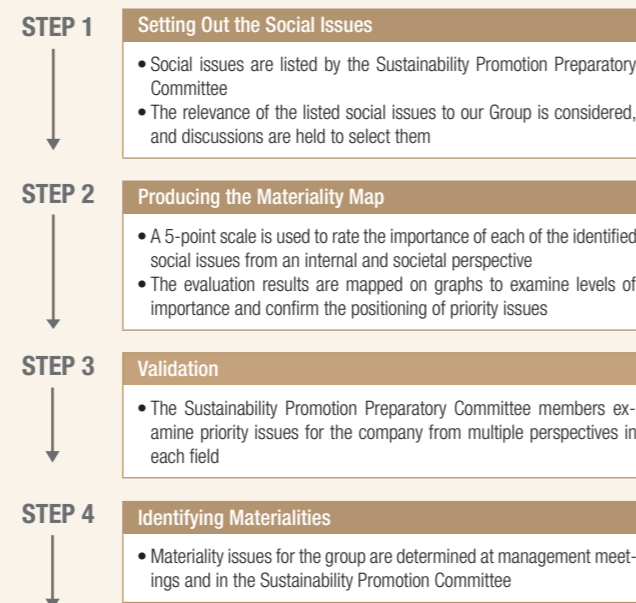
## The FDK Group's 5 Materialities (Prioritized Issues)



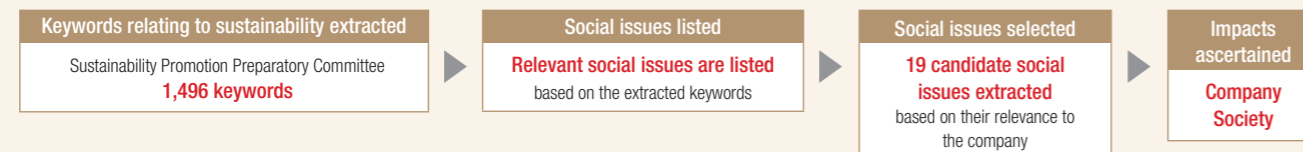
## The Materiality Identification Process

In identifying materialities for the FDK Group, we established an internal "Sustainability Promotion Preparatory Committee," whose members identified social issues and then evaluated each candidate materiality from the viewpoint of its importance to the Group and its stakeholders. Five materialities were identified based on discussions at management meetings and other forums.

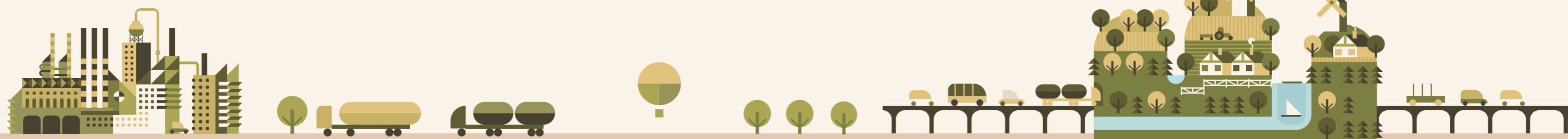
From FY2022, we will set KPIs for each materiality and implement initiatives for each business division, etc. accordingly.



### The Social Issue Identification Process



Materialities	Materiality measures for the company	ESG category	Relevant SDGs
<b>1 Provision of safe and reliable electric energy</b>	<ul style="list-style-type: none"> <li>Provide products and solutions that support a sustainable society</li> </ul>	E · S	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
<b>2 Coexistence with the global environment</b>	<ul style="list-style-type: none"> <li>Promotion of a recycling-oriented society</li> <li>Measures to address climate change</li> <li>Contribution to the global environment</li> </ul>	E	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
<b>3 Promotion of diverse human resources</b>	<ul style="list-style-type: none"> <li>Create an environment in which employees demonstrate their capabilities to the fullest</li> <li>Create an environment conducive to continued work in good health</li> </ul>	S	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
<b>4 Sustainable enhancement of corporate governance</b>	<ul style="list-style-type: none"> <li>Strengthen systems and supervisory functions to ensure prompt decision-making with management transparency and objectivity, taking into account the positions of stakeholders</li> <li>Strengthen the foundation of the risk compliance system</li> <li>Strengthen internal company controls</li> <li>Ensure compliance with laws, regulations, and social norms and conduct with high ethical standards</li> </ul>	G	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
<b>5 Contribution to the sustainability of local communities and society</b>	<ul style="list-style-type: none"> <li>Connect with local communities to create a world full of smiles</li> </ul>	S	3 GOOD HEALTH AND WELL-BEING, 14 LIFE BELOW WATER



# The FDK Value Chain

## Providing Safe, Secure Products with Consideration for the Environment

### Development & Engineering



- Product development that take advantage of ecosystems
- Development of products that contribute to the materialization and development of a sustainable society

- Timely development of eco-conscious products



### Procurement

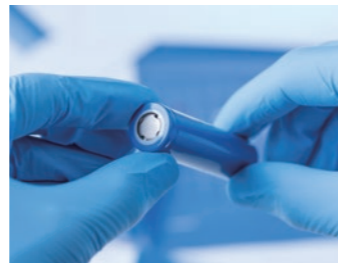


- Promotion of green procurement and CSR procurement
- Establishment of partnerships with suppliers in the field of CSR procurement
- Conflict mineral management
- Fair dealings

- Stable procurement of raw materials
- Compliance with relevant laws and regulations on conflict minerals



### Manufacturing



- Establishment of a quality management system to ensure product quality
- Provision of quality that customers can rely on
- Promotion of occupational health and safety activities

- Compliance with labor laws and regulations
- Prevention of occupational accidents
- Prevention of quality issues



### Sales



- Pursuit of customer satisfaction
- Promotion of sales of environmentally friendly products
- Fair dealings

- Stable product supply
- Promotion of BCP management



### Distribution



- Promotion of environmentally friendly distribution
- Compliance with all export-related laws and regulations

- Streamlining of distribution



### Principles

#### Inspiring

- We break through stereotypes and our own shell.
- We flexibly respond to the ever-changing, diverse world.

#### Transformation

- We are not to afraid taking challenges, have the courage to take one step forward.
- We create an organizational culture that learns from mistakes, helps each other, and repeats growth.

#### Future

- We provide safe and high quality products and services, comfortable daily life and convenience for people around the world.
- We make environmental conservation efforts that are helpful to the earth and life.

#### Happiness

- We practice working styles that gives us a lively and brilliant work.
- We hope to be in the world with the continuous smiles of customers, employees, shareholders, family and loved ones.

### Code of conduct

- We respect human rights.
- We act with fairness and freedom in our business dealing.
- We comply with all laws, regulations, and social norms.
- We protect and respect intellectual property.
- We handle information properly and maintain confidentiality.
- We do not use our position in our organization for personal gain.

Opportunities

Risks

Relevant SDGs

# 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.

The FDK Group's CSR Policy is to implement the “FDK Group Corporate Conduct Guidelines,” which describe the conduct that all people working in the FDK Group should actively practice, and the FUJITSU Way, which defines the Fujitsu Group philosophy that we pledge to follow 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.

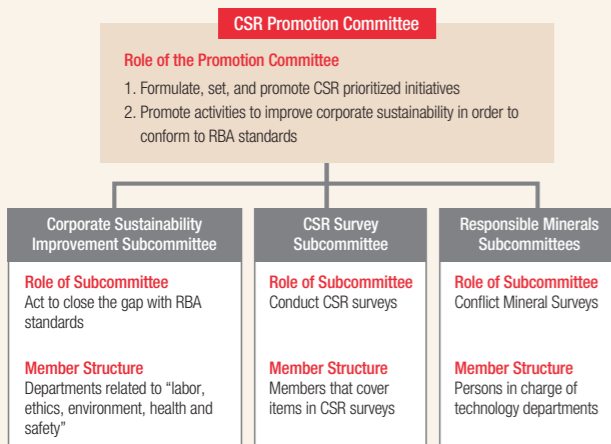
Our CSR efforts focus on seven prioritized initiatives. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global company.

## 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 website from the FDK Group CSR Policy and the prioritized initiatives set based on that CSR Policy to measures and activity results.

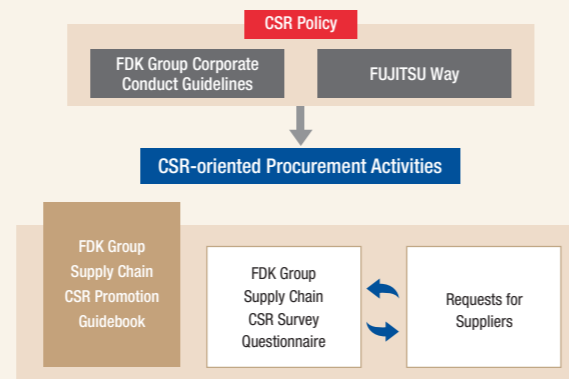
## Framework of CSR Promotion



The CSR Promotion Committee has three organizational subcommittees for the purpose of executing activities to be compliant with the Responsible Business Alliance (RBA): one to provide international CSR guidance, one to conduct surveys and responds to requests about CSR from customers, and one to properly manage responsible minerals procurement.

## Procurement Activities In-line with CSR

The FDK Group has collaborated with suppliers in drafting the “FDK Group Supply Chain CSR Promotion Guidebook,” which presents our approach to promoting procurement activities in keeping with CSR principles, and we have published the guidebook on our website. It is based on the FDK Group CSR Policy, FDK Group Corporate Conduct Guidelines, and the FUJITSU Way. In addition to practicing procurement activities in compliance with these guidelines, we also ask our suppliers in the supply chain to do the same.



## 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.

## Positioning of the Seven Prioritized Initiatives Set According to the FDK Group CSR Policy

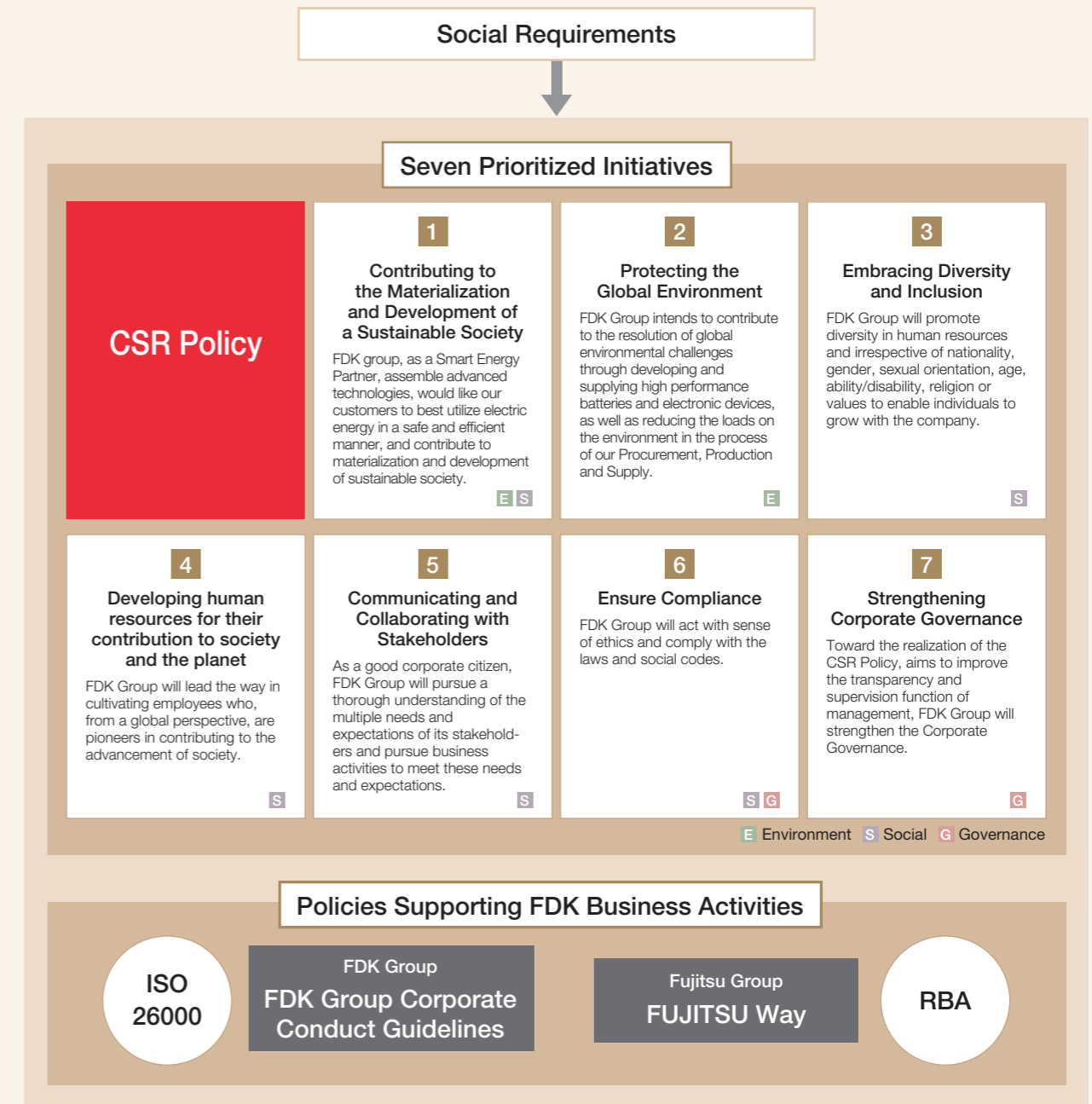
The FDK Group has set seven prioritized initiatives based on its CSR Policy.

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.

\* “Conflict minerals”  
Minerals supporting conflicts through mining and brokering to raise capital for armed groups, or minerals closely related to issues such as human rights violations or labor problems. The Dodd-Frank Act enacted in the United States in July 2010 defines tantalum, tin, gold, tungsten, and other minerals determined by the State Department as conflict minerals, including minerals exported from the Democratic Republic of the Congo and neighboring countries, and this Act indicates a duty to report any use of conflict materials by a company listed publicly in America to the Securities and Exchange Commission (SEC). Since FY2019, FDK has undertaken a Responsible Minerals Procurement effort that covers high-risk minerals, including cobalt in addition to existing conflict minerals.



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 ISO 26000 and RBA. As a global organization, the FDK Group uses these prioritized initiatives to promote responsible management in the efforts below.

# Seven Prioritized Initiatives

Prioritized Initiatives	Ideal Form	Focus Measures	FY2021 Actions			ISO 26000	Refer to	
			Targets	Achievements				
<p><b>1 Contributing to the Materialization and Development of a Sustainable Society</b></p> <p>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.</p>	<p>The FDK Group will deliver offerings to customers that realize clean, safe and stable electric energy use in the battery, engineering, next-generation battery, and power management solution fields.</p>	<p>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.</p>	<ul style="list-style-type: none"> <li>• Ni-MH batteries: Expand sales of products for in-vehicle accessories (eCall), home appliances, mobility, social infrastructure, and backup applications.</li> <li>• Lithium batteries: Develop cylindrical spiral batteries for various meter and short-distance communication markets.</li> <li>• Alkaline batteries: Enhance competitiveness through the introduction of new products and the development of environmentally friendly products.</li> </ul>	<ul style="list-style-type: none"> <li>• Electronic Business: New business acquisition linked to various modules for mobility applications, switching power supplies for semiconductor equipment applications, and all-solid-state batteries.</li> <li>• Next-generation technology development: Promote development of next generation batteries. (Small all-state SMD Battery, nickel-zinc batteries, metal-hydrate/air secondary batteries)</li> </ul>	<ul style="list-style-type: none"> <li>• Ni-MH batteries: Started mass production of new products for the in-vehicle accessories market and sales of battery systems for the transportation infrastructure market. We are working to further expand sales such as by shipping evaluation samples for security equipment, large servers/storage, and other backup devices.</li> <li>• Lithium batteries: Expanded lineup of batteries with long-term reliability and promoted development of high-capacity models. We also expanded new business for the IoT and meter markets. From March 2022, we are working to further expand sales by consolidating the production system from two production bases into one.</li> <li>• Alkaline batteries: Through an integrated production and sales system, we promoted the acquisition of new business and cultivation of business in our core domestic sales markets. We also strengthened our collaboration with other companies in the industry in Japan. We are promoting the development of high value-added products to strengthen our competitiveness. In addition, we have expanded the use of FSC-certified paper.</li> </ul>	<ul style="list-style-type: none"> <li>• Electronic business: We are focusing on making various modules for mobility applications smaller and lighter and on acquiring new business in connection with switching power supplies for semiconductor equipment applications and all-solid-state batteries.</li> <li>• Next-generation technology development: Regarding Small all-solid-state SMD battery, we focused on shipping samples for evaluation in preparation for the start of mass production and establishing specifications to meet customer requirements. We are developing nickel-zinc batteries for use as an alternative to lead batteries, and have started shipping samples to specific customers. We have confirmed that they are superior to lead batteries in self-discharge and low-temperature, high-power discharge performance, and are focusing on establishing their specification for individual applications. In February 2022, we started demonstration tests of metal-hydrate/air secondary batteries that simulate solar power generation with 1.2-kWh power storage modules. We are continuing to make proposals to customers and conduct development to improve cost competitiveness.</li> </ul>	 	P21~P24
<p><b>2 Protecting the Global Environment</b></p> <p>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 Procurement, Production and Supply.</p>	<p>FDK Group always thinks about environmental issues and is taking positive action to reduce the loads and risk on the environment through supplying products to realize a Clean Economy era.</p> <ul style="list-style-type: none"> <li>• FDK implements energy conservation measures at factories and offices while promoting improvements in distribution to help prevent global warming.</li> <li>• FDK Group reduces the loads on the environment through the actions for 3R (Reduce, Re-use, Re-cycle).</li> </ul>	<p>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.</p> <p>Reducing the environmental impact in FDK processes.</p> <ul style="list-style-type: none"> <li>• Reducing CO<sub>2</sub> emissions and energy consumption.</li> <li>• Reducing waste.</li> <li>• Reducing chemical substances.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop two or more products at each site every year that help improve resource conservation.</li> <li>• Develop three or more products at each site every year that help improve resource efficiency.</li> <li>• Promote adoption of renewable energy.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce energy consumption, and limit CO<sub>2</sub> emissions by the overall domestic FDK Group to 37,545 t or less.</li> <li>• Improve the energy consumption per unit an average of 1% per year at all sites.</li> <li>• Improve the amount of waste generated per unit by 6% compared to FY2015 at all sites.</li> <li>• Reduce PRTR chemical emissions per unit by 6% compared to FY2015 at all sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved our development target set for products that contribute to greater energy efficiency.</li> <li>• Achieve our development target set for products that contribute to greater resource efficiency.</li> <li>• Achieved targets related to promoting the adoption of renewable energy.</li> <li>• Achieved our CO<sub>2</sub> emissions reduction targets.</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved our target to improve the energy consumption per unit an average of 1% per year at all sites.</li> <li>• Achieved our waste reduction targets.</li> <li>• Achieved our chemical substance reduction targets.</li> </ul>		P31~P34
<p><b>3 Embracing Diversity and Inclusion</b></p> <p>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.</p>	<p>All the people in FDK Group prohibit all the discrimination* and accept the diversity in its human resources with actual actions.</p> <p>* Violation of human rights due to emotional or physical abuse, sexual harassment, and unfair discrimination based on nationality, race, gender, religion, policy, social standing, birthplace, disability, sexual orientation.</p>	<ul style="list-style-type: none"> <li>• Creating the working environment-friendly for all the people.</li> <li>• Improving the personnel treatment system.</li> <li>• Proceeding the educational activity such as trainings and seminars.</li> </ul>	<ul style="list-style-type: none"> <li>• Create professional environments conducive to work by LGBT employees and by those with disabilities.</li> <li>• Implement work-style reform.</li> </ul>	<ul style="list-style-type: none"> <li>• Improve the education system across the entire group.</li> <li>• Cultivate an environment where diverse individuals can actively participate.</li> </ul>	<ul style="list-style-type: none"> <li>• The Tottori Plant has been renovated with multi-use toilets and the entrance to the cafeteria has been made barrier-free.</li> <li>• Elevators at the Kozai Plant were refurbished to accommodate people with disabilities.</li> <li>• Regulations for telework and flextime work systems were revised, and telework allowances were introduced.</li> </ul>	<ul style="list-style-type: none"> <li>• The content of management training was reviewed and e-learning was introduced.</li> <li>• Conducted an employee satisfaction survey. (Response rate was 99.4%)</li> </ul>	 	P27~P29
<p><b>4 Developing human resources for their contribution to society and the planet</b></p> <p>FDK Group will lead the way in cultivating employees who, from a global perspective, are pioneers in contributing to the advancement of society.</p>	<p>FDK develops human resources who can be active from a global perspective through business in a long term.</p>	<ul style="list-style-type: none"> <li>• Proceeding the systems to develop human resources for their contribution to local community through business.</li> <li>• Cultivating the communication ability through the relation with local community.</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen stratified training.</li> <li>• Nurture global business and future leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Stratified training was reviewed with respect to the basic education curriculum and lecture materials.</li> <li>• Training for next-generation leaders was implemented as planned, with participants selected in consideration of future talent management.</li> </ul>	 	P29~P30		
<p><b>5 Communicating and Collaborating with Stakeholders</b></p> <p>As a good corporate citizen, FDK Group will pursue a thorough understanding of the multiple needs and expectations of its stakeholders and pursue business activities to meet these needs and expectations.</p>	<p>FDK Group correctly discloses the information to be opened and communicate with stakeholders. FDK Group continuously pursues company activities to contribute to the society by reflecting the communication to the business activities.</p>	<p>Proceeding communication opportunities with Stakeholders and correct response for requests.</p> <ul style="list-style-type: none"> <li>• Releasing CSR Report.</li> <li>• Customers: Disclosing correct information for the request from customers.</li> <li>• Shareholders, investors: Studying to realize the communication opportunities like Shareholders meeting, IR meeting, information on Home page, Management policy and Financial results briefings.</li> <li>• Supplier: Proceeding two-way communication.</li> <li>• Employee: Communications with Labor union, Employee satisfaction monitoring, Communication with Top Management.</li> <li>• Local community: Activity to contribute to local community. (such as, Communication event with local community, Cleaning activity, Factory tour, Making Battery class, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Releasing CSR Report 2021.</li> <li>• Customers: Disclosing correct information for the request from customers.</li> <li>• Shareholders, investors: Conduct evaluations into various communication opportunities, such as shareholder meetings, IR meetings, informational disclosures via the corporate website, management policies and financial briefings.</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier: Proceeding two-way communication.</li> <li>• Employee: Dialogue between labor and management, employee satisfaction surveys, a communication with top management and promote risk management.</li> <li>• Local communities: social contribution activities for local residents and others.</li> </ul>	<ul style="list-style-type: none"> <li>• Released our CSR report 2021.</li> <li>• Continued timely informational disclosures.</li> <li>• Responded to 40 inquiries from customers (company profile, etc.).</li> <li>• Responded to 96 inquiries from media, shareholders, and investors.</li> <li>• Since FY2020, explanatory materials on financial results and the progress of the mid-term business plan have been disclosed separately from the financial statements when financial results are released.</li> </ul>	<ul style="list-style-type: none"> <li>• Expanded the scope of major suppliers taking part in the Fujitsu Group Supply Chain CSR Survey Questionnaire.</li> <li>• Conducted monthly liaison meetings between labor and management.</li> <li>• Continued to take part in local social contribution activities at each business site.</li> </ul>	   	P25~P26
<p><b>6 Ensure Compliance</b></p> <p>FDK Group will act with sense of ethics and comply with the laws and social codes.</p>	<p>Management and all the Employees always act along the laws and social codes promptly recognizing the new or revised information of the laws.</p>	<ul style="list-style-type: none"> <li>• Enhancing the activity to improve the company sustainability. (evaluation, improvement, education)</li> <li>• Reviewing regulations about compliance.</li> <li>• Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies.</li> <li>• Improving monitoring.</li> <li>• Collecting information about new or revised laws and reflecting to business activity correctively.</li> </ul>	<ul style="list-style-type: none"> <li>• Reviewing regulations about compliance.</li> <li>• Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies.</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthen company-wide monitoring through internal reporting.</li> <li>• Collecting information about new or revised laws and reflecting to business activity correctively.</li> </ul>	<ul style="list-style-type: none"> <li>• Reviewed regulations about compliance.</li> <li>• Conducted e-learning (human rights, copyright, information management, compliance).</li> <li>• Internal reports received: 4 instances.</li> <li>• Internal reporting desk publications: 17 times.</li> </ul>	<ul style="list-style-type: none"> <li>• Collected information about new or revised laws and reflected them in business activities appropriately.</li> <li>• Published an internal Legal News compiling information such as legal and regulatory amendments.</li> </ul>	 	P17~P18
<p><b>7 Strengthening Corporate Governance</b></p> <p>Toward the realization of the CSR Policy, aims to improve the transparency and supervision function of management, FDK Group will strengthen the Corporate Governance.</p>	<p>The Managements fully understand the essence of Corporate governance and take the necessary actions to review the Management system and organization.</p>	<ul style="list-style-type: none"> <li>• Planning to design the Board of Directors to do the correct decision making with fully effective supervision and the separation of supervision and execution.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Smoothly share information and conduct ongoing high-quality auditing and supervision with outside directors through the Audit and Supervisory Committee Office.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue Board of Directors performance evaluation and officer training.</li> <li>• Participation by corporate officers in the above training.</li> </ul>	<ul style="list-style-type: none"> <li>• Shared information smoothly and conducted ongoing high-quality auditing and supervision by outside directors through the Audit and Supervisory Committee Office.</li> <li>• Board of Directors performance evaluation and officer training were conducted.</li> <li>• A Voluntary Nomination and Remuneration Advisory Committee was established in March 2022.</li> </ul>	 	P19~P20	