

Social performance

With the Society

In order to perform its due social accountability as a corporate citizen, the FDK Group is committed to establishing a close relationship of trust with its shareholders, customers and other stakeholders, and thrives to bring a sustainable and abundant society come true while achieving development of the company and society as a whole.

Communication with Shareholders and Investors

The FDK Group values on the relationship of trust with its shareholders and investors. For this purpose, it will disclose corporate information in a timely, legal and appropriate manner to enhance transparency of corporate management. By doing so, the FDK Group tries to augment its corporate value and obtain high evaluation from the society.

Establishment of Corporate Communication Office

The FDK Group set up Corporate Communication Office in April 2001 to improve the quality of information provided to its shareholders and investors. In addition to the conventional disclosure of information at the right time, the office aims at facilitate understanding of the FDK Group by its shareholders and investors through issuing a news bulletin in order to promptly, comprehensively and accurately disclose corporate information to them. The information disclosed by the news bulletin may include product development, establishment of offices and other relevant information. By disclosing relevant corporate information, the office works for enhancing the company's corporate values.

Information Disclosure

Recognizing that accurate and timely disclosure of corporate information to shareholders, investors and securities analysts is the basics for keeping the security market in strong condition, the FDK Group is committed to disclosing information in accordance to the timely information disclosure rule of the Tokyo Stock Exchange Market and to issue it in both English and Japanese versions as a rule to facilitate information provision to stakeholders in overseas.

Communicating with Shareholders and Investors

The FDK Group is committed to disseminating its corporate information to the investors and the society through various IR activities such as accepting interviews from various institutional investors, securities analysts and mass media, making a visit to overseas investors, utilizing the company's website, issuing a news release to mass media.

For our shareholders and investors, an 'interim financial statement' and a 'business report' are sent out after mid-term and year-end financial settlements. The statement and report are uploaded promptly on the company's website. By doing so, a fair information disclosure is ensured to our shareholders and investors.

In our website, business performances, the latest information on business performance and products, a financial settlement flash report, a business report and other information are disclosed and accessible by public.

The FDK Group will enhance its IR activities taking into consideration various comments, inquiries and opinions given to us through our website, by phone and by fax, as well as other findings obtained through conducting interviews.

Relationship with Customers

Under the belief of customer satisfaction first, the FDK Group is committed to manufacturing products that can comply with the requirements of customers. Utilizing the technology nourished for more than 50 years of FDK's history, combined by electronic materials such as ferrites and ceramics FDK excels at as well as the latest technologies, the FDK Group continues to respond to the requirements of customers.

Communication with Customers

In order to strengthen two-way communication with customers all over the world, a website has been in operation since 2003. The website is open to customers for making product-specific inquiries and provides simple and easy-to-understand product information.

A customer center is also open to customers who inquire about Fujitsu batteries, which are consumer products, to deepen the relationship of trust with our customers. The opinions and comments received by the center are accumulated and fed back to future product development processes for improvement in order to provide better products and services to our customers.

Fujitsu Battery Customer Center System



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Securing of Product Quality and Safety

In order to respond to the requirements of our customers, the FDK Group values on product quality in the manufacturing activities. Quality and safety of products manufactured by the FDK Group are assured by Quality Assurance Div. in cooperation with each department and site, in order to meet the level that customers require. As a part of the quality and safety assurance activities, quality management system is set up and operated at each site to maintain and improve the product quality at each phase from research, designing, manufacturing, distribution and to sales and service. All of the sites of the FDK Group are certified as ISO9000 (international management system) compliant.

More precisely, all FDK Group sites are instructed to observe the followings.

- To reflect quality requirements of customers
- To secure safety of products
- To comply with relevant laws and regulations
- To prevent occurrence and recurrence of quality problems

Among them, the safety of products is proactively addressed by establishing the 'FDK Product Safety Charter.' Should a quality problem happen in our products and services provided to our customers, or should the occurrence of a problem is expected, the information will be promptly communicated to all the departments and sections and confirmed and examined at the Management Council to minimize the damage.

The history of quality problems are appropriately reflected to the assessment and confirmation items in product design stages to prevent a recurrence of them. These activities are appropriately put into practice in the quality management system.

Product Safety Promotion Chart



As to the designated chemical substances, the control and management of them are addressed in the company's quality management system in cooperation with 'the Committee for Products Containing Hazardous Chemical Substances.'

Information Security and Protection of Personal Data

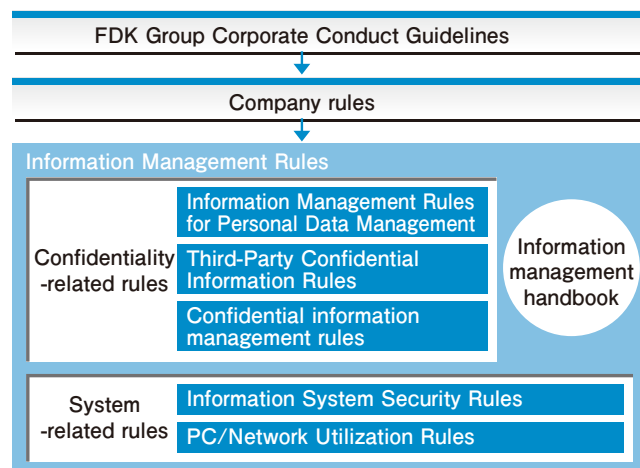
The FDK Group promotes appropriate use of information and prevention of information leakage by establishing 6 in-house rules such as 'Information Management Rules' established in December 1999 and 'Information Management Rules for Personal Data

Management' established in February 2003.

We also establish 'Policy for Protection of Personal Data' that describes how personal information is protected and publish it on the website. In order to ensure appropriate operation of these regulations and policies, an 'Information Management Handbook' is distributed to all employees to raise awareness of the importance of protecting personal information.

In FY2005, the FDK Group updated the personal information-related regulations to meet the requirement of the 'Act on the Protection of Personal Information' enforced on April 1, 2005. In order to prevent leakage of information from PCs, all PCs are password-protected, and a software to encode data stored in the hardware is installed in the PCs to be taken out of the company.

Information Management Regulation System



Fair Trade Practices

The FDK Group practices fair, impartial and free procurement activities in accordance with the relevant laws and places our business partners as partners for enhancing corporate values with each other as well as for co-existence and co-prosperity. All procurement activities of the FDK Group are done in accordance with the procurement management rules in order to execute the clear criteria and procedure of all procurement activities.

Cooperation with Business Partners in Procurement

The FDK Group addresses reduction of hazardous chemical substances used in its products and development of green products. These should require cooperation of our business partners. For this purpose, the FDK Group is strengthening cooperation with the business partners in green procurement and supply chain management activities to fulfill the social accountability.

Green Procurement

In order to provide eco-friendly products, the FDK Group will promote green procurement of raw materials, parts and packaging materials used for the products. Please refer to P18 for the details of the environmental managing system on the side of business partners.

Basic Attitudes for Procurement

- (1) To ensure providing safe and quality products under the principle of co-existence and co-prosperity with the business partners
- (2) To thoroughly understand the basic environmental protection policy stipulated in the FDK Environmental Charter and to procure items that contribute to the reduction of environmental burdens
- (3) To select business partners using fair criteria to promote fair and lawful procurement activities
- (4) To thoroughly understand and follow procurement-related laws and regulations and to conduct businesses respecting the laws and regulations as well as social norms

With our Employees

The FDK Group develops skilled workers that can support the management of the company as the main actors of its corporate activities. It also aims at establishing safe workplaces free of any disasters for the health of employees and becoming a company that can enjoy trust of the public.

Personnel System

One of the basic philosophies of the FDK Group is to 'establish a corporate climate where each employee is proactively involved in working.' The basic concept in the company's personnel system includes 'to respect people who values on creativity and innovation and who dare to challenge everything enthusiastically' and 'to proactively get involved in raising business performances of the company to connect them to the growth and happiness of the company and its employees.'

In FY2000, the FDK Group updated the personnel evaluation system, job class system and other basic personnel management systems. Since then, the company has proactively promoted the following activities: to encourage all employees to take part in the realization of the management target autonomously and independently; to align vectors of all employees to the policies and targets of the organization; to conduct fair personnel evaluation and treatment that are acceptable to all employees.

Sustainable Improvement,
Sense of Achievement of Better Tomorrow,
Self-Confidence, Pride and Joy of Life to All

Education and Training System

The FDK Group provides various education and training systems to employees such as orientations to the new recruits, mass training sessions to each layer of employees and skill and specialized trainings for the acquisition of technical knowledge and skills. In 2001, an e-Learning system was introduced for the employees to study at their convenience, and has been in operation on the company's intranet. The e-Learning includes basic course such as product knowledge, language and basic PC handling. The FDK Group also opens correspondence education courses, where approx. 130 courses including business skills, languages, liberal cultures, hobbies, health and other broad study areas. The correspondence education courses are half-a-year courses open to the employees and their family members.

Safety and Health Management

The FDK Group promotes various activities so that all employees can work healthfully and safely. As to the safety, the 'Central Health and Safety Committee' is held with the participation of the representatives of the company and the labor union where policies relating to the safety and health of the company as a whole are decided, disaster preventions, confirmations of conditions of disasters, if happened, and measures against the disasters are implemented. The safety and health at the level of each office are ensured by conducting a safety and health patrols, holding 'Health and Safety Committees' in accordance with the company policies.

Pregnancy, Child Care and Nursing Needs

The FDK Group provides its employees with various assistances including annual paid holiday, paid leave accumulation system, maternity leave and shorter working hours, nursing leave and shorter working hours, so that they can make family and working compatible. The accumulative paid holidays can be taken for long time leave due to illness and other reasons.

The employees can also take special holidays to take part in voluntary activities as a part of contribution to the society.

Mental Health

Health Management Office is responsible for regular medical check-ups and providing health maintenance and promotion guidance for the employees. An industrial physician is stationed in the health consultations to grasp and understand the health conditions of employees. Should an employee be found as having health problems, the industrial physician, the Personnel Department and management are in cooperation with each other to take appropriate measures for the employee.