

FDK

FDK GROUP

CSR Report 2022



Our Philosophy

Inspiring transformation: shaping the future and creating happiness.

FDK 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.



About "FDK Group CSR Report 2022"

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 2022" 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 FY2021 (April 1, 2021 to March 31, 2022). (Some information is included outside of this period.)

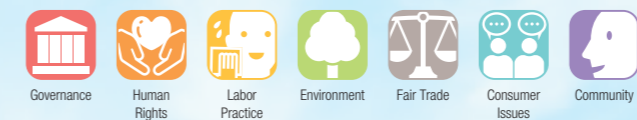
Scope

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 2022" has been created by referring to the ISO 26000 Guidance on Social Responsibility, the Environmental Reporting Guidelines, etc.

ISO 26000 (Core Themes) Icons



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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

We will accelerate the cultivation of our corporate culture and further enhance our corporate value.

Under our philosophy of “inspiring transformation; shaping the future and creating happiness,” we will further enhance our corporate value by accelerating the cultivation of a corporate culture in which every employee strives independently to satisfy customers, thereby creating an “And Game” that satisfies all of our Group’s stakeholders.

December 2022 FDK CORPORATION President & CEO **Ryo Nagano**

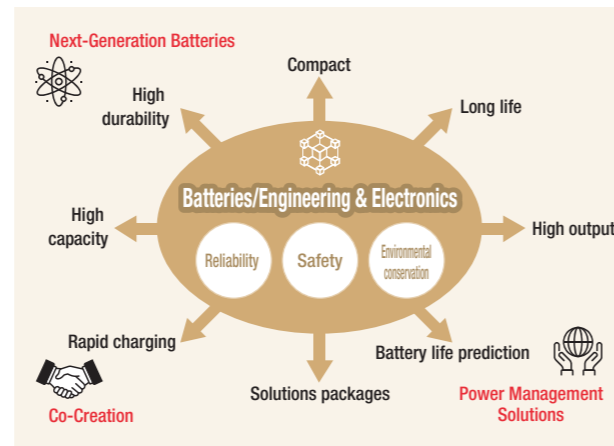
In October 2019, in order to further strengthen our business structure and improve the corporate value of the FDK Group, we further refined our vision for the FDK Group. In order to meet the expectations of our various stakeholders, we have formulated a “10 years’ scheme” as the ideal form of the company in 10 years’ time, and to make this a reality, a mid-term business plan, “R1,” for the first three years (FY2020–FY2022) of this period.

FY2021, the second year of the R1 mid-term business plan, was a year of social structural changes triggered by the COVID-19 pandemic, surging raw material prices and difficulties in procuring electronic and plastic parts, logistics disruptions such as container shortages and port congestion becoming the norm, soaring international energy prices due to the situation in Ukraine, and further expanded efforts to address sustainability, ESG, and the SDGs.

Making the Ideal Form of the FDK Group a Reality

Our 10 years’ scheme sets forth an ideal form for the FDK Group, including the reliability, safety, and environmental conservation that we have always offered. By combining these with various new functions and characteristics, we are striving to develop environmentally friendly products that can be used in a wider range of applications and meet the increasingly diverse needs of our customers.

To improve the performance of existing battery products, we have worked on materials development, analytical evaluation, and elemental technology development using CAE. In Ni-MH batteries, we have developed high-temperature, highly durable, long-life batteries for the in-vehicle accessories and power backup markets, and mass-produced battery systems for the transportation infrastructure market. In lithium batteries, we have worked to improve



energy density to meet the growing demand for smart meters in Japan and overseas, and in alkaline batteries, we have improved discharge performance and resistance to leakage.

In next-generation batteries, we applied our Ni-MH and alkaline battery technologies to develop nickel-zinc batteries that use nickel hydroxide for the positive electrode and zinc for the negative electrode, as well as metal-hydride/air secondary batteries that use oxygen from the air for the positive electrode and hydrogen-absorbing alloy for the negative electrode. We are preparing for sample shipment and mass production of nickel-zinc batteries, while metal-hydride/air secondary batteries for stationary power sources are being tested as part of an environmental commissioning project to further reduce costs and improve performance. We are also working on improving the durability of our compact all-solid-state SMD battery SoLiCell® under harsh

environmental conditions in order to support a wider range of applications.

In the area of next-generation technology development, we are applying our electrical energy supply, storage, and control technologies to the research and development of power management services and products for all types of battery devices. In FY2021, we made progress in the prototyping and development of battery modules equipped with a battery management system based on our cell balance patent, and also in our search for elemental technologies to make battery modules smarter.

The FDK Group’s Initiatives: From CSR Management to Sustainability Activities

The FDK Group has set out the FDK Group CSR Policy, and has defined seven prioritized initiatives based on the CSR Policy that we will focus on when putting it into practice. By addressing these issues, we will pursue responsible management as a global company. In order to move forward with these initiatives, the FDK Group has established the CSR Promotion Committee, which works to ensure that the FDK Group Corporate Conduct Guidelines, which form the basis of the Group’s CSR activities, and the “FUJITSU Way,” the Fujitsu Group’s philosophy, become widespread and firmly established, and regularly reviews the status of initiatives based on the seven prioritized initiatives set forth in the CSR Policy. The seven initiatives are “Contributing to the Materialization and Development of a Sustainable Society,” “Protecting the Global Environment,” “Embracing Diversity and Inclusion,” “Developing Human Resources for Their Contribution to Society and the Planet,” “Commu-

nicating and Collaborating with Stakeholders,” “Ensuring Compliance,” and “Strengthening Corporate Governance.” By advancing responsible initiatives in these areas and practicing “CSR through core business” that contributes to solving social issues, we have been striving to realize our vision.

In January 2022, we launched the “Sustainability Promotion Preparatory Committee” to develop and evolve our existing CSR activities into sustainability activities. The committee evaluates social issues to be addressed by the company from the perspectives of both importance in terms of social demands and importance in terms of corporate activities. In this way, the committee began to examine the materialities that the Group should address over the medium to long term, and in March 2022, it identified the following five issues as the Group’s materialities: “1. Provision of safe and reliable electric energy,” “2. Coexistence with the global environment,” “3. Promotion of diverse human resources,” “4. Sustainable enhancement of corporate governance,” and “5. Contribution to the sustainability of local communities and society.” In April 2022, we officially established the Sustainability Promotion Committee and initiated sustainability activities to realize the Group’s identified materialities. From FY2022 onward, the activities of this committee will promote initiatives that contribute to sustainability and the SDGs and solve social issues more than ever before, thereby enhancing our corporate value.

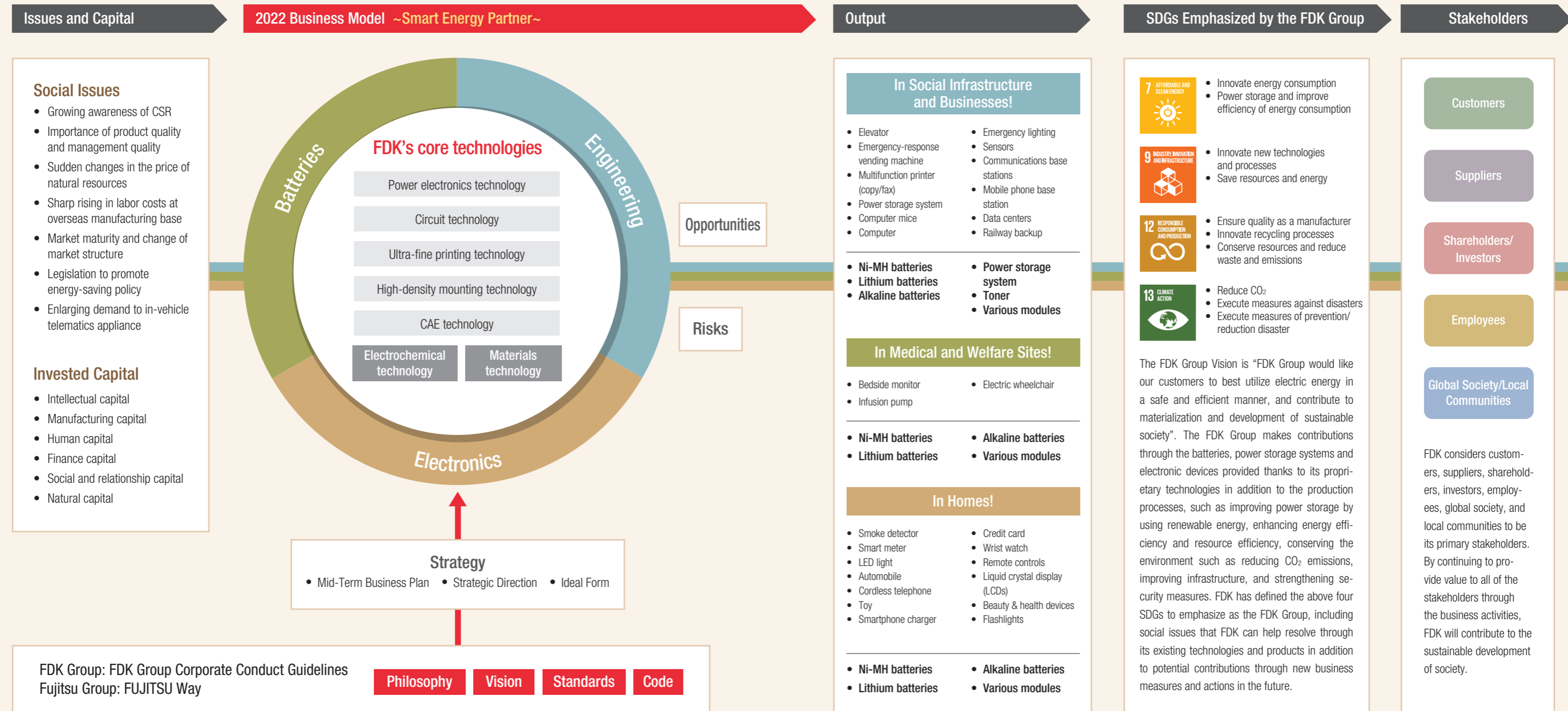
I hope that this report will foster an understanding of the FDK Group CSR activities. I would also like to ask all of our stakeholders for their candid feedback and insights for the sake of future FDK Group CSR initiatives.

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



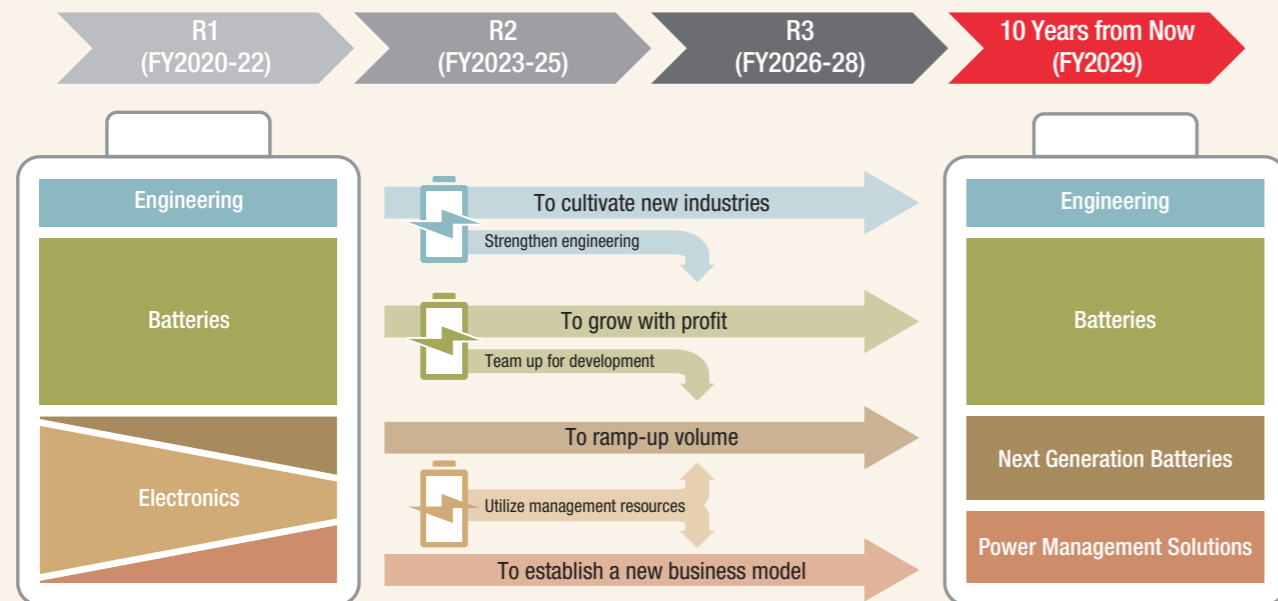
Our Mid-Term Business Plan

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

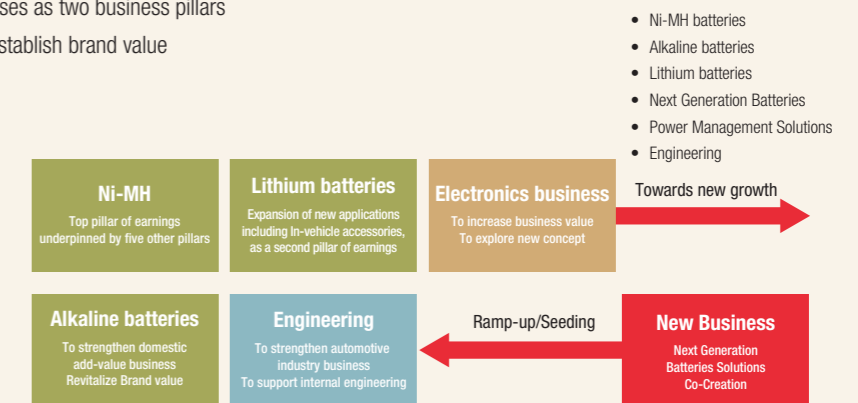
Overall Direction of R1

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

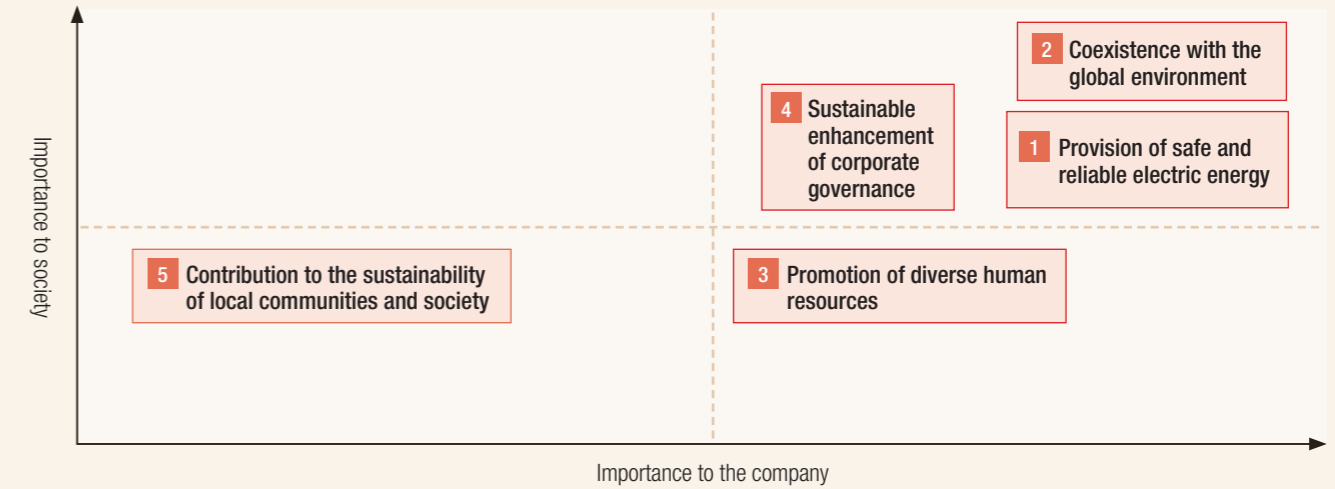
Products	Topics	Progress
All-solid-state batteries	Start of mass production: FY2020 Q3	In December 2020, established a production system in our Kosai Plant. Focused on shipping samples for evaluation in preparation for the start of mass production and establishing specifications to meet customer requirements
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.

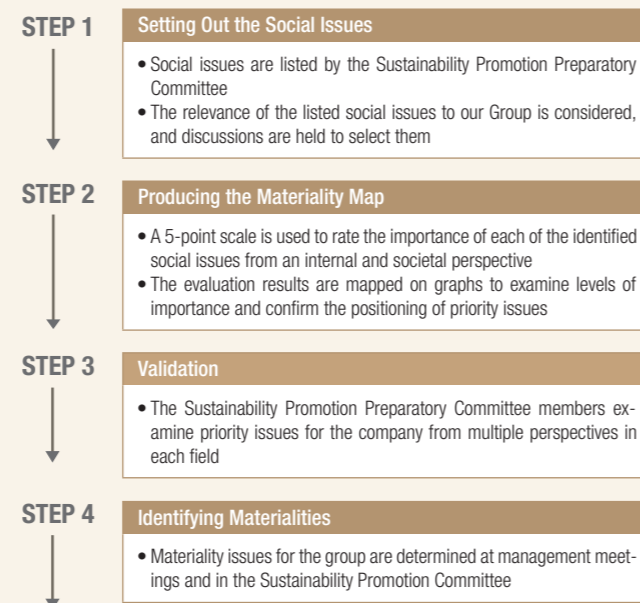
The FDK Group's 5 Materialities (Prioritized Issues)



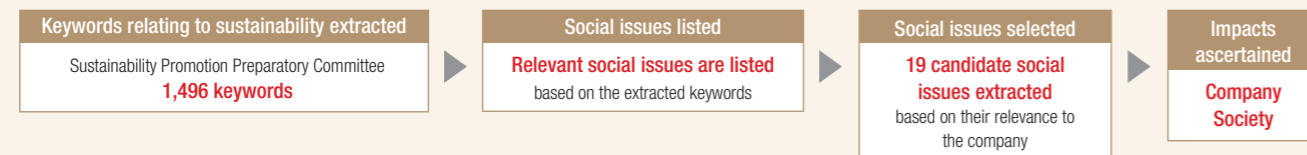
The Materiality Identification Process

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.

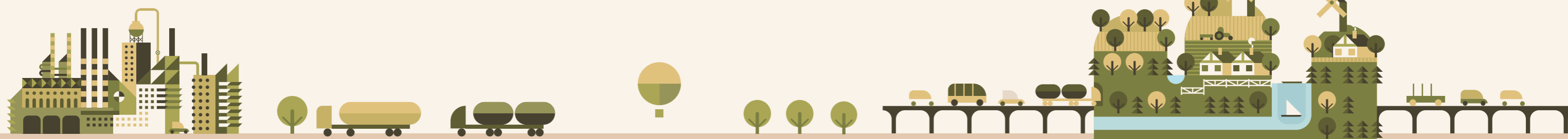
From FY2022, we will set KPIs for each materiality and implement initiatives for each business division, etc. accordingly.



The Social Issue Identification Process



Materialities	Materiality measures for the company	ESG category	Relevant SDGs
1 Provision of safe and reliable electric energy	• Provide products and solutions that support a sustainable society	E · S	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
2 Coexistence with the global environment	• Promotion of a recycling-oriented society • Measures to address climate change • Contribution to the global environment	E	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
3 Promotion of diverse human resources	• Create an environment in which employees demonstrate their capabilities to the fullest • Create an environment conducive to continued work in good health	S	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
4 Sustainable enhancement of corporate governance	• Strengthen systems and supervisory functions to ensure prompt decision-making with management transparency and objectivity, taking into account the positions of stakeholders • Strengthen the foundation of the risk compliance system • Strengthen internal company controls • Ensure compliance with laws, regulations, and social norms and conduct with high ethical standards	G	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
5 Contribution to the sustainability of local communities and society	• Connect with local communities to create a world full of smiles	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.

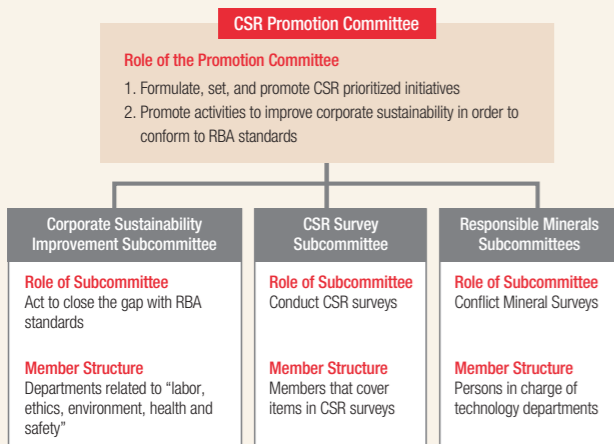
Our CSR efforts focus on seven prioritized initiatives. In addressing these challenges, we demonstrate a commitment to responsible business operations as a global company.

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.

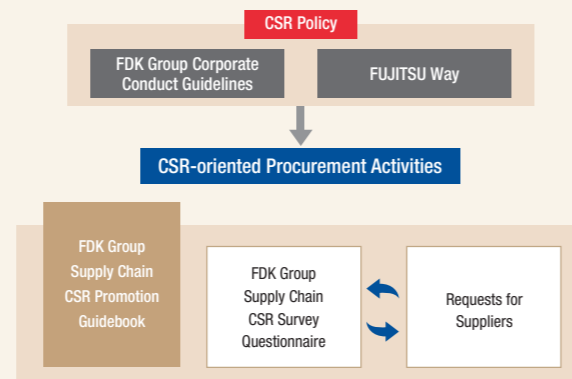
Framework of CSR Promotion



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

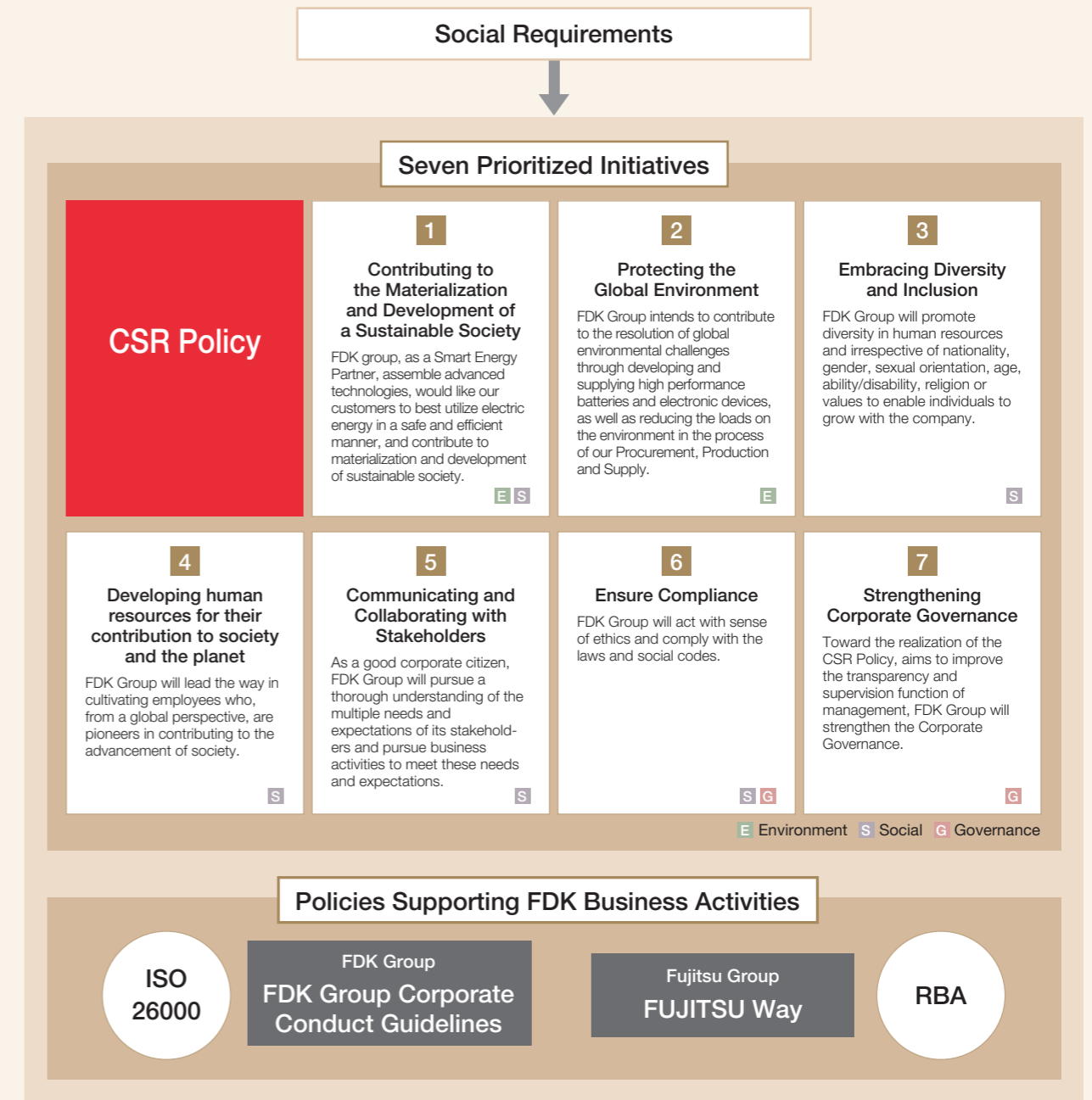
The FDK Group has set seven prioritized initiatives based on its CSR Policy.

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.

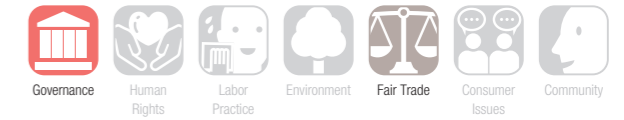


FDK Group is advancing its CSR activities by setting seven prioritized initiatives based on its CSR Policy. These prioritized initiatives actively tackle issues that contribute to society through FDK Group businesses as well as achieve items pursued in areas such as the ISO 26000 and RBA. As a global 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>1 Contributing to the Materialization and Development of a Sustainable Society</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"> • Ni-MH batteries: Expand sales of products for in-vehicle accessories (eCall), home appliances, mobility, social infrastructure, and backup applications. • Lithium batteries: Develop cylindrical spiral batteries for various meter and short-distance communication markets. • Alkaline batteries: Enhance competitiveness through the introduction of new products and the development of environmentally friendly products. 	<ul style="list-style-type: none"> • Electronic Business: New business acquisition linked to various modules for mobility applications, switching power supplies for semiconductor equipment applications, and all-solid-state batteries. • Next-generation technology development: Promote development of next generation batteries. (Small all-state SMD Battery, nickel-zinc batteries, metal-hydrate/air secondary batteries) 	<ul style="list-style-type: none"> • 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. • 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. • 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. 	<ul style="list-style-type: none"> • 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. • 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. 	 	P21~P24
<p>2 Protecting the Global Environment</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"> • 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). 	<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"> • Reducing CO₂ emissions and energy consumption. • Reducing waste. • Reducing chemical substances. 	<ul style="list-style-type: none"> • Develop two or more products at each site every year that help improve resource conservation. • Develop three or more products at each site every year that help improve resource efficiency. • Promote adoption of renewable energy. 	<ul style="list-style-type: none"> • Reduce energy consumption, and limit CO₂ emissions by the overall domestic FDK Group to 37,545 t or less. • Improve the energy consumption per unit an average of 1% per year at all sites. • Improve the amount of waste generated per unit by 6% compared to FY2015 at all sites. • Reduce PRTR chemical emissions per unit by 6% compared to FY2015 at all sites. 	<ul style="list-style-type: none"> • Achieved our development target set for products that contribute to greater energy efficiency. • Achieve our development target set for products that contribute to greater resource efficiency. • Achieved targets related to promoting the adoption of renewable energy. • Achieved our CO₂ emissions reduction targets. 	<ul style="list-style-type: none"> • 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
<p>3 Embracing Diversity and Inclusion</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"> • Creating the working environment-friendly for all the people. • Improving the personnel treatment system. • Proceeding the educational activity such as trainings and seminars. 	<ul style="list-style-type: none"> • Create professional environments conducive to work by LGBT employees and by those with disabilities. • Implement work-style reform. 	<ul style="list-style-type: none"> • Improve the education system across the entire group. • Cultivate an environment where diverse individuals can actively participate. 	<ul style="list-style-type: none"> • The Tottori Plant has been renovated with multi-use toilets and the entrance to the cafeteria has been made barrier-free. • Elevators at the Kozai Plant were refurbished to accommodate people with disabilities. • Regulations for telework and flextime work systems were revised, and telework allowances were introduced. 	<ul style="list-style-type: none"> • The content of management training was reviewed and e-learning was introduced. • Conducted an employee satisfaction survey. (Response rate was 99.4%) 	 	P27~P29
<p>4 Developing human resources for their contribution to society and the planet</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"> • 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. 	<ul style="list-style-type: none"> • Strengthen stratified training. • Nurture global business and future leaders. 	<ul style="list-style-type: none"> • Stratified training was reviewed with respect to the basic education curriculum and lecture materials. • Training for next-generation leaders was implemented as planned, with participants selected in consideration of future talent management. 	 	P29~P30		
<p>5 Communicating and Collaborating with Stakeholders</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"> • 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.) 	<ul style="list-style-type: none"> • Releasing CSR Report 2021. • 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 website, management policies and financial briefings. 	<ul style="list-style-type: none"> • Supplier: Proceeding two-way communication. • Employee: Dialogue between labor and management, employee satisfaction surveys, a communication with top management and promote risk management. • Local communities: social contribution activities for local residents and others. 	<ul style="list-style-type: none"> • Released our CSR report 2021. • Continued timely informational disclosures. • Responded to 40 inquiries from customers (company profile, etc.). • Responded to 96 inquiries from media, shareholders, and investors. • 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. 	<ul style="list-style-type: none"> • Expanded the scope of major suppliers taking part in the Fujitsu Group Supply Chain CSR Survey Questionnaire. • Conducted monthly liaison meetings between labor and management. • Continued to take part in local social contribution activities at each business site. 	   	P25~P26
<p>6 Ensure Compliance</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"> • 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 correctively. 	<ul style="list-style-type: none"> • Reviewing regulations about compliance. • Planning and performing the education program for Corporate Conduct guidance, business ethics including to the overseas group companies. 	<ul style="list-style-type: none"> • Strengthen company-wide monitoring through internal reporting. • Collecting information about new or revised laws and reflecting to business activity correctively. 	<ul style="list-style-type: none"> • Reviewed regulations about compliance. • Conducted e-learning (human rights, copyright, information management, compliance). • Internal reports received: 4 instances. • Internal reporting desk publications: 17 times. 	<ul style="list-style-type: none"> • Collected information about new or revised laws and reflected them in business activities appropriately. • Published an internal Legal News compiling information such as legal and regulatory amendments. 	 	P17~P18
<p>7 Strengthening Corporate Governance</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"> • 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. 	<ul style="list-style-type: none"> • Smoothly share information and conduct ongoing high-quality auditing and supervision with outside directors through the Audit and Supervisory Committee Office. 	<ul style="list-style-type: none"> • Continue Board of Directors performance evaluation and officer training. • Participation by corporate officers in the above training. 	<ul style="list-style-type: none"> • Shared information smoothly and conducted ongoing high-quality auditing and supervision by outside directors through the Audit and Supervisory Committee Office. • Board of Directors performance evaluation and officer training were conducted. • A Voluntary Nomination and Remuneration Advisory Committee was established in March 2022. 	 	P19~P20	

Management System



Social Requirements

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

The FDK Approach

- Strengthening corporate governance
- Ensuring compliance
- Continuously operating an internal control system

Highlights of Management System

Number of independent outside directors
(total number of directors: 7)

3

Attendees of compliance training course for all employees
Total number of attendees
(including staff at overseas sites)

5,078

Number of transmissions of compliance-related information through the company intranet

3

Number of risk survey responses

102

Number of occupational accidents

2

Occupational accident occurrence rate

0.00

Occupational accident severity rate

0.00

Number of internal reports

4

Initiatives Supporting the Management System

Strengthening Corporate Governance

Basic Concept

FDK Group reviews each measure and the management system as necessary based on the general principles of the Corporate Governance Code stipulated by the Financial Instruments Exchange and executes organizational maintenance and other necessary measures, because we believe strengthening corporate governance improves the soundness and transparency of our company and improves the value for FDK shareholders. In addition, we are striving to improve fairness and transparency through wide-ranging information disclosure, including the prompt disclosure of business information and the provision of financial information via the Internet.

Our company has introduced a corporate officer system in order to separate business decision-making and supervisory roles from business execution roles, and to strengthen the checking role of the Board of Directors.

The FDK Board of Directors is composed of four directors (excluding direc-

tors who are Audit and Supervisory Committee members) and three directors who are Audit and Supervisory Committee members.

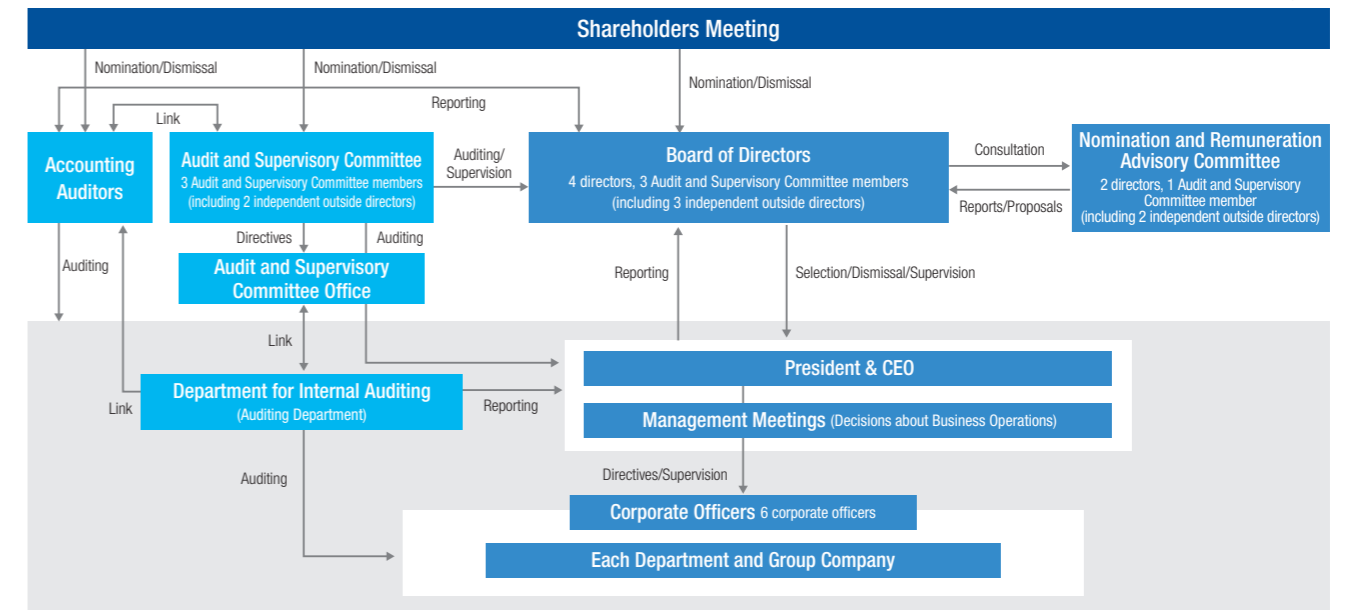
Board of Directors meetings are held once every month to determine important management matters and deliberate the progress status of performance and investigate the measures.

The 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 on 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.

As a measure to enhance corporate governance aimed at actively promot-

Corporate Governance System Chart

*As of October 1, 2022



ing compliance throughout the Group, we have established the basic principle of compliance with the law in the FDK Group Corporate Conduct Guidelines. We also abide by the FUJITSU Way, which is the common core philosophy of the Fujitsu Group.

In March 2022, FDK established a voluntary Nomination and Remuneration

Advisory Committee, the majority of whose members are independent outside directors, as an advisory body to the Board of Directors for the purpose of enhancing the fairness, transparency, and objectivity of procedures related to director nominations and compensation, etc., and further improving our corporate governance system.

Continuously Operating an Internal Control System

Basic Concept

In recognition of the fact that strengthening corporate governance is essential for fulfilling our social responsibilities as a company, the FDK Group will maintain a sound and strong relationship with FDK stakeholders, from customers to suppliers, shareholders, employees, and local communities. We will implement management that complies with relevant laws and the Articles of Incorporation while ensuring the integrity of our operations and the reliability of our financial reporting. The pursuit of management efficiency and control of the various risks arising in business activities are essential to continually improve the corporate value of the FDK Group. Therefore, we promote ongoing efforts through the systems below.

Systems to Ensure the Appropriateness of Operations

1. Systems to ensure directors and employees perform their duties in accordance with laws, regulations and the Articles of Incorporation
2. Systems to store and manage information related to the performance of duties by directors
3. Regulations and other systems to manage risks of loss
4. Systems to ensure directors of FDK and subsidiary companies efficiently execute business

5. Systems to ensure the appropriateness of operations of the corporate group comprising the FDK Corporation and its subsidiary companies
6. Systems to ensure the appropriateness of auditing functions by Audit and Supervisory Committee members

(1) Officer training

FDK holds annual training for directors as well as corporate officers by an external instructor 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 and corporate officers.

(2) Board of Directors performance evaluation

FDK conducts annual Board of Directors performance evaluation in order to identify issues regarding to the Board of Directors and to enable the members of the Board of Directors to share such issues in order to make improvements to enhance the effectiveness of the Board of Directors.

FDK conducts self-evaluations by questionnaire and holds discussions based on 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.

Ensuring Compliance

Basic Concept

FDK Group established the “FDK Group Corporate Conduct Guidelines” as the standard of conduct for each and every employee. The Code of Conduct that makes up one element of these guidelines clearly states that we will respect human rights, act with fairness and freedom in our business dealings, comply with all laws, regulations, and social norms, protect and respect intellectual property, handle information properly and maintain confidentiality, and not use our positions in the organization for personal gain. In this way, we will strive to earn trust from consumers and suppliers.

Compliance 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 a variety of compliance training (including e-learning) for all of our 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 with a broad range of information about compliance that includes information about amendments to relevant laws and regulations and with an introduction of examples about violations using the company 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.

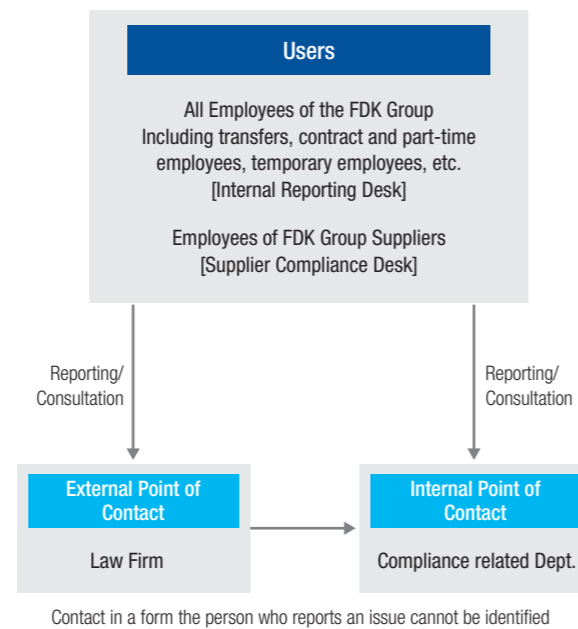
FDK has also put in place dedicated organizations for each field of compliance, such as the “Central Health and Safety Committee,” “Group Environmental Management Committee,” “Product Chemical Substances Management Committee,” “Export Management Committee,” and “Product Safety Promotion Committee,” in an effort to operate its businesses in compliance with all laws and regulations.

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 four reports in FY2021, which were addressed appropriately.

Internal Reporting System



Risk Management Initiatives

The FDK Group aims to continually improve 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.

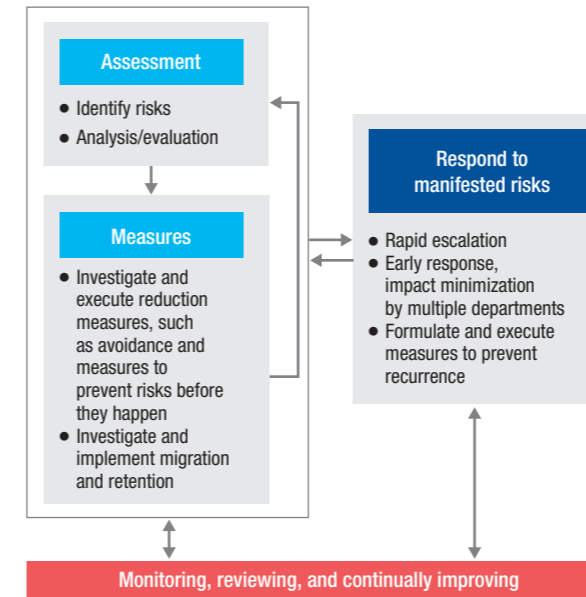
Therefore, the FDK Group has established, practices, and continually improves a Group-wide risk-management system. Our Board of Directors drafted the Basic Policy for Establishing an Internal Control System to define rules and systems that pursue management efficiency and control risks resulting from business activities. We also share this basic policy with our shareholders.

Risk Management Process

- (1) Each department identifies potential risks inherent to business activities, and evaluates and verifies them.
- (2) Clarifies the priority of response for each risk and determine risk-control policies (avoidance, mitigation, migration, and retention of risks).
- (3) Executes measures in each department to prevent risks before they manifest in accordance with decided policies.
- (4) If a risk materializes, each department will escalate to the Risk Compliance Committee. 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.

FDK checks the progress of execution during each of these steps and makes improvements as necessary.

Risk Management Process Chart



Occupational Health and Safety Activities

FDK Group Health and Safety Policy

Basic Philosophy

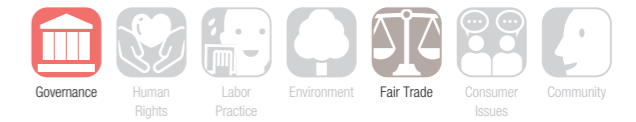
We respect and value the life and dignity of every individual as a basic philosophy. To ensure a bright future and smiles on the faces of all those who work for the FDK Group, we will continue to put safety first, to actively work to create a safe and healthy workplace, and to promote mental and physical health, aiming for zero occupational accidents and zero illnesses. Furthermore, in the course of our business activities, we will comply with relevant laws and regulations, FDK rules, and stakeholder requirements to which we have agreed.

Basic Policy

Based on the principle that occupational accidents must not happen, we will create a safe and comfortable workplace through ongoing improvements to the occupational health and safety management system with the participation and consultation of all employees, elimination of sources of danger, reduction of risks, and preparation for emergencies. In addition, 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, operating business smoothly, and contributing to a sustainable society. These actions have strengthened our mental health efforts.

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.



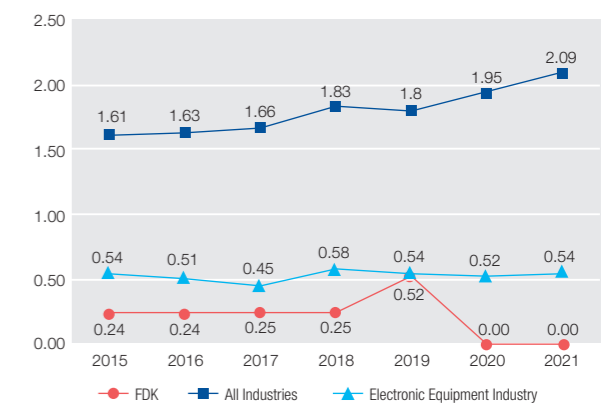
On-site Safety and Health Committee meetings are held jointly by labor and management at each business site every month to execute activities according to health and safety action plans.

Some business sites have acquired the ISO 45001 certification 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.

Status of Occupational Accidents

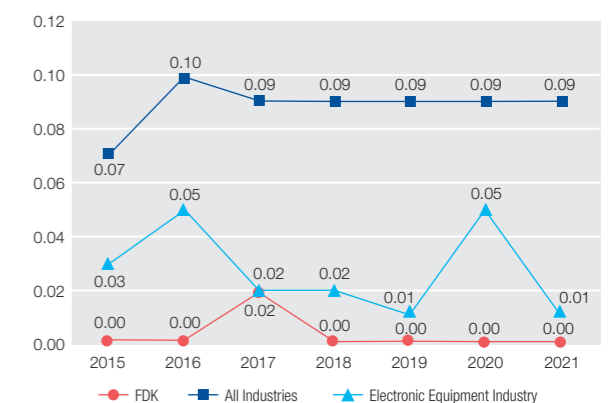
- Two occupational health and safety accidents occurred on business sites in Japan in FY 2021 (excluding traffic accidents).
- The occurrence rate was 0.00 with a severity rate of 0.00 for occupational accidents on business sites in Japan.
- Occurrence rate: (Number of deaths or injuries/total hours of operation x 1,000,000)
- Severity rate: (Number of days lost/total operation hours x 1,000)

Changes in the Annual Occurrence Rate



Occurrence rate: Death or injury due to occupational accidents per a total of one million hours of operation.

Changes in Annual Severity Rate



Severity rate: Number of days lost due to occupational accidents per a total of one thousand hours of operation.

Relationships with Customers and Suppliers

Social Requirements

- Increasing importance of product quality and management quality
- Expand 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 public announcements regarding products in FY2021

8

Number of ISO 9001-certified production sites

7

Number of IATF16949-certified production sites

4

Number of ISO 14001-certified production sites

7

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, and we work 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.

Examples of Initiatives

FDK Group Initiatives

The FDK Group strives to provide batteries and electronic devices that use environmentally friendly materials by complying with environmental laws and regulations to heighten our value as a company cultivating the future. As part of these measures, the FDK Group works to develop new products, including a next generation of batteries able to provide customers with new added value derived from the distinct technology cultivated in the battery and electronic device businesses thus far.

Examples of new product launches (As of April 2022)

Ni-MH Batteries

Cumulative Global Shipments Reach 2 Billion Units

In June 2021, we achieved cumulative shipments of 2 billion units of our Ni-MH batteries, which are used in a wide range of applications, including built-in products for dry-cell battery-compatible commercial and consumer electronics applications, in-vehicle applications, power supply backup, and security applications.

Thanks to FDK's unique technology, our Ni-MH batteries can be used in a wide range of temperatures, and have been well received by many customers for the characteristics and quality that meet various customer needs, as well as for the extensive product lineup. Since the start of shipments in January 2010, we were able to reach 1 billion units in December 2015 and cumulative global shipments of 2 billion units in June 2021.

We are committed to manufacturing in Japan so that our products can be used safely and reliably in all applications. Japanese craftsmanship, which prides itself on precision and care, has ensured the high quality of our prod-

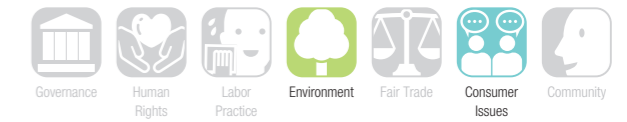
ucts, and from the perspective of the SDGs, our rechargeable batteries are attracting increasing attention in Europe and the United States for their high recyclability. We aim to achieve a cumulative total of 3 billion global shipments by 2026.



Sales Begin of High-Capacity Cylindrical-type Primary Lithium Battery CR2/3 8LHT

We have added the new high-capacity cylindrical-type primary lithium battery CR2/3 8LHT to our lithium battery product lineup and began sales in September 2021.

We have already commercialized and sold the CR8LHT (2,850 mAh), a high-capacity cylindrical-type primary lithium battery that has a low self-discharge rate and long-term storage capability, for smart meter and security equipment applications. In order to provide a battery suitable for devices with relatively low power consumption, we have developed the CR2/3 8LHT (1,800 mAh), which is 11.5 mm shorter than the CR8LHT. This product allows devices to be made smaller, helping to enhance the convenience of the IoT society. In addition, the use of a unique resin gasket with excellent heat resistance enables long-term use of the product in devices installed both indoors and outdoors. In addition, this product has been certified under the UL, a safety standard in the United States.



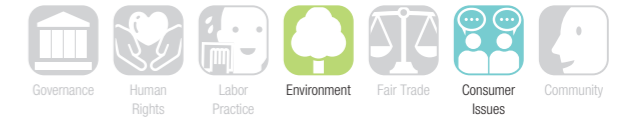
Alkaline Batteries with Ultraman and Ultraseven Designs Released

In April 2022, FDK launched alkaline batteries featuring designs of Ultraman and Ultraseven, characters of Tsuburaya Productions.

Ultraman and Ultraseven are the heroes of Tsuburaya Productions' tokusatsu TV dramas, and are popular among a wide range of children and adults. The years 2021 and 2022 mark the 55th anniversary of the first broadcast of Ultraman and Ultraseven, respectively. For many years, we have provided Tsuburaya Productions with alkaline batteries to support the filming of their tokusatsu TV dramas, and we have commercialized these batteries to commemorate the 55th anniversary of Ultraman and Ultraseven.

These products can be stored for as long as 10 years. The adoption of rare metal coating in the cathode case suppresses increases in internal resistance due to oxidation and outflow of impurities from the inside of the battery, resulting in improved discharge performance and leakage resistance after long-term storage. Because this product offers superior discharge performance across a wide range of currents, it can be used in all aspects of daily life as well as for emergency stockpiling.





FY2021 Achievements

- **Ni-MH batteries**
FDK strove to develop high-temperature, high-durability, long-life batteries for the in-vehicle accessories and power backup systems markets, and to mass-produce battery systems for the transportation infrastructure market.
- **Alkaline batteries**
We have made progress in improving discharge characteristics and leakage resistance.
- **Lithium batteries**
We worked to improve energy density in order to meet the demands of the smart meter market, which is growing both in Japan and overseas.
- **Electronic devices**
We have continued to select and focus on each product model to expand sales of various modules for mobility and semiconductor equipment applications, for which demand is growing.
- **All-solid-state batteries**
To support a wider range of applications, we have continued to work on improving durability in harsh environmental conditions.
- **Research and development**
We conducted prototyping and development of battery modules equipped with a battery management system based on our cell balance patent, as well as a search for elemental technologies to make battery modules smarter.

Development with Considerations for Quality and Safety

FDK Group Quality Policy

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

Philosophy

Our mission is to develop and supply high-quality, safe, and environmental-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.

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.

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. As of March 2022, seven of our sites, including those overseas, have acquired ISO 9001 certification, and four have acquired IATF 16949 certification.



Quality Assurance Initiatives

In order to provide quality products and services that satisfy the function and performance requirements as well as other customer needs, FDK fosters co-operation between management and other various departments. This necessitates the participation of every employee in activities across every process of its corporate activities. The FDK Group 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. In order to implement the FDK Group's quality policy, each verification process, from product planning to mass production transfer, is reviewed in accordance with quality-related regulations, etc., drawing on a wide range of knowledge not only from the department itself but also from other related departments, thereby ensuring more objective assessment.

2. **Green Procurement Initiatives**
The FDK Group contributes to the materialization 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

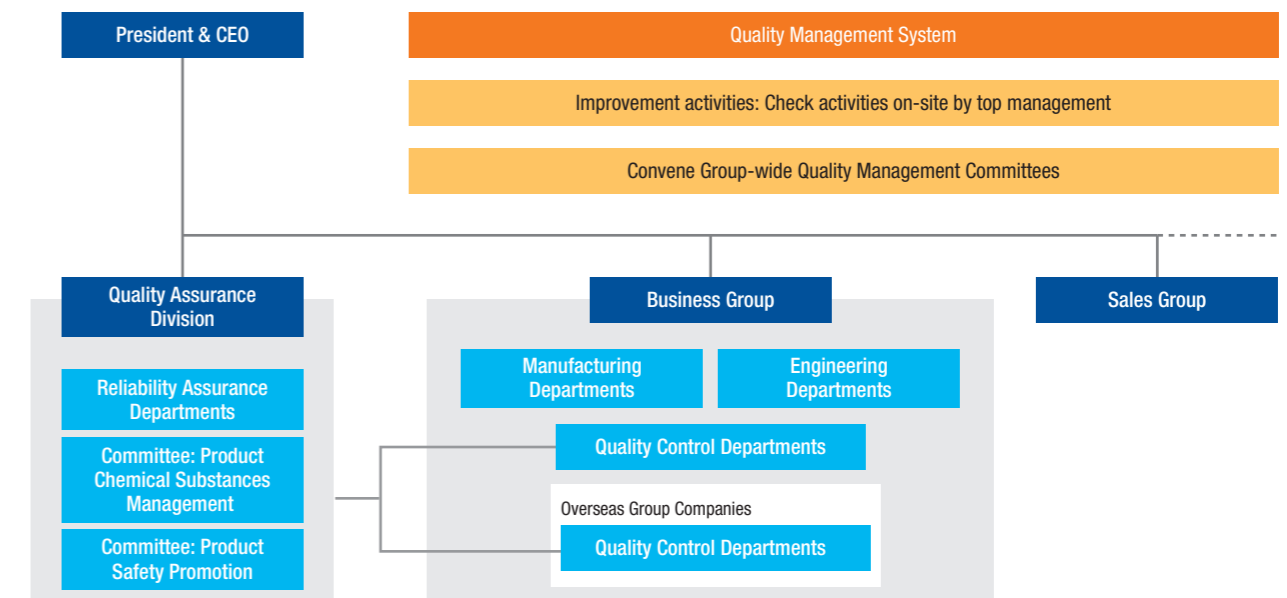
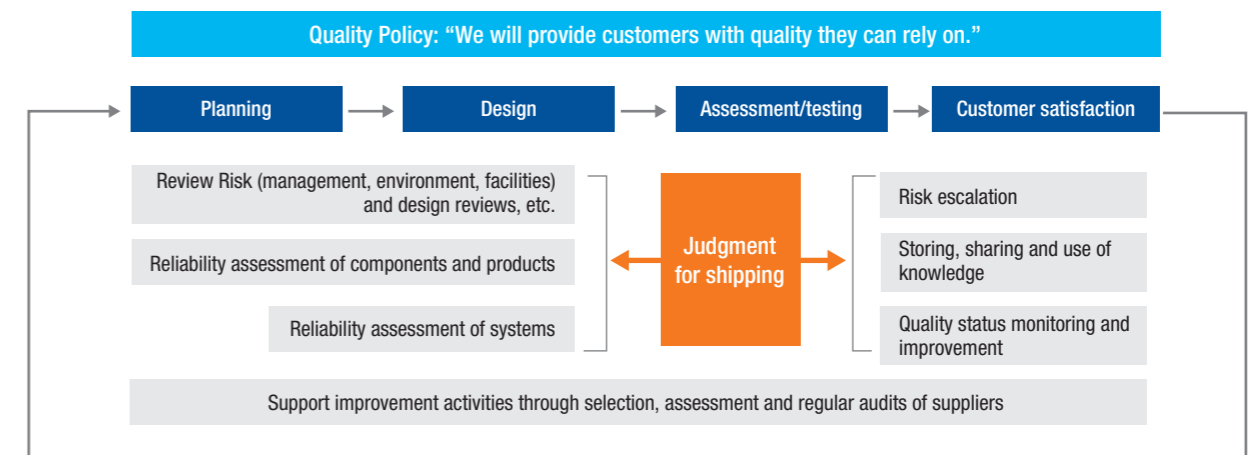
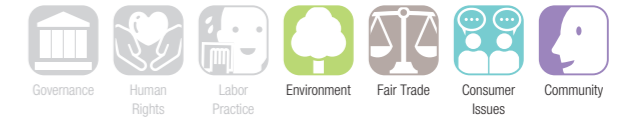


Chart of Each Quality Assurance Verification Process





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
- New addition of research and development content to our website
- 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 trainees with disabilities accepted for company training	Number of local clean-up activities
6	2	4	14
Number of communications with media, shareholders, and investors	Number of survey responses from customers about CSR/responsible minerals procurement	Number of local events joined by FDK	"The Sound of Batteries Powered by the Sun" Concerts
96	231	65	11

Initiatives Supporting Relationships with Society

Communicating and Collaborating with Stakeholders

Basic Concept

As a good corporate citizen, the FDK Group will pursue a thorough understanding of the many 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 through dialogue with stakeholders, which is reflected in business activities.

FY2021 Targets

- | | |
|---|---|
| <ul style="list-style-type: none"> 1 Releasing CSR Report 2 Disclosing accurate information when responding to requests from customers 3 Media/Shareholders/Investors
General shareholders' meetings, IR meetings, and information disclosure over the website
Deliberations for communication opportunities for management policy, business performance, etc. | <ul style="list-style-type: none"> 4 Improving two-way communication with suppliers 5 Communication with employees 6 Continually engage in social contribution activities with local communities, residents and other stakeholders |
|---|---|

FY2021 Achievements

- 1 FDK published a CSR report in 2021 and made every effort in disclosing non-financial information.
- 2 Response to Customers
We provided information in response to 45 inquiries for company information and other inquiries.
- 3 Response to the Media, Shareholders, and Investors
 - FDK provided accurate explanations to 96 inquiries from the media, shareholders, and investors.
 - Explanatory materials on financial results and progress of the medium-term management plan were disclosed separately from the financial statements on the April 2022 release of financial results.

- 4 Relationships with Business Partners
We conducted CSR surveys of our procurement partners, personnel dispatching companies, outsourcers, cafeteria providers, security companies, etc., and shared the results with our business partners.
- 5 Relationships with Employees
Monthly labor-management liaison meetings were held to exchange views. We also conducted an employee satisfaction survey, analyzed the results, and took action accordingly.
- 6 Contributing to the Local Community
Some activities had to be canceled due to the COVID-19 pandemic, but those activities that were possible were conducted at each of our sites.

Contributing Activities for Local Communities and Local Residents

Each of our locations conducts community service activities for local communities and local residents.

Examples of Activities

1. Cleanup activities around our facilities
2. Provision of used stamps, Bellmarks (fundraising tokens for schools), etc. to welfare councils
3. Provision of disaster supplies to food banks
4. Cleaning roadside service stations, weeding flower beds, and planting flowers
5. Receiving trainees with disabilities
6. Cooperation with blood drives
7. Purchasing goods from vocational aid facilities and selling them at our business sites

Contributing Activity Topics

In September 2021, we began purchasing goods from vocational aid facilities to support the financial independence of people with disabilities who work at these facilities or at home. At our Kosai, Washizu, Tottori, and Takasaki plants, we have adopted products made at vocational aid facilities as prizes for employees who participated in the company's "Walking Campaign" and "Grand Golf Tournament" event activities.

In addition, as an occupational program for people with disabilities, the Tottori Plant provided a massage treatment experience provided by a school for the visually impaired. The treatment was provided by 3 students to 9 employees for 15 minutes per person. We believe that this was a good opportunity for the participating students to increase their enthusiasm for future study and certification.

In addition, at the Kosai and Washizu plants, vegetables grown by people with disabilities are purchased as ingredients for the plant cafeteria and included in the lunch menu to support people with disabilities through food.

We will continue to promote a deeper understanding of people with disabilities throughout the company and actively provide financial support.

Regular Contributions to the Local Community



Cleanup of the prefectural road in front of the plant (Kosai Plant)



Cooperation with blood drives (Takasaki Plant)



Cleanup around the plant (FDK ENGINEERING)



Sales of goods from vocational aid facilities (Tottori Plant)



Flower planting in roadside service station flowerbeds (Tottori Plant)

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

Employment rate of female employees

28%

Number of female employees in management and supervisory roles

3

Ratio of non-Japanese employees (Domestic business sites)

0.74%

Employment rate of persons with disabilities

2.30%

Days of paid leave taken/ per person/year

15.3

Number of employees using the Childcare Leave Program

20

Number of consultations with the human resources hotline

0

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 and Other Measures

(1) Creating a working environment that is friendly for all people

- Providing a comfortable working environment for people with disabilities and LGBT people

Plant practical training and trial employment have been conducted. We are systematically promoting the installation of barrier-free, multi-purpose restrooms.

In FY2021, we installed multi-function restrooms at the Tottori Plant.

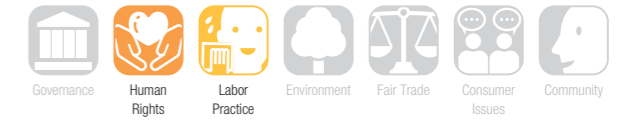
- Introduction of new uniforms
We have introduced a new uniform that respects diversity, including LGBT people. They are designed to be suitable for both men and women of all ages, as well as being safe, comfortable, and IEC standard-compliant (anti-static).

(2) Improving the personnel treatment system

- We have formally introduced a telework system.
- We have introduced a flextime system with no core time and shortened hours for childcare.

(3) Proceeding the educational activity such as trainings and seminars

- We conducted management training as planned.



(4) Conducting an employee satisfaction survey

- We conducted an employee satisfaction survey for all employees. (Response rate: 99.4%) To resolve the issues raised by the survey results, we conducted a training program on organizational revitalization.

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.

Action Plan Based on the Act on Promotion of Women's Participation and Advancement in the Workplace

Since April 2010, in accordance with the action plan based on the Act on Advancement of Measures to Support Raising the Next Generation of Children, the FDK Group has been actively pursuing work-life balance in order to realize an environment where each employee can work with vigor and satisfaction. We have also drawn up an action plan in accordance with the Act on Promotion of Women's Participation and Advancement in the Workplace, which came into effect in April 2016. We will continue striving to be a company where both men and women can play an active role.

About the Stage 1 Action Plan

In order to further support women's advancement, we drew up an action plan, as follows.

1. Plan period

Five years from April 1, 2016 to March 31, 2021

2. Our challenges

- The culture and work environment are not supportive of female employees raising children.
- Workplace management is inadequate in some areas, making it difficult for women to continue working while raising children due to difficulties in balancing work and family life.
- The workplace culture is not conducive to supporting those who continue to work after giving birth or while raising children.
- There is insufficient understanding of flexible working styles in the workplace, making it difficult to take time off suddenly, such as when a child is sick.

3. Quantitative targets

Increase the percentage of women in managerial positions by 125% or more relative to FY2015.

4. Initiative and implementation period details

Initiative 1: Management-led implementation of work-life balance

April 2016 — Success Support Project for Women organized to regularly check the status of activities and share information on various measures and outcomes.

October 2016 — Events hosted by the Office to Support Women's Success on a yearly basis.

Initiative 2: Promoted the creation of a comfortable work environment to enhance workplace responsiveness and management

April 2016 — Planned and reviewed various seminars and training programs.

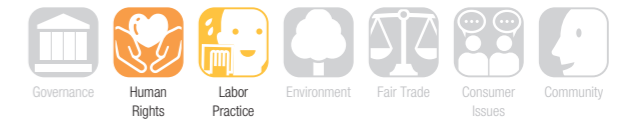
December 2016 — Conducted management training to renew awareness among male managers and workplace leaders.

June 2017 — Women's career training held to renew awareness among female employees.

Initiative 3: Active recruitment of female employees and implementation of recruitment plans

October 2016 — Consideration given to expanding the workplaces and job areas where female employees are assigned.

February 2017 — Plan implemented for active recruitment of female employees in conjunction with the personnel and recruitment plans.



About the Stage 2 Action Plan

In order to further promote women's advancement and create a work environment where both men and women can work for many years, we drew up an action plan, as follows.

1. Plan period

Five years from April 1, 2021 to March 31, 2026

2. Our challenges

- Challenge 1: Workplace management is insufficient in some areas, and the use of the system is not well understood.
- Challenge 2: A workplace culture is needed that supports people who continue to work after giving birth, while raising children, while caring for family members, etc.
- Challenge 3: There is insufficient understanding of flexible working styles in the workplace, making it difficult to take time off suddenly.

3. Targets and details of initiatives and implementation period

Goal 1: Increase the percentage of women in managerial positions by 150% or more relative to FY2021.

Initiative details

- April 2021 — Regular meetings of the Diversity Promotion Office, which supports the advancement of women, will be held to confirm the status of activities and share information on various measures and outcomes.
- April 2021 — Provided a self-development curriculum to support individual career advancement.
- June 2021 — Increased the number of female participants in training programs for next-generation leaders.
- September 2021 — Held management training for managers and supervisors.
- October 2022 — Hold exchanges of viewpoints with female managers and supervisors.

Goal 2: Increase the rate of use of flextime, telework, and other systems that contribute to flexible working styles, by 25% relative to FY 2021.

Initiative details

- April 2021 — Improved the system and raised awareness of it on a regular basis.
- June 2021 — Established an environment for telework.
- September 2021 — Raised awareness of the importance of work-life balance at management training seminars.
- September 2021 — Conducted education on management points and issues regarding telework.

Developing Human Resources for Their Contribution to Society and the Planet

Human Resources Development

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

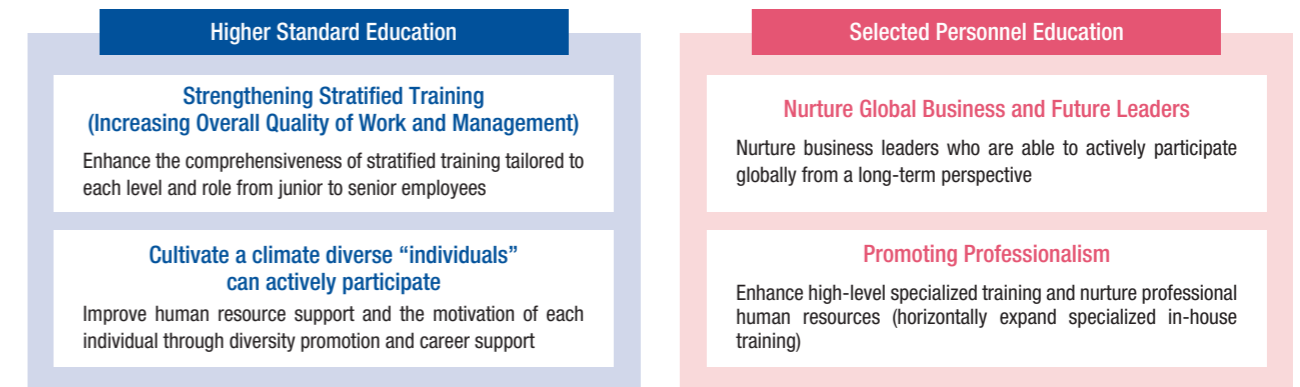
1. Stratified training (higher educational standards)
 - We will enhance education tailored to the level of each employee's position, from new recruits to executives.
2. Professional development training
 - Taking specialized seminars and skills tests
 - We will train professionals in each specialized field, incorporating advanced technology and the latest skills.
3. Business leader development
 - Next-generation leader training, global human resources development
 - In-depth study of management skills that lead to organizational revitalization.
 - Understanding and encouragement of human resources development
4. Supporting the growth of a diverse range of individuals
 - Career planning training and human rights education
 - We will work to improve individualized human resources support and motivation through career support and similar programs.

Review of Various Education and Training Programs

1. Review of stratified education
 - Internal basic education will be changed from a group format to a format that suits the work schedule of the participants.
2. Concurrent use of online training
 - Instead of making all training sessions group-based, those likely to be effective in an online format will be moved online.
3. We will provide opportunities for personal study for self-development. We will provide easy learning opportunities for employees to improve their skills through e-learning.
4. Conducting training that takes talent management into account
 - We will conduct training to develop the next generation of human resources.
5. Expanding the "dojo"
 - The "dojo" conducts the following activities.
 - 1) Self-improvement activities in a variety of fields to hone employees' knowledge, abilities, and mental and physical skills
 - 2) Activities to enhance communication between different departments and generations and to strengthen the organization

Purpose of the "dojo"

- 1) For FDK Group employees to enrich their lives by developing deeper expertise, education, and experience in various fields.
- 2) To renew awareness of self-improvement, put in place an environment for self-improvement, build a corporate culture in which employees work hard

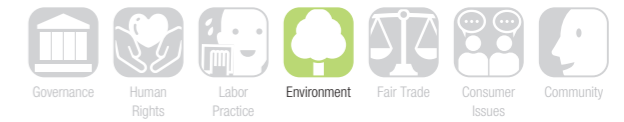


Picture of a Global Human Resource



to help and compete with each other, and strengthen organizational capabilities by passing down techniques and conducting exchange between generations.

Environmental Conservation Activities



Social Requirements

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

The FDK Approach

- Promote the development of environmentally friendly products
- Reduce greenhouse gas emissions
- Reduce the amount of waste generated

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.

ISO 14001 Certification Status

FDK Corporation

- Head Office, Kosai Plant, Washizu Plant, Takasaki Plant, Tottori Plant
- Sales offices: Tokyo Metropolitan Area, Sapporo, Sendai, Nagoya, Osaka, Hiroshima, Fukuoka, Okinawa Sales Center

Domestic group companies

- FDK ENGINEERING CO., LTD.
- FDK SALES CO., LTD. (until October 2022)
- FDK PARTNERS CORPORATION

Overseas group companies

- FUCHI ELECTRONICS CO.,LTD. (Taiwan)
- XIAMEN FDK CORPORATION (China, Xiamen)

Our Plan for Carbon Neutrality

The Fujitsu Group's medium- to long-term environmental vision sets a target of zero CO₂ emissions by 2050. In addition, as part of the RE100 (an international initiative that aims for companies to supply 100% of the electricity used

in their business activities from renewable energy sources), the company has set a target of supplying at least 40% of the electricity used in its business activities with renewable energy sources by 2030, and 100% by 2050. The FDK Group will continue to work towards carbon neutrality in line with Fujitsu's goals. In FY2021, 4% of the electricity used by the entire FDK Group was from renewable energy sources.

Green Procurement

The FDK Group considers how to improve global environmental problems, and is working to contribute to the sustainable development of society by conducting business activities that consider the environmental burden and supply environmentally friendly products. As part of these efforts, it is essential that the products we obtain from our suppliers are also environmentally friendly, and we have summarized this idea in the FDK Group Green Procurement Standards.

In order to coexist with the global environment and manufacture products that work in harmony with it, the FDK Group is conducting Green Procurement, which takes into account environmental aspects in addition to the aspects of quality, cost, delivery, and service that we have traditionally pursued. *FDK Group Green Procurement Standards, Version 7.0 (https://www.fdk.co.jp/kankyuu/green_proc.html)

Highlights of Environmental Conservation Activities

10th Environmental Action Plan of 6 target items

5 achieved

Design for environment

Achieved at

2 out of 4 sites

Reduction of greenhouse gases

Target achievement

Energy consumption per unit

Target achievement

Reduction of chemical substances

Target achievement

Reduction of waste

Target achievement

Local environmental efforts and social contribution activities

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 recycling-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 management environment.

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.

FDK Group Environmental Policy

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

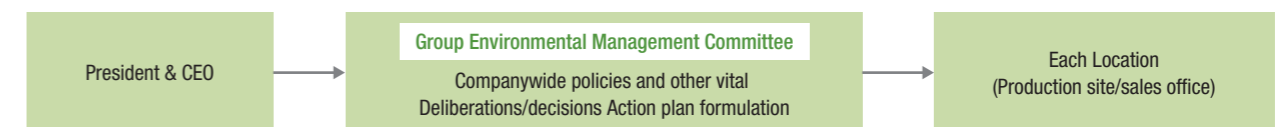
Philosophy

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



Basic Concept

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 will contribute to reducing 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 FY2020 are shown on next page.



FDK Group 10th Environmental Action Plan FY2021 Achievements

Items	FY2021 Action Plan	Overall Evaluation
Design for environment	Develop products that contribute to resource conservation (at least one at each site)	×
	Develop products that contribute to improved resource efficiency (at least one at each site)	×
Reduction of greenhouse gases	Limit overall CO ₂ emissions from energy consumption at the FDK Group in Japan to 37,574 tons or less (coefficient: 0.57)	○
	Adopt 40% of the electricity used across the FDK Group from renewable energy sources by FY2030—equivalent to FY2021 target of 4%	○
Energy efficiency	Improve the energy consumption per unit 1% compared to the previous fiscal year at all sites as an indicator of energy use.	○
Reduction of chemical substances	Improve PRTR chemical emissions per unit by 6% compared to FY2015 by the end of FY2021 at all sites as an indicator of PRTR chemical substance use.	○
Reduction of waste	Improve the amount of waste generated per unit by 6% compared to FY2015 by the end of FY2021 at all sites as an indicator of waste production.	○
Local environmental efforts and social contribution	Conduct at least 15 initiatives a year toward local environmental efforts and social contribution activities throughout the FDK Group.	○

Social Contribution Activities

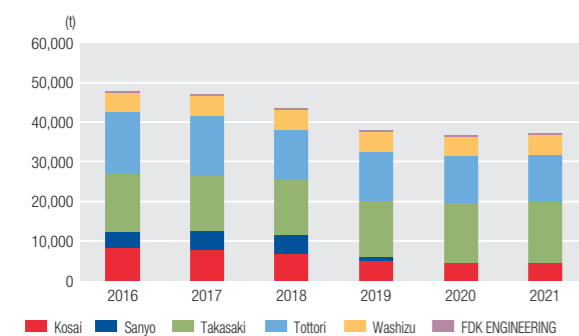
As part of its activities for contributing to society, FDK supports "The Sound of Batteries Powered by the Sun" Concerts by Yumiko Orishige, one of the world's only clavichord performers.

These concerts are powered entirely from Ni-MH batteries charged using sunlight, representing a collaboration between Yumiko Orishige, a musician whose music is based on the theme of protecting the global environment, and our environmentally friendly rechargeable batteries aimed at renewable energy.

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

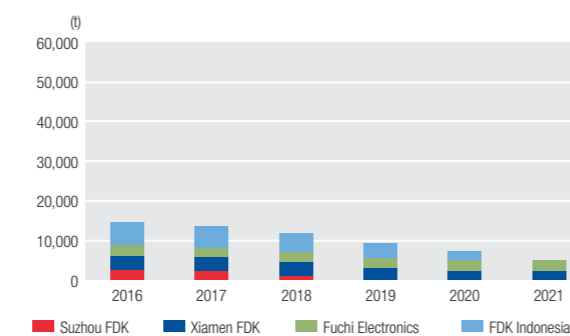


Change in CO₂ Emissions (Japan and Overseas) FY2016 to FY2021
Change in CO₂ emissions (Japan)



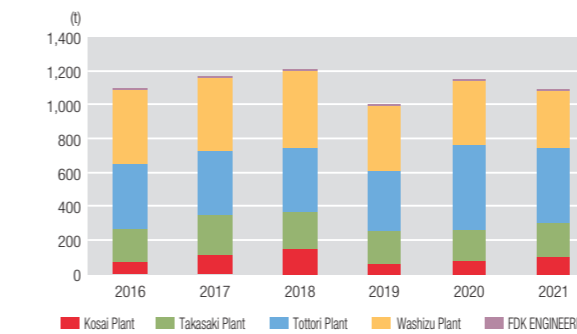
The data for Sanyo is current as of June 2019.

Change in CO₂ emissions (Overseas)

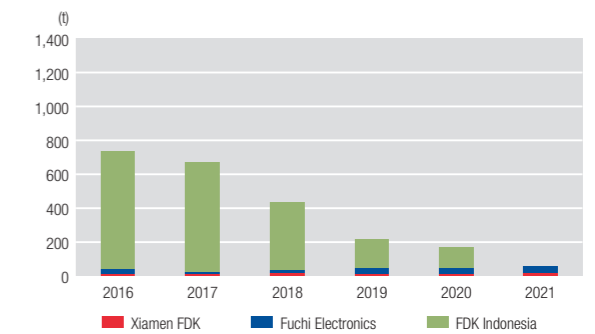


The data for Suzhou FDK is current as of September 2018.
The data for FDK Indonesia is current as of September 2020.

Change in Amount of Waste (Japan and Overseas) FY2016 to FY2021
Change in Amount of Waste (Japan)



Change in Amount of Waste (Overseas)



The data for FDK Indonesia is current as of September 2020.

Environmental Performance Data by Business Site

Items	(Unit)	Kosai Plant	Takasaki Plant	Tottori Plant	Washizu Plant	FDK Engineering
CO ₂ emissions	FY2021	4,455	15,426	12,220	4,794	159
	Previous fiscal year	4,494	14,928	12,153	4,908	137
Water usage	FY2021	48,370	24,552	57,788	36,143	432
	Previous fiscal year	68,294	22,948	63,636	41,464	433
PRTR chemical emissions	FY2021	0	0	0	0	-
	Previous fiscal year	0	3	0	0	-
SO _x emissions	FY2021	-	-	-	-	-
	Previous fiscal year	-	-	-	-	-
NO _x emissions	FY2021	341	-	942	-	-
	Previous fiscal year	247	-	1,017	-	-
Soot (measured density)	FY2021	-	-	-	-	-
	Previous fiscal year	Less than 0.01	-	-	-	-
Waste water	FY2021	48,370	24,089	31,088	36,143	432
	Previous fiscal year	68,294	22,314	36,442	41,464	433
Waste	FY2021	109	206	439	329	6
	Previous fiscal year	81	188	497	385	5

Items	(Unit)	FDK ECOTEC	Xiamen FDK	Fuchi Electronics	FDK Indonesia
CO ₂ emissions	FY2021	-	2,200	2,726	-
	Previous fiscal year	30	2,495	2,638	2,144
Water usage	FY2021	-	14,649	13,228	-
	Previous fiscal year	-	15,701	11,305	6,679
PRTR chemical emissions	FY2021	-	-	-	-
	Previous fiscal year	-	-	-	-
SO _x emissions	FY2021	-	-	-	-
	Previous fiscal year	-	-	-	-
NO _x emissions	FY2021	-	-	-	-
	Previous fiscal year	-	-	-	-
Soot (measured density)	FY2021	-	-	-	-
	Previous fiscal year	-	-	-	-
Waste water	FY2021	-	11,719	13,228	-
	Previous fiscal year	-	12,561	11,305	6,011
Waste	FY2021	-	11	39	-
	Previous fiscal year	-	11	31	124

Note: CO₂ conversion coefficient 0.57 (t-CO₂/MWh)

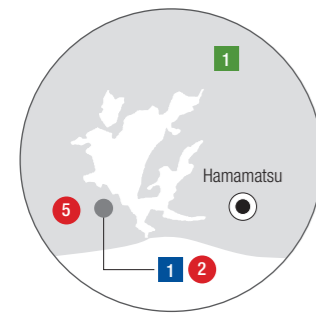
FI FY2020 data through Sept.

Overview of Group Companies

As of November 1, 2022

Corporate Profile

Company Name	FDK CORPORATION
Founded	1950
Head Office	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan
Capital	31,709 million yen (as of March 31, 2021)
Net Sales	FY2021 (April 1, 2021 to March 31, 2022) Consolidated: 61,456 million yen
Employees	Consolidated: 2,431 (as of March 31, 2022)
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



Head Office/Business Site/Sales Office

Head Office

Business Site	Address	TEL	ISO14001	ISO 9000's and TS/IATF 16949
1 Head Office	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan	+81-3-5715-7400	EC98J2005	-

Business Site

Business Site	Address	TEL	ISO14001	ISO 9000's and TS/IATF 16949
2 Kosai Plant	2281 Washizu, Kosai-shi, Shizuoka 431-0495 Japan	+81-53-576-2151	EC98J2005	ISO9001:4745
3 Takasaki Plant	307-2 Koyagi-machi, Takasaki-shi, Gunma, 370-0071, Japan	+81-27-361-7575	EC98J2005	ISO9001:4184927 IATF16949:370138
4 Tottori Plant	28 Ohta, Iwami-cho, Iwami-gun, Tottori 681-0063 Japan	+81-857-73-1771	EC98J2005	ISO9001:4656683 IATF16949:376864
5 Washizu Plant	614 Washizu, Kosai-shi, Shizuoka 431-0431 Japan	+81-53-576-2111	EC98J2005	ISO9001:JQA-0459

Sales Office

Business Site	Address	TEL	ISO14001	ISO 9000's and TS/IATF 16949
6 Tokyo Metropolitan Area Sales Office	Shinagawa Crystal Square Bldg., 1-6-41 Konan, Minato-ku, Tokyo 108-8212 Japan	+81-3-5715-7436	EC98J2005	-
7 Sapporo Sales Office	Floor 4, Tsukamoto Bldg. 7 Goukan, 13-9-1 Kita 7 jo-Nishi, Chuo-ku, Sapporo-shi, Hokkaido 060-0007	+81-11-798-4699	EC98J2005	-
8 Sendai Sales Office	Tsutsujigaoka BK Terrace, 4-12-1 Tsutsujigaoka, Miyagino-ku, Sendai-shi, Miyagi 983-0852 Japan	+81-22-293-5265	EC98J2005	-
9 Nagoya Sales Office	Floor 4, Meieki East Bldg., 5-28-1 Meieki, Nakamura-ku, Nagoya-shi, Aichi 450-0002 Japan	+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) +81-6-6350-4883 (Electronic Device Sales) +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	+81-82-535-1450	EC98J2005	-
12 Fukuoka Sales Office	Ichigo Hakata Bldg., 1-28 Gion-machi, Hakata-ku, Fukuoka-shi, Fukuoka 812-0038 Japan	+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)	+81-98-868-8685	EC98J2005	-



Group Companies (3 manufacturing-related companies)

Business Site	Address	ISO14001	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	ISO9001:JQA-QMA15241
2 XIAMEN FDK CORPORATION	No. 16, Malong Road, Huoju Garden, Huoju Hi-Tech District, Xiamen, Fujian, China TEL: +86-592-603-0576	00120E30145R4/ 3502	ISO9001:00120Q30430R4M/3502 IATF16949:393676
3 FUJCHI 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

Group Companies (7 sales and other companies)

Business Site	Address	ISO14001	ISO 9000's and TS/IATF 16949
1 FDK PARTNERS CORPORATION	2281 Washizu, Kosai-shi, Shizuoka 431-0495 Japan TEL: +81-53-576-3121	EC98J2005	-
2 FDK AMERICA, INC.	(Head Office) 350 Cobalt Way 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	-	-
3 FDK ELECTRONICS GMBH	Einsteinring 24, 85609 Aschheim/Munich, Germany TEL: +49-89-3306680-0	-	ISO9001:91110693/3
4 FDK SINGAPORE PTE. LTD.	4, Leng Kee Road, #04-08 SIS Bldg., Singapore 159088, Singapore TEL: +65-6472-2328	-	-
5 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	-	-
6 FDK KOREA LTD.	Room.614, Suseo Hyundai Venture-vill Bldg, 10, Bamgogae-ro 1-gil, Gangnam-gu, Seoul, 06349, Republic of Korea TEL: +82-2-582-8452	-	-
7 FDK TAIWAN LTD.	8F.-4, No.57, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan TEL: +886-2-2311-5161	-	-

* The acquisition status of third-party certifications such as the ISO 14001, ISO 9000 and TS/IATF 16949 is current as of March 31, 2022.

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