

2022

Corporate Sustainability Report



KEMET
a YAGEO company

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ABOUT THIS REPORT

At KEMET Corporation (KEMET), we are eager to share our progress as we continue to prioritize sustainability within our business. As a leading brand within YAGEO Group, we reaffirm our commitment to sustainability through various initiatives that reduce our environmental impact.

The topics presented within this report represent the environmental, social, and governance (ESG) considerations deemed most material to our company and stakeholders as identified during YAGEO Group's materiality assessment. However, quantitative data within this report is limited to KEMET's operations, excluding YAGEO Group's larger footprint. The reporting period covers January 1, 2022 through December 31, 2022.

Our Key Performance Indicators (KPIs) are included in **Appendix A**. We have prepared this report with reference to the Global Reporting Initiative (GRI) standards and include a GRI content index in **Appendix B**. Alignment to KEMET's industry specific SASB standards maintained by the International Financial Reporting Standards (IFRS) Foundation can be found in **Appendix C**. While we do not currently seek independent assurance of report data, an independent third-party consultant qualitatively reviews and assesses the accuracy of our sustainability documentation and tracking efforts.



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WHO WE ARE

ABOUT KEMET

Established in 1919 and headquartered in Fort Lauderdale, Florida, KEMET is a leading global supplier of specialty electronic components. Over 100 years later, we continue to innovate and produce a diverse range of products within the world's fastest growing industries.

KEMET's product portfolio consists of:

- Capacitors;
- EMC components;
- Inductors;
- Sensors;
- Piezoelectric devices;
- Relays; and
- Transformers.

Our products are sold to a variety of Original Equipment Manufacturers (OEMs) in a broad range of industries including the automotive, computer, telecommunications, green energy, defense, consumer, industrial, medical, and aerospace industries. Additionally, we sell products to electronics manufacturing services providers, which serve OEMs in these industries. Electronics distributors are an important channel for distribution in the electronics industry and represent a large channel through which we sell our electronic components.



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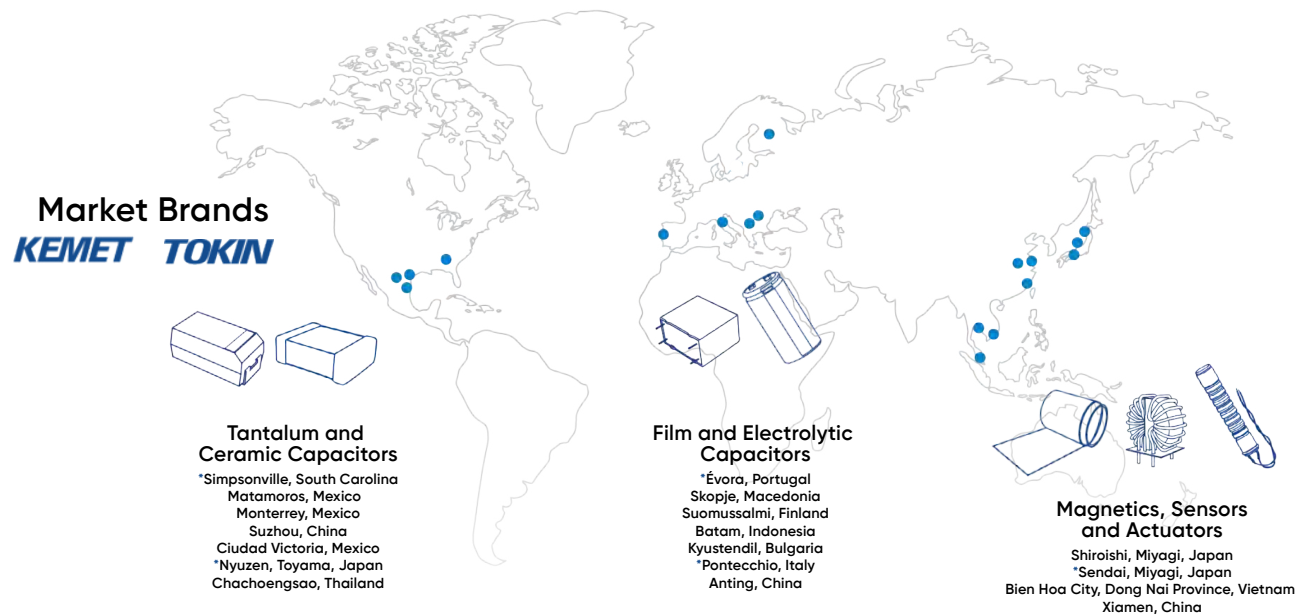
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ABOUT KEMET(CONT.)

Holding more than 1,600 patents and trademarks, we have established a leading position for our products through our advanced research and development (R&D), technical staff, and design-in capabilities. We are dedicated to research and materials science with innovation centers around the globe. Our manufacturing facilities, international sales offices, and broad distribution network enable our global presence that includes 20 manufacturing facilities and approximately 15,000 employees in countries throughout the Americas, Asia, and Europe. KEMET prides ourselves on our customer service and 100% on-time delivery, as we ship over 50 billion components per year to more than 134,000 customers.

KEMET Manufacturing and R&D Innovation Centers





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OUR MISSION & VALUES

KEMET's **MISSION** is to empower the future with innovative component solutions through the following **VALUES**

1.

CUSTOMER FOCUSED

Relentless commitment to our customers and partners.



2.

INTEGRITY & TRUST

Courage to always do the right thing, no matter who is watching.



3.

AGILITY & SPEED

Individual and organizational responsiveness to achieve extraordinary results.



4.

COLLABORATION & TEAM

One global team valuing diversity and inclusion.



5.

SUSTAINED INNOVATION

Leveraging our talents with ethical and sustainable material science to create breakthrough technologies.





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OUR SUSTAINABILITY STRATEGY

We are committed to managing KEMET's environmental impact, engaging and developing our employees, while also exercising our social responsibility through philanthropic activities, and actively addressing the global challenges of improving and strengthening our communities and people's lives.



Sustainability has been embedded
in our culture to ensure we conduct
business in a responsible way.



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SUSTAINABILITY GOVERNANCE

As part of YAGEO Group, our sustainability efforts fall within the broader YAGEO sustainability governance structure.

YAGEO Group's board of directors has oversight responsibility for company-wide risk management policy, including reviewing and approving the company's sustainability risk management policies, and confirming the effectiveness and integrity of the policies. The board conducts risk assessments on various topics according to the principle of criticality to infuse environmental, social, and governance (ESG) topics into YAGEO Group's management strategies, as well as execute its long-term commitment to sustainability initiatives in purposeful, systematic, and organizational matters. The board also has oversight responsibility for YAGEO Group's Sustainable Development Committee.

YAGEO Group's Sustainability Council, led by the Senior Vice President (SVP) – Quality, Global Supply Chain, and Chief Compliance Officer, is comprised of executive and functional management representing multiple disciplines and business groups and provides direction and focus in support of our environmental, health, and safety (EHS) policies, our [Global Code of Conduct](#), and our commitment to the [Responsible Business Alliance \(RBA\) Code of Conduct](#) (as prescribed by QOD-610: Sustainability

Council). It oversees compliance to applicable environmental legislation and regulations, customer-specific sustainability requirements, and the development, maintenance, and continual improvement of KEMET's Environmental Management System (EMS). The Sustainability Council's compliance assurance and monitoring capabilities were enhanced during 2022 with the introduction of the YAGEO Group - EHS & Sustainability (YES) data management platform.

By focusing on the principles of sustainability – People, Planet, and Profit – the Sustainability Council encourages continued growth as a sustainable business by ensuring all processes, products, and manufacturing activities adequately address current environmental and social concerns while maintaining a profit.

Sustainable development within KEMET and YAGEO Group can create value for customers, investors, our community, and the environment. Finally, the SVP communicates to the CEO and board on sustainability issues, guides risk management policies, and communicates progress on sustainability related performance.



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SUSTAINABILITY COUNCIL COUNCIL MEMBERS

Susan Barkal

Sustainability Council Chair

Senior VP – Quality, Global Supply Chain, &
Chief Compliance Officer

Scott Carson
VP – KEMET PM and Central
Planning, KEMET Ceramic PBU

Lynn Chen
Manager, PM – CPC,
YAGEO CPT PBU

Kira Huang
Manager I, PM, Pulse S
standard Power PBU

Viktor Kubicek
Deputy Director – PM,
Film Division, KEMET Film
& Electrolytic PBU

Leon Leung
PM Director, Pulse
Specialized Power PBU

Ralph Meschkat
Acting PM, Head of Nexensos
PBU, Nexensos PBU

Paulo Pedra
Director – KEMET
Aluminum-Electrolytic PM,
KEMET Film & Electrolytic PBU

Flora Shen
Manager, PM – TH, YAGEO
CPT PBU

Jerry Tang
Director – PM, Pulse Wired PBU

Gary Wang
Director – PM, Pulse Wireless
PBU

Ashley Weng
PM, YAGEO MLCC PBU

Nelson Wu
Chip R PM, YAGEO Chip R PBU

Ito Yoshio
Senior Director – PM, MSA PBU

Jayson Young
Sr. Director – Tantalum PM and
Planning, KEMET Tantalum PBU

Product Business Groups – Product Management

T.Y. Chang
Head – YAGEO Resistor
PBG

Claudio Lollini
Co-Head – Sensor BG

William Malherbe
Head – Magnetics PBG

Chuck Meeks
Executive VP – TFE PBG
Co-Head – Sensor PBG

Marc Runyan
Director – KEMET
Tantalum Operations and
Vertical Integration

Bob Willoughby
Executive VP – MLCC PBG

Product Business Groups – Leadership

Jesse Chen
Head of Legal

Chris Yang
Chief Information Officer

Philip Lessner
Ph.D. Executive VP – Chief
Technology Officer

Mike Raynor
Global Deputy Chief
Financial Officer

Joel Sherman
Senior Director – Compliance
and Sustainability

Cheryl Swack
Head of Legal – Americas
& EMEA

Alison Tung
Chief HR Officer

Bob Willoughby
Chair – EHS Committee

Susan Barkal
Senior VP – Quality, Global
Supply Chain, & Chief
Compliance Officer

Nick Chen
Logistics

Corporate Infrastructure



Johnny Boan, Ph.D.
Senior VP & Deputy Head – Sales BG
Head of Sales – Global Distribution

Peichi Chen
Head of Marcom

Claudio Lollini
Head – Sales BG

Sales Business Group



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MATERIALITY

KEMET has aligned to YAGEO Group's sustainability strategy and material topics as a proxy, understanding that anything material to YAGEO Group will also be material to KEMET. The topics identified as material during YAGEO Group's assessment are listed below.

- Risk management
- Product quality management
- Corporate governance
- Information security
- Operating performance
- Sustainable supply chain
- Customer relationship management
- Compliance
- Waste and air pollution management
- Water resource management
- Climate initiatives
- Occupational health and safety policy
- Talent attraction and retention
- Human rights

STRATEGY

Due to the ongoing integration of YAGEO Group brands (YAGEO, KEMET, and Pulse), we are actively consolidating operations which includes the closure of some facilities. We are working to identify and capture data across all YAGEO Group. By 2024, KEMET – in coordination with YAGEO Group – expects to develop a sustainability roadmap to address how we plan to achieve progress towards our sustainability strategy. The roadmap will include science-based targets through the Science Based Target Initiative (SBTi) or similar greenhouse gas reduction targets along with a decarbonization plan to achieve the targets. In the meantime, where feasible and practicable, we have and will continue to implement green and renewable energy sources. We plan to share more detailed plans in future reports.

A glowing orange maze with a central circular opening. The maze is constructed from thick, raised walls that create a complex path. The central opening is a large, bright orange circle. The KEMET logo is centered within this circle. The background is dark, and the maze walls have a metallic, reflective texture.

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HOW WE OPERATE

KEMET conducts business with the guiding principle of always "doing the right thing."

Integrity is at the forefront of KEMET's business, as mentioned in our [Global Code of Conduct](#), our [Human Rights Policy](#), and beyond.





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BUSINESS ETHICS

Our [Code](#) is the foundation on which all employees operate. It is mission-driven to “empower the future with innovative component solutions.” Our [Code](#) includes:

- Our commitment to comply with the [RBA Code of Conduct](#).
- The expectation that anyone operating on KEMET’s behalf (including suppliers, agents, contractors, distributors, and business partners) will adhere to the [RBA Code of Conduct](#).
- Topics such as conflict of interest; fair market practices; data privacy; information propriety and confidentiality; anti-bribery and corruption; anti-insider trading; fair, equitable, and respectful treatment of people; and community commitment.

KEMET requires all employees to undergo training on the [Code](#) and adhere to its principles.

We recognize our obligation to respect human rights wherever we operate.

KEMET’s [Human Rights Policy](#) was developed using international human rights principles and standards (Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO)

and the ILO Declaration on Fundamental Principles and Rights at Work) that reaffirm our commitment to promoting basic human rights to all stakeholders. The policy includes topics such as labor and human rights protections; health and safety; environment; ethics; and our management system.

Our employees are empowered to voice any concerns if they feel a practice or incident violates the spirit or intent of either our [Code](#), the [RBA Code of Conduct](#), or our [Human Rights Policy](#) through many channels, including:

- Leadership such as supervisors, management, Chief Compliance Officer, and Head of Legal;
- Human Resources Representatives;
- Corporate Compliance department; or
- Ethics Hotline, an anonymous and confidential online, telephone, or web-based resource operated by an independent company available in the 24 countries in which we operate.

Employees may utilize the Ethics Hotline to report any grievance without fear of retaliation. Retaliatory actions that consist of demotion, firing, reduced salary, job reassignment, threats, harassment, team exclusion, and other negative consequences as a result from someone who has raised a concern are not tolerated at KEMET. We want every employee to feel empowered to speak up without fear of reprisals.



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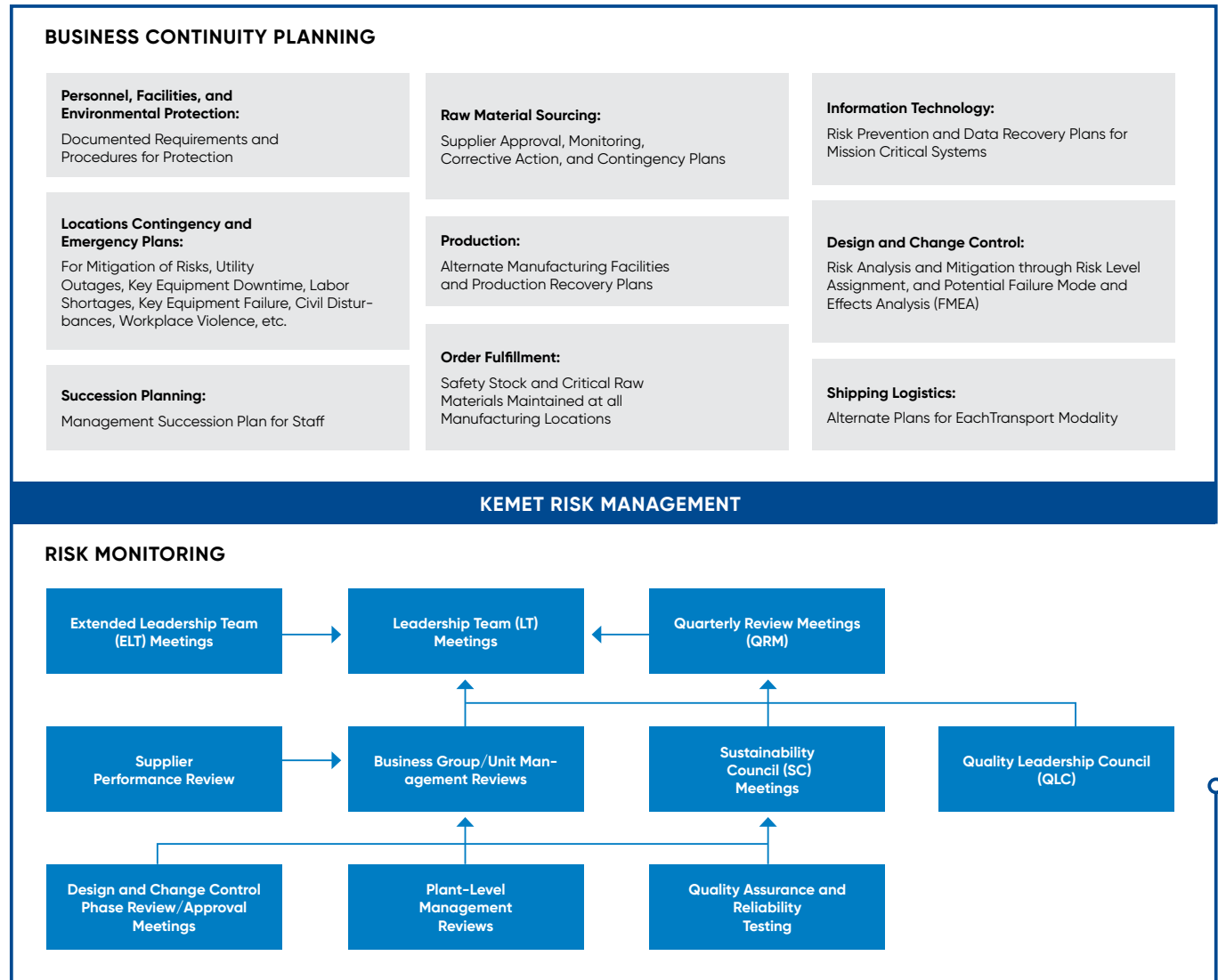
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BUSINESS RESILIENCE & RISK MANAGEMENT

To prioritize resilience of our business, our Quality Management System (QMS) and EMS incorporate risk management activities focusing on business continuity planning and risk monitoring, described generally in our published [Quality Manual](#). Key elements of our business continuity planning include corporate-level policies and procedures for risk management, disaster management and recovery, and guidelines for the protection of people, facilities, and the environment.





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BUSINESS RESILIENCE & RISK MANAGEMENT (CONT.)

As described in KEMET's QOD-615: Environmental Management System, our EMS is based on the ISO 14001: 2015 International Standard, as well as legal, regulatory, and other requirements that are applicable to KEMET's corporate offices or our manufacturing site activities. KEMET maintains additional policies that monitor sustainability-related risks, supply chain management and raw materials, business continuity, import/export and trade compliance, among other concerns, some of which include:

- SQP-108: Supplier Risk Management and Contingency Plan,
- F101_4: Supplier Quality Requirements,
- F106_3: Supplier Environmental Audit,
- QOD-400C: KEMET Disaster Contingency Plan, and
- QOD-400R: Risk Management.

Risk monitoring is integrated at multiple levels, including departmental, facility-based, and management reviews. KEMET's Leadership Team and senior management review risk management activities annually to strategize, prioritize, and develop action plans for risk mitigation. Additionally, we utilize our Corporate Compliance department and Sustainability Council members to coordinate review of emerging and identified risks with our quality, compliance, EHS, procurement, logistics, and facilities teams, as well as senior management for product business groups/units to develop external corporate-level communications, as needed.

In addition to our ongoing internal business continuity and risk management practices, we completed numerous external third-party and customer-driven business continuity and risk management assessments both at the corporate-level and facility-level.



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ENVIRONMENTAL, HEALTH & SAFETY

KEMET reaffirms our commitment to being responsible stewards of the environment, adopting sustainable practices and supporting green initiatives.

In 2022, KEMET implemented our YES data management platform which contributes towards decreasing our environmental footprint through effective measurement and targeted evaluation. Working to consistently collect data, we also continued implementing energy efficiency, water efficiency, and recycling programs across facilities.



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ENERGY EFFICIENCY

We were proud to introduce our YES software globally in 2022. This environmental data management software gives each facility the ability to easily submit and manage its energy, greenhouse gas emissions, water usage, and waste data. It has already improved data accuracy by automating necessary calculations and providing insightful reports. We believe centralizing our data collection will give our facilities the opportunity to learn from each other and advance companywide sustainability efforts. Unifying our environmental data in YES provides company leadership with a more effective tool for overseeing KEMET's sustainability progress. KEMET intends to optimize the software's capabilities in the future by taking advantage of its ability to manage more data (e.g., *Scope 3 emissions*) and track sustainability initiatives and projects.

As we continue our efforts to reduce greenhouse gas (GHG) emissions, we have assessed energy efficiency opportunities across our global operations. Some examples of our efforts are detailed below.

Several facilities utilized renewable energy sources in 2022:

Évora, Portugal

Photovoltaic solar panels (installed in 2021) produced 1,420 MWh of electricity, reducing the facilities grid electricity consumption. To supplement self-produced solar energy, Evora is purchasing renewable energy credits (RECs) to achieve 100% renewable electricity.

Suomussalmi, Finland

Installed ~1,100 solar panels in October 2021, which resulted in 1,000 kWh of renewable energy generation in 2022 and contributed to significant energy savings.

Matamoros, Mexico

Approximately 23% of our total electricity procurement came from renewable energy, reducing non-renewable energy consumption by approximately 8,900 MWh.

Suzhou, China

In addition to existing solar powered streetlights, rooftop solar panels were installed that produced 19,561 kWh of electricity bringing Suzhou's total on-site solar generation to 29,599 kWh.



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ENERGY EFFICIENCY (CONT.)

Pontecchio, Italy

In 2022, KEMET's Pontecchio facility continued its energy efficiency through the following initiatives:

- **Metallizer machine:** introduced a new vacuum pump with a lower input power to reduce global consumption and noise
- **Cooling tower:** replaced honeycomb packs to reduce water and energy consumption
- **Switchboards and electrical connections:** conducted a survey campaign with thermography for monitoring anomalous connection systems and checking overheated parts





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ENERGY EFFICIENCY (CONT.)

Simpsonville, South Carolina, USA and San Nicolás de los Garza, Mexico

Our Simpsonville facility replaced a carbon adsorption unit with a new, Regenerative Thermal Oxidizer (RTO) combustion device. Our San Nicolás facility also installed new RTO replacing an old RTO device. RTOs control volatile organic compounds (VOCs), hazardous air pollutants (HAPs), and odors by converting (destroying) the emissions into CO₂ and H₂O through the use of heat before exhausting them to the atmosphere. The RTO can achieve thermal efficiencies up to 97% and destruction efficiencies that can exceed 99%.

To integrate sustainability into our company culture, we prioritize operational efficiencies like reducing energy consumption and using renewable energy. We also implement behavioral initiatives that motivate our employees to act sustainably and make a positive impact.

Some of these initiatives are:

- Recharging stations for scooters and electric bikes in Pontecchio
- A shuttle to reduce commuting emissions in Pontecchio
- Electric vehicle charging stations in Simpsonville



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Simpsonville, South Carolina, USA



San Nicolás de los Garza, Mexico



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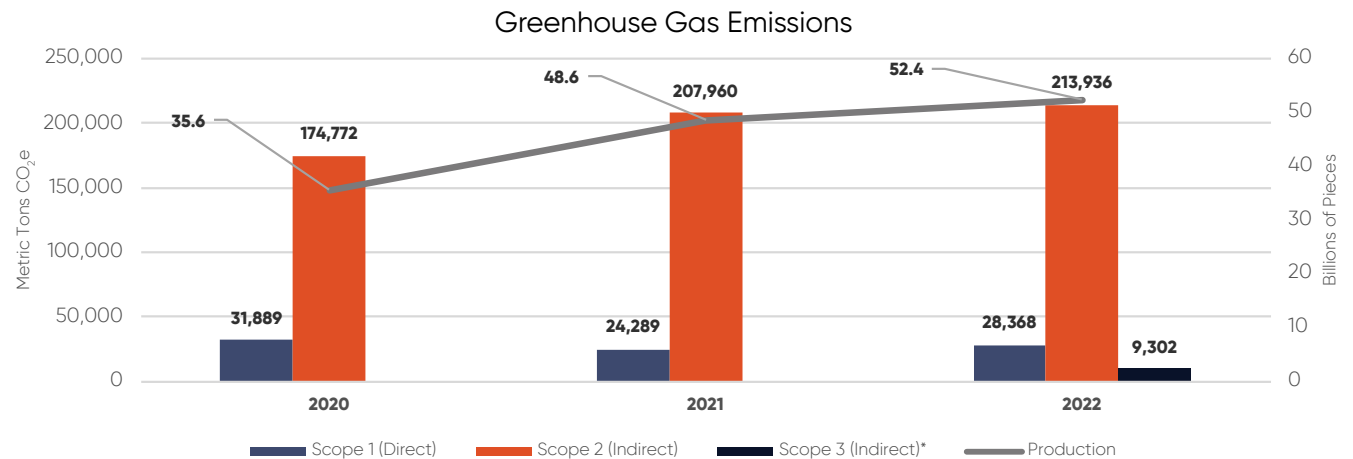
GREENHOUSE GAS EMISSIONS

Our Scope 1 and 2 GHG emissions increased from 2021 to 2022, which can be attributed to an increase in production and a capacity expansion at several of our facilities. However, our GHG emissions intensity has decreased since 2019, indicating that we are generating fewer emissions per manufactured unit.

Due to the acquisition by YAGEO Group, we did not establish new corporate goals or targets during the 2021 and 2022 transition period but retained KEMET's existing company-wide target. Additionally, KEMET maintains facility-specific reductions targets for continual improvement over a facility's prior year performance. As part of KEMET and YAGEO Group's 2024 roadmap,

we plan to implement new company-wide corporate goals and targets, following SBTi or similar, to help us achieve overall reduction of our company's carbon footprint.

For 2022, we were able to calculate partial Scope 3 emissions, approximately 9,302.3 metric tons of carbon dioxide equivalents (mt CO₂e). We assessed emissions for two categories (business travel and downstream transportation and distribution) using available data. We recognize that our calculations account for partial data; however, in the future, we will refine existing calculations and assess additional material Scope 3 categories as data becomes more readily available.





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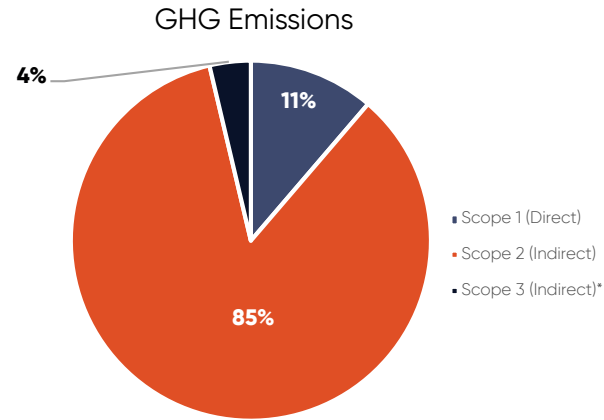
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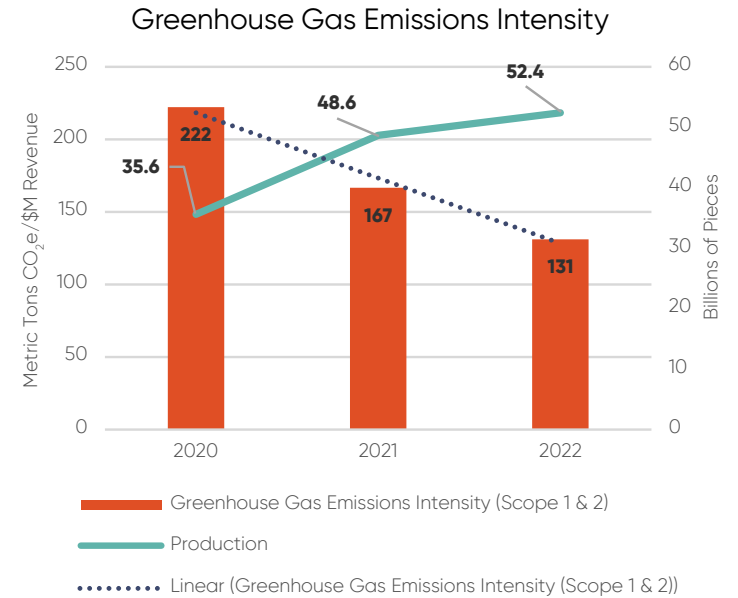
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GREENHOUSE GAS EMISSIONS (CONT.)



*Partial Scope 3 emissions for business travel and downstream transportation and distribution



Geographical Emissions Concentration





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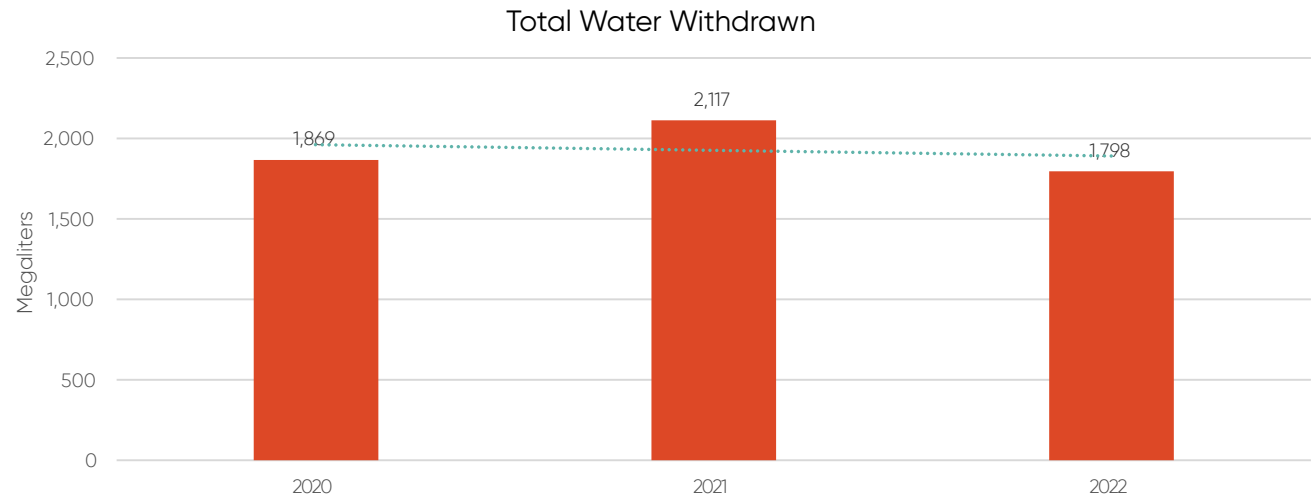
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WATER USAGE & EFFICIENCY

We make every effort to minimize water withdrawal and usage at our manufacturing facilities and increase discharge where feasible to our local watersheds. In 2022, we saw a decrease in our total water withdrawal. We anticipate this trend to continue in the future as we continue to optimize our water efficiency practices.





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WATER USAGE & EFFICIENCY (CONT.)

Simpsonville, South Carolina

Our Simpsonville facility conducted a water use efficiency test in 2022 and identified an opportunity to reduce water consumption during production that resulted in a reduction from 75 gallons per minute to 50 gallons per minute. This 33% decrease reduced the facility's daily water consumption by approximately 36,000 gallons.

Matamoros, Mexico

At our Matamoros facility, we recycle water from our osmosis plant. Specifically, rejected water from the osmosis plant is recycled several times to improve water use efficiency. As a result of these efforts, approximately 19.8 million gallons of water were recycled in 2022.



Bang Pakong, Thailand

Our facility in Bang Pakong, Thailand recycles production wastewater with an in-house recycled water treatment facility.





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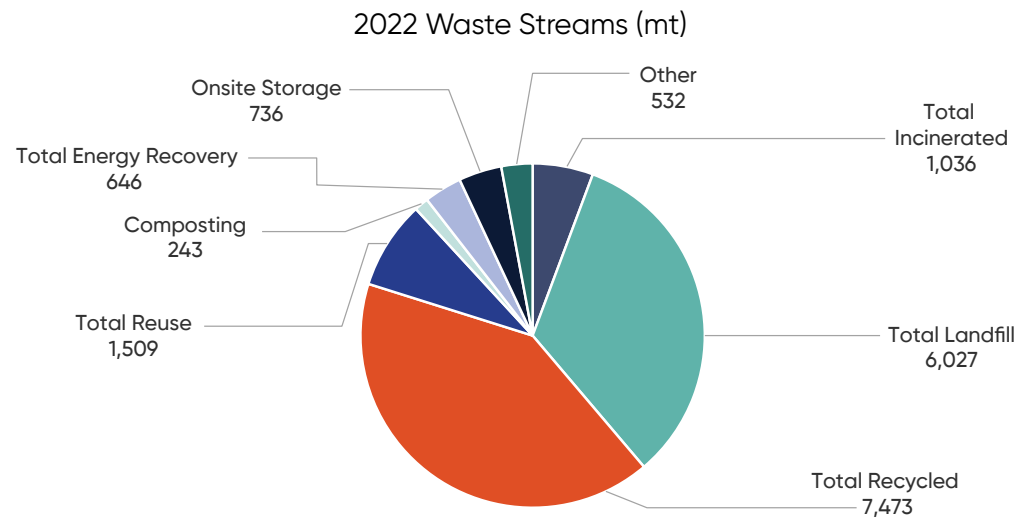
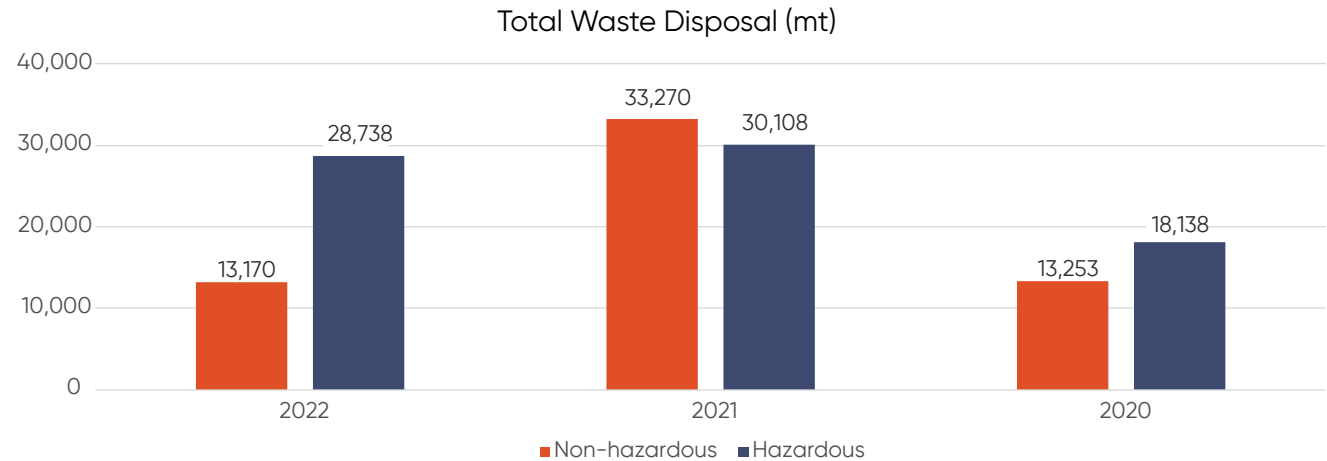
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WASTE MANAGEMENT

In 2022, KEMET continued our efficiency efforts to minimize our waste generation throughout the company. KEMET plans to assess circular solutions within our manufacturing facilities to yield further reductions in our waste production and deliver more sustainable products to our customers in the future.





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WASTE MANAGEMENT (CONT.)

Anting, China and Bang Pakong, Thailand – Waste Treatment Programs

Our Anting facility utilized a third-party to carry out waste recycling treatment monthly. As a result of these efforts, the facility was able to recycle approximately 145,000 tons of waste in 2022.

Our Bang Pakong facility recycled methanol treatment plant waste with an external vendor that also recycles other hazardous and non-hazardous wastes for KEMET. The facility also achieved zero waste to landfill for its abrasive sludge and fluorescent lamp waste in 2022. Additionally, used calendars were recycled into braille books, and milk cartons were recycled and incorporated into roof panels and ceiling dividers for houses that suffered from the natural disasters.

Matamoros, Mexico and Simpsonville, South Carolina, USA – Recycling Programs

In Matamoros, our facility's program recycled approximately 13 tons of paper and plastic, and 162 tons of other non-hazardous waste. The facility modernized its waste exit authorization process, by using electronic means instead of paper means, avoiding the use of 4,000 sheets of paper in 2022.

Our Simpsonville facility recycled approximately 21 tons of paper and cardboard, 25 tons of steel and aluminum, five tons of electronics, as well as more than two tons of other wastes such as vinyl drums, fluorescent tubes, rechargeable batteries, and used oil.

Pontecchio, Italy – Packaging Reuse and Recycling Programs

To reduce overall waste and reuse more materials, our Pontecchio, Italy facility uses returnable packaging instead of single-use containers. The facility collects waste, including paper, cardboard, wood, iron, aluminum, copper, and plastic, and sends the materials to a specialist waste recovery plant, reducing its waste that ultimately ends up in the landfill. Additionally, the facility conducts metal dust collection and resells the metal dust collected to a facility for 100% recovery.





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HEALTH & SAFETY

KEMET strives to provide the best working conditions for our employees, including conducting various health screenings at our global facilities. Many facilities conduct on-site physical screenings for employees, such as general physical examinations, laboratory tests, chest X-rays, color doppler ultrasounds, breast cancer screenings, and electrocardiograms.

KEMET's Corporate EHS Policy provides the framework and guidelines for our global facility EHS programs, including the following foundations:

- Define, initiate, and maintain actions to prevent occupational injuries and illnesses;
- Employ practices that protect the safety and health of our employees and the environment;
- Provide continuing education and training of all employees in safety, occupational health, and environmental concerns; and
- Plan, design, construct, operate, and maintain facilities that are safe from accidental loss, personal injury, illness exposure and minimize impacts on the environment.

Training ensures that our employees have the skills, knowledge, and competencies necessary to work safely and make continual improvements while on the job. All new employees participate in corporate EHS training during onboarding. Additionally, each facility develops and documents annual training plans to meet the specific needs of the employees and the facility. We further implement a Contractor EHS Policy and Procedure for all contractor personnel working on any KEMET facility property. Contractors are provided training on and are expected to adhere to our EHS policies and procedures. Only those contractors who have demonstrated management leadership resulting in excellent safety and performance will be selected.

KEMET's EMS, which is based on the ISO 14001: 2015 International Standard, is implemented across manufacturing facilities.

95% of our facilities are ISO 14001 certified.



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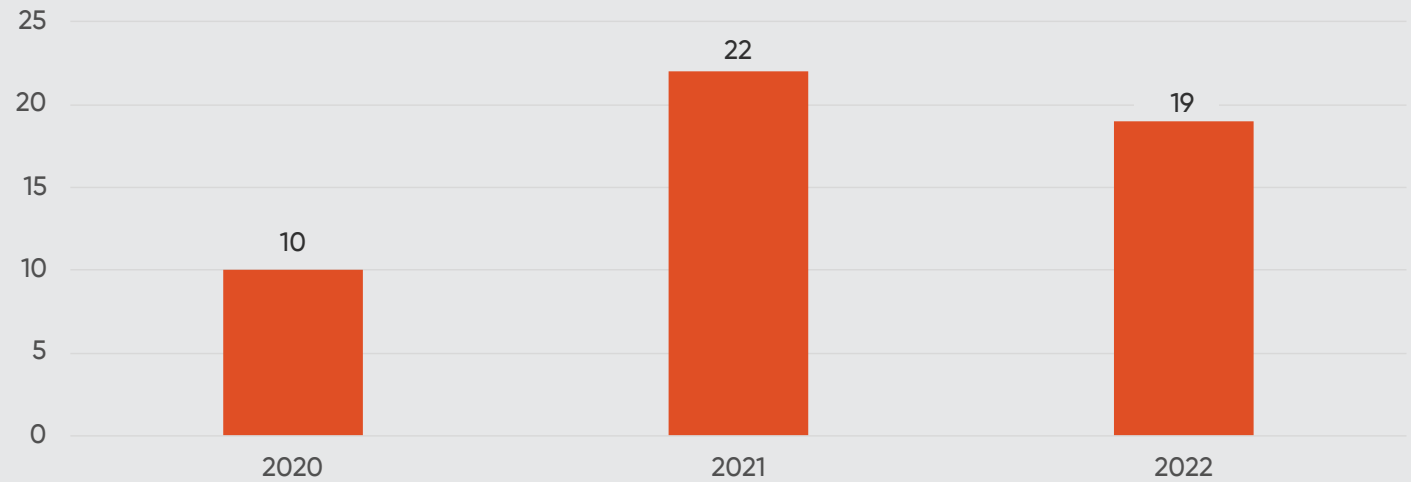
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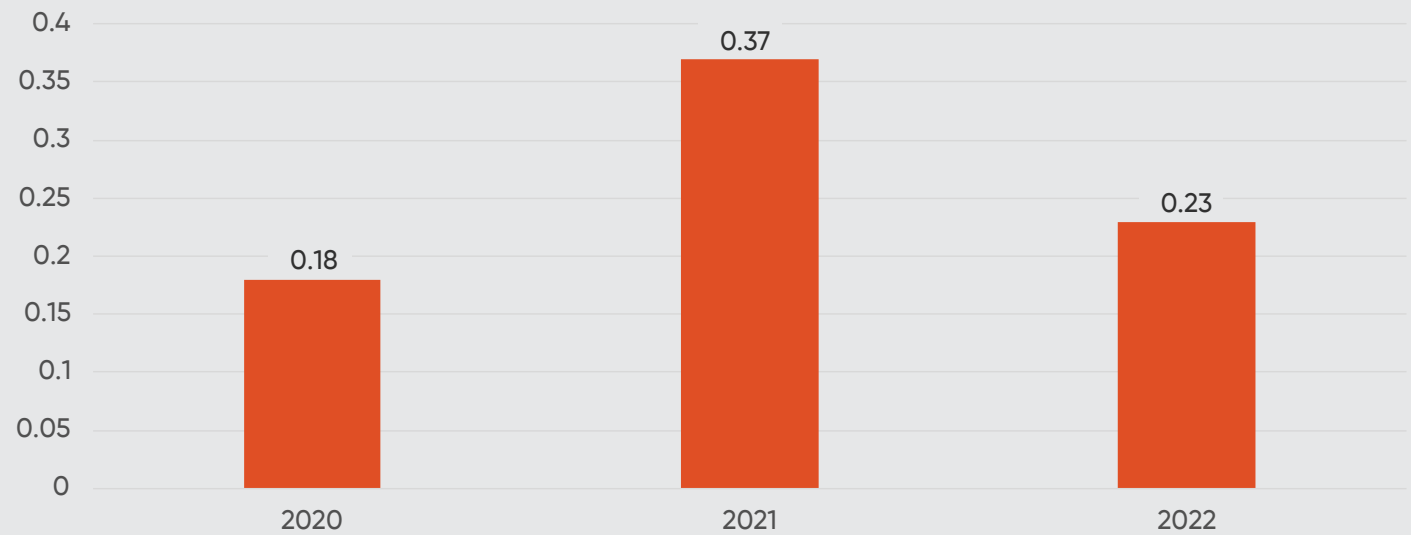
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Total Lost-Time Accidents



Total Recordable Incident Rate (TRIR)





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AWARDS & RECOGNITION

KEMET participated in numerous third-party ESG questionnaires and assessments during 2022, including CDP, EcoVadis, RBA, and other customer-driven self-assessment surveys. With many of these questionnaires and assessments, we recognize that we must continually improve performance and management of sustainability-related issues, otherwise it may be reflected in our scores. To that end, our scores for CDP's Water Security (B-) and Climate Change (C) questionnaires decreased slightly from the previous reporting year. But we are encouraged that we will show improvement once we have developed our 2024 roadmap that will outline a dedicated strategy for our sustainability-related issues. We are proud to have maintained an EcoVadis Silver Medal Sustainability Rating since 2013, awarded again in 2022 based on our sustainability performance data. Finally, YAGEO Group scored a 93.6 (Low Risk) on its 2022 RBA Corporate Level Self-Assessment Questionnaire (SAQ).

Additional KEMET facility awards:

- Thailand received Excellent Practices Establishment on Labor Relations and Welfare, given by the Ministry of Labor.
- Sendai received a Certificate of Appreciation from Sendai City Board of Education for their work with local elementary schools where they teach special science classes.
- In January 2022, KEMET Electronics Corporation Simpsonville, SC completed the RBA Validated Assessment Program and achieved Silver Status, earning a score of 189.8.





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TOKIN Electronics (Thailand) Co., Ltd.
audited by Labour Officer



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**Mrs. Orawan Pirakaew (MD) and Ms. Siriporn
Mongkolrattanachart (HR Department)**
received the Thailand Labour Management
Excellence Award



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PRODUCTS

Our products are integrated into today's power saving technology, to help promote tomorrow's bold, sustainable future.



As KEMET evolves, we hope to become more sustainable both within our product development, but also the markets that we serve. Our products are integrated into nearly all technologies supporting renewables and electric vehicles (EV):

- Smart Grids
- Solar Power
- Wind Energy Generation
- Geothermal Technologies
- Tidal Generation Systems
- Electric Vehicles





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INNOVATION

Innovation is at the heart of every product in our lineup, as we leverage our talents with ethical and sustainable material science to create breakthrough technologies. Our multinational Innovation Centers are the hub of our research and development program. Organized through the Advanced Technology Group (ATG), these centers collaborate with academic institutions on a range of passive electronic components. With the continuous release of new devices, KEMET products and solutions will fuel the technologies and industries of tomorrow.

KEMET's products and solutions already support cutting-edge innovations in a variety of industries:

Agriculture

Packaging technology is helping sustainable farming leverage data driven efficiency and resource consumption improvements.

Artificial Intelligence

AI applications require substantial computing power and KEMET's products support the power needs of AI-driven hardware devices.

Automotive

KEMET's products enable safer, more efficient, and smarter vehicles and are certified for various automotive applications.

Defense and Aerospace

KEMET designs, manufactures, qualifies, and screens products that meet the rigorous requirements of mission critical applications to serve the defense, aerospace, and avionics market segments.

Industrials

We offer robust, reliable, and industrial grade components for various industrial applications, from power generation and distribution to automation and machinery.

Telecommunications

KEMET's components power both existing telecom technologies and new, innovative telecom technologies, such as 5G networks and high-speed internet.

Computing & Consumer

As the world becomes increasingly reliant on computing power, the reliability and quality of key components becomes critical.

Medical

Components used in medical applications and solutions need to demonstrate high levels of reliability and safety as failure is not an option.

We are one of the world's most trusted partners for innovative component solutions and we continue to focus on our mission to make the world a better, safer, more connected place. Examples of our unique technologies are highlighted on the following page.



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HIQ CBR RF CAPACITOR SERIES

Every year, over four trillion ceramic capacitors are manufactured for applications ranging from toys, wearable technology, and electric vehicles to satellites. These capacitors perform a broad range of functions such as decoupling, filtering, transient voltage suppression, and many more. For some high frequency ("Radio Frequency" or "RF") applications, our specialized Base Metal Electrode RF capacitors featuring copper electrodes are the right choice. These RF capacitors are used in various applications, including:

- GPS systems;
- Automotive Vehicle-to-Everything (V2X) systems;
- Automotive safety and communication systems; and
- Wireless LAN and telecommunication networks.



R46H X2 EMI SUPPRESSION CAPACITORS

KEMET products provide efficient designs that are critical to meeting today's industrial lighting demands like reduced energy consumption and extended lifespan. As heavy modernization is underway to more modern and



energy-saving designs, KEMET's R46H X2 EMI (electromagnetic interference) suppression capacitors are designed for worldwide use in across-the-line applications requiring X2 safety classification. These capacitors are used in variety of telecommunications and LED drives applications, including 5G power supplies, LED lighting fixtures, and LED power control systems.

SCF-XV SERIES COMMON MODE CHOKES

With a nanocrystalline metal core, our SCF-XV achieves higher inductance, impedance values, a broader frequency response, and a smaller footprint than other common mode chokes available. This series fulfills the growing need for high voltage EMI filtering in automotive electrification and industrial applications.



• **Automotive:**

- Onboard chargers for Electric Vehicles/Plug-in Hybrid Vehicles
- E-compressors
- Wireless charging systems

• **Industrial:**

- Robotics
- High voltage power supplies



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INNOVATION (CONT.)

PRODUCT SUSTAINABILITY

KEMET's components are pivotal in powering sustainability and advancing alternative energy solutions across all industries. We stand at the forefront of the trend towards miniaturization, heightened efficiency, and dependability within our product portfolio. The outcome is a reduction in weight, footprint, cost, and an enhancement of overall reliability. Our components enable the efficient capture, conversion, and utilization of renewable energy sources such as solar, wind, and hydroelectric power. Our components also help optimize the performance of energy-efficient appliances, smart grids, and energy management systems, which minimizes waste and enhances overall energy utilization. Specifically, our products can be found in sustainable technologies such as electric vehicle onboard chargers, smart grid hardware, EMI filtering, LED drivers, and high energy density applications tied to capacitive power supplies. We are helping enable a transition towards cleaner, greener, and more resilient energy systems on a global scale.

AUTOMOTIVE ELECTRIFICATION

KEMET's pioneering technology and product range drives continuous innovation and growth in the electric vehicle (EV) and electrification of the automotive industry, yielding safer, more efficient, and environmentally conscious modes of transportation. Our sensors are pivotal components in advanced safety features like lane detection and crash avoidance systems, particularly concerning anti-lock brakes and airbags. With a legacy of over six decades of excellence in automotive-grade electronic components, we engineer and facilitate the next wave of EV innovation. This entails the creation of high-reliability components optimized for exceptional performance under high temperatures and in demanding environments, thus enabling the uninterrupted self-charging and self-driving capability of EVs.

In the realm of EVs, a large portion of energy consumption is attributed to the powertrain, trailed by the Heating, Ventilating, and Air Conditioning (HVAC) system, and further down the line, by ancillary features such as mirrors, infotainment, and lighting. Currently, the challenge revolves around extracting maximum efficiency from the limited power supply furnished by onboard batteries. In this context, a considerable degree of inefficiency originates from battery charging and discharging processes. KEMET's innovative automotive components integrate cutting-edge technologies that mitigate efficiency losses and heat, thereby optimizing the holistic performance of the system.



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PRODUCT SAFETY & QUALITY

KEMET's multi-disciplinary team of project leaders and team members evaluate the impacts and risks related to our change control processes including changes in product, process, material, or equipment as documented in our QOD-206: Product, Process, Material and Equipment Change Control and QOD-601 series policies. EHS impact assessments are conducted during the process and include a review of material composition data against restricted substances regulations, industry, and customer requirements, as well as analysis of any potential risks to health, safety, or the environment.

KEMET's Advanced Quality Planning System is a structured, multidisciplinary approach to management of projects that ensures

quality during design, development, change, and implementation. During this process all projects must go through environmental and health and safety assessments. These mandatory assessments ensure that any new materials, equipment, processes, or operating conditions meet all applicable governmental regulations.

Quality Month 2022

Each November, KEMET sets aside time to focus on quality by teaching quality-related concepts, engaging in quality-related activities, and recognizing our quality-related successes. The theme for 2022's Quality Month was "Quality Starts with Me" to remind each KEMET employee and department that they play an integral role in delivering the highest quality to our customers.

YAGEO
Group

Quality Month 2022
QUALITY STARTS WITH ME.

QUALITY POLICY :
QUALITY IS THE FOUNDATION OF THE FUTURE

QUALITY OBJECTIVES :

- Zero Defects
- Customer Satisfaction
- Prevention and Continuous Improvement
- Quality Culture
- People Value
- Environmental and Social Responsibility
- Ethics and Integrity



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PRODUCT SAFETY & QUALITY (CONT.)

MONITORING & COMMUNICATION

Our Sustainability Council monitors emerging and existing regulations related to restricted substances to internally communicate any potential business impact. Our risk monitoring incorporates the use of third-party providers for daily environmental compliance notifications and quarterly restricted materials updates. This process assists KEMET in the preparation and implementation of short- and long-term changes to meet regulatory demands.

Per- and Polyfluoroalkyl Substances (PFAS)

PFAS are a class of thousands of synthetic chemicals that are used throughout society. They have potential to impact environmental and human health. KEMET has been monitoring the regulatory landscape to

maintain compliance and minimize risk to people and the environment.

Our products are thoroughly evaluated for regulatory compliance and the highest standards of quality and safety. We strive to provide publicly accessible data on our [Product Environmental Compliance, Quality Documents and Certificates](#), and [ComponentEdge](#) websites related to restricted substances, material declarations, product labeling, quality certifications, and other important substance, regulatory and safety information. Doing this allows our customers and stakeholders to proactively evaluate KEMET products for compliance and quality concerns.

AUDITS & ASSESSMENTS

We engage accredited, external third-party laboratories to independently test our products and materials for substances controlled by various governmental regulations. In 2022, KEMET participated in 11 customer-initiated, external social and environmental responsibility audits of certain facilities to validate our overall sustainability program. Likewise, we performed social and environmental responsibility audits of certain suppliers to ensure compliance with our supply chain requirements.



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PEOPLE & PLACES

Investing in our people
is pivotal to our success
at KEMET.

We support our employees by providing
a safe workspace, a positive and diverse
company culture, and the opportunity to
give back to our local communities.

A group of diverse people, including a woman in a patterned top and a man in a denim shirt, are smiling and standing together in an office environment. The image is overlaid with a dark, semi-transparent filter.

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EMPLOYEE EMPOWERMENT & DEVELOPMENT

Our Human Resources teams provide in-person and online training related to our Code and our anti-harassment and anti-bullying policies. The trainings provide awareness to all employees, while our anti-harassment and anti-bullying policies formalize KEMET's zero tolerance for harassment or bullying in our workforce.

KEMET provides employees with opportunities to continually improve and acquire knowledge that will effectively uphold our Mission and Values. Our human resources process allows managers/direct supervisors to determine training needs for long-term employee development.

Additionally, our employees utilize an internal training platform called YAGEO Group E-Academy to publish, share, and document trainings and course completion. These frequent trainings allow employees to stay updated with everchanging regulations, gain skills necessary to maximize performance, and foster innovation. In 2022, our employees averaged 12 hours of training and 100% of employees received career or skills-related trainings. Typical trainings include:

- Trainings mandated by law (e.g., *environmental, health, and safety*)
- Global Code of Conduct.
- Environmental awareness training related to KEMET's EMS and ISO 14001 requirements.
- Developmental courses in teamwork, computer and technical skills, and supervisor competencies courses to become more effective leaders.
- Job-specific training (e.g., *operator training, CPR and first aid, skills training, and cross-training*).
- Quality-related training as required by KEMET's QMS.
- Import/export and trade compliance
- Rotating monthly trainings on business-related topics (e.g., *finance training*).

Internal Communication Platform

KEMET uses an internal communication platform that allows employees to share fun activities and events, work tips, business intelligence updates, and other information. The goal of the platform is to engage employees across facilities and contribute to employee productivity through relationship building.

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DIVERSITY, EQUITY, & INCLUSION

Fairness, honesty, integrity, and respect are globally held values at KEMET that lay the foundation for a productive and positive work environment. As mentioned above, we conduct regular anti-harassment and anti-bullying training that references our diversity, equity, and inclusion (DEI) practices. KEMET maintains a Human Resources policy that includes an Equal Employment Opportunity statement, in addition to a Human Rights policy and Code of Conduct that recognizes the unique experiences that come with our diverse and global workforce.

We believe in the power of tomorrow and a diverse, inclusive workplace where everyone can contribute to the Company's success by leveraging their own unique ideas, talents, skills, and experiences.



"During my 17 years of dedicated service to this company, I've had the privilege of witnessing firsthand the transformative power of embracing diversity and inclusion in the electronics manufacturing industry. Our global offices are testimony to the richness of perspectives and experiences that different cultures bring to the table. By fostering an environment where every voice is valued and every individual is empowered, we not only enhance our creativity and innovation but also solidify our position as a forward-thinking industry leader. As we continue to celebrate our differences and work together harmoniously, we pave the way for a brighter, more inclusive future for both our company and the world we serve."

-Adriana Sanchez



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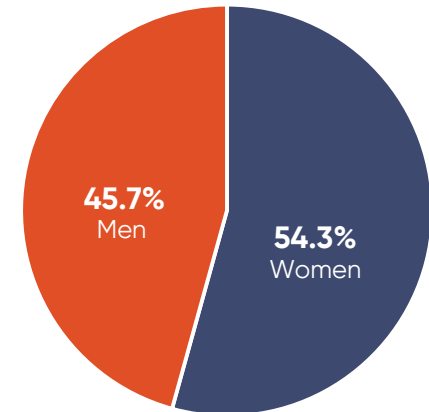
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DIVERSITY, EQUITY, & INCLUSION (CONT.)

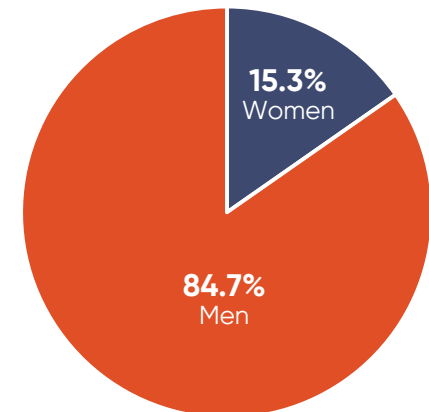
As of December 2022, 54.3% of our total workforce is female. Women represented 15.3% of our senior management, which is defined as our Leadership Team and Directors and above. While our Leadership Team and senior management is inclusive and diverse, representing the nationalities of our global operations, we aim to increase the percentage of women in senior management in the coming years.

KEMET is a sponsor of [Women in Eletronics \(WE\)](#), an organization formed in 2017 which provides opportunities for women in technology. WE facilitates mentorship programs, industry events, a leadership growth series, and an Annual Leadership Development Summit to empower women in the Electronics industry. During 2022, KEMET's Co-CEO served on the board of directors at WE. Additionally, a KEMET employee was featured on the WE Podcast to discuss change and challenges in the industry, leadership principles, career development, and ways to develop a healthy work-life balance. KEMET continues to support this organization and firmly believes in its mission.

Diversity in our Workforce



Diversity in Management





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EMPLOYEE WELLNESS

KEMET understands the importance of our employee's wellbeing and continues to implement employee engagement initiatives and programs, health and wellness events, and employee recreation areas. Several facility's highlights for employee wellness are shown below:

Bang Pakong, Thailand

- 1 million steps within 100 Days Campaign
- Bye-Bye Calories Campaign including a nutritional training class
- Annual health check-ups for employees in 2022
- Healthy Dance Contest

Breast Cancer Awareness Month

October is Breast Cancer Awareness Month and KEMET raised awareness across the company through several initiatives. At our Simpsonville, SC, USA facility, KEMET provided an onsite Mammography Unit to screen female employees aged 40 and above who were due for annual screenings. Our Victoria, Mexico location participated in a Timely Detection of Breast Cancer and Breast Self-Examination Workshop. Employees at several locations wore pink and were gifted water bottles to band together and support the cause.



Nutritional
Class



Breast Self-Examination Workshop



Onsite Mammography Unit



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EMPLOYEE WELLNESS (CONT.)

Batam, Indonesia

- Employee basketball club
- Daily 15-minute stretch breaks
- Badminton every Sunday morning
- KEMET cycling club



Badminton



Stretch Breaks



Cycling Club

Victoria, Mexico

- Annual 5k to promote health for our employees



Annual 5K



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EMPLOYEE WELLNESS (CONT.)

Xiamen, China

- Established an employee basketball club
- Development of on-site, multifunctional activity venue for employee enjoyment (e.g., parties, exercise, karaoke, etc.)
- “Employee Love” stations set up in the facility equipped with blood pressure testing, first aid kits, kitchen items, charging stations, and more



Basketball Club



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COMMUNITY ENGAGEMENT & VOLUNTEERING

Giving back to our communities is essential to maintaining strong community relationships. We support our employees through philanthropic efforts and by providing volunteer opportunities to help address local and global concerns. In 2022, employees at various KEMET facilities participated in volunteer activities and initiatives, including:

Bang Pakong, Thailand

- Donated to Camillian Home for Children Living with Disabilities
- Planted coral seedlings
- Released sea animal larvae
- 43 employees volunteered at Koh Sichang Marine Life Bank Learning Center for marine conservation activities and a beach cleanup
- 33 employees donated blood to the Industrial Estate Authority of Thailand



Camillian Home for Children



Employees Released Sea Animal Larvae



Marine Conservation and Beach Cleanup



Employees Planted Coral Seedlings



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COMMUNITY ENGAGEMENT & VOLUNTEERING (CONT.)

Batam, Indonesia

- Donated to Orphanage from Community of Muslim Employees (PKMK)
- Donated blood to Red Cross
- Donated food and distributed groceries to local community members in December 2022
- Planted fruit trees inside company premises



Planted Fruit Trees



Donated Blood

Bien Hoa City, Vietnam

- Donated blood to support the community
- Donated gifts to and visited orphans and children with disabilities twice
- Cleaned trash around the facility and during company outings in the community



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COMMUNITY ENGAGEMENT & VOLUNTEERING (CONT.)

Victoria & Matamoros, Mexico

- Victoria: Donated ~176 pounds of bottle caps to non-profit association “Cachito de Luz”
- Victoria: Donated 100 trees to KEMET workers to be planted and they planted 40 native trees to help reforestation efforts in the city
- Matamoros: Donated ~342 pounds of bottle caps for recycling that helps pay for cancer treatment for low-income individuals



Donated ~176 lbs of Bottle caps



~342 lbs of Bottle Caps



Donated 100 Trees to KEMET Workers



Planted 40 Native Trees



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SUPPLY CHAIN MANAGEMENT

We prioritize thoughtfully
engaging with our
supply chain to make
unified progress towards
sustainability.

KEMET manages our supply chain and engages
with our suppliers to evaluate and mitigate
potential risks and improve overall sustainability
performance.



A long-exposure photograph of a train at night, showing multiple parallel light trails in white, blue, and red against a dark blue sky. The train is moving from left to right, and the light trails are blurred into streaks. The background shows the dark silhouette of trees and a building.

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SUPPLIER COMPLIANCE

KEMET maintains procedures to encourage the procurement of high-quality materials from approved suppliers. Our suppliers are required to complete an extensive onboarding process which includes a series of assessments based on supplier classification and the materials or services to be acquired. These assessments include topics related to business resiliency, quality management systems, social and environmental responsibility, business ethics, supply chain security, and responsible minerals sourcing data.

In addition to the approval process, suppliers must acknowledge and commit to KEMET's requirements for suppliers, our [Purchase Order Terms and Conditions](#), and often, a formal agreement. KEMET further requires suppliers to:

1. Comply with the [RBA Code of Conduct](#);
 2. Maintain a QMS certified to ISO 9001 and/or IATF 16949;
 3. Have a mature EHS system compliant to regulatory requirements and industry standards such as ISO 14001;
 4. Adhere to applicable laws and regulations related to restricted substances;
 5. Maintain an appropriate supply chain security and import/export compliance program; and
 6. Implement appropriate due diligence practices for the responsible sourcing of minerals.
- We work directly with each supplier to identify opportunities for improvement and to develop strategies to achieve their goals.

RESPONSIBLY SOURCED MINERALS

Supplier responsibility is of the utmost importance for KEMET, and we strive to responsibly source raw materials. As part of our commitment to social responsibility, our [Supply Chain Policy](#) was developed and communicated to all suppliers of conflict minerals (tin, tantalum, tungsten, and gold) to meet specific expectations. We continue to track supplier conformance to this policy.



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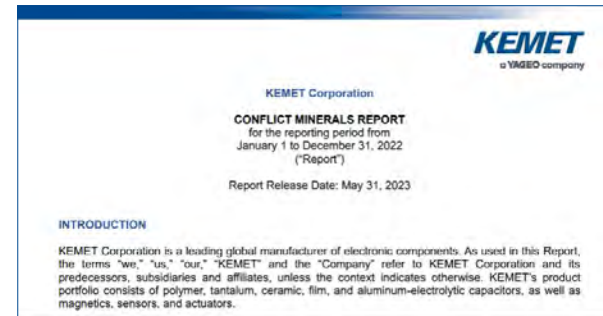
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RESPONSIBLY SOURCED MINERALS (CONT.)

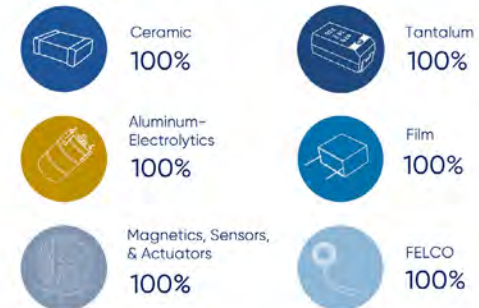
As the world's largest user of tantalum, KEMET took an early leadership position in the industry in obtaining certified responsibly sourced minerals. It is our goal to source conflict minerals in a manner that will not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) and its adjoining countries nor in any region determined to be a conflict-affected and high-risk area (CAHRA), defined in the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance). As part of our management systems, KEMET has adopted the OECD Guidance and is a member of the [Responsible Minerals Initiative \(RMI\)](#). KEMET's Senior Director – Compliance & Sustainability has served on the [RMI Steering Committee](#) since 2021. The RMI Steering Committee is responsible for the strategic guidance and direction of the RMI, including general management and direction of the RMI, development and oversight of the organization's strategic plan, approval of the annual operating budget, management of operating procedures, and other assigned responsibilities.

As an upstream and downstream player in the tantalum market, KEMET must comply with the Responsible Minerals Assurance Process (RMAP) which uses independent, third-party auditors approved by the RMI.

As an upstream and downstream player in the tantalum market, KEMET must comply with the Responsible Minerals Assurance Process (RMAP), which uses independent, third-party auditors approved by the RMI. We use RMAP to check our conflict mineral suppliers' due diligence. Additionally, our [Supply Chain Policy](#) mandates those suppliers of tin, tantalum, tungsten, and gold to source from RMAP-conformant smelters or refiners.



CMRT Supplier Response Rate by Business Group





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RESPONSIBLY SOURCED MINERALS (CONT.)

We uphold transparency and due diligence to ensure a responsible supply chain by publishing an annual [Conflict Minerals Report](#). Our upstream and downstream due diligence activities were designed to:

1. Establish strong company management systems for conflict minerals supply chain due diligence and reporting compliance;
2. We replaced bubble wrap fillers with certified, recycled corrugated paper strips.
3. Design and implement strategies to respond to conflict minerals risks identified;
4. Contribute to independent third-party audits of the due diligence practices of conflict minerals smelters and refiners by participating in industry organizations;
5. Report on our conflict minerals supply chain due diligence activities recommended by OECD guidance; and
6. Implement policies and procedures to ensure KEMET's tantalum smelting operations in Mexico meet due diligence requirements.

Notably, we had a 100% supplier Conflict Minerals Reporting Template (CMRT) response rate from suppliers to our major product offerings.

SUPPLIER SUSTAINABILITY

KEMET aims to increase recycled content in our packaging and reduce emissions in our supply chain by proactively engaging with suppliers.

SUPPLIER CARBON FOOTPRINTS

Some of our suppliers were able to provide us with data related to the transportation of goods supplied to our business. As such, we were able to calculate and report certain supplier emissions data related to transport for the first time. This enables us to understand our suppliers' carbon footprints and identify potential opportunities for Scope 3 emissions reduction within our supply chain.



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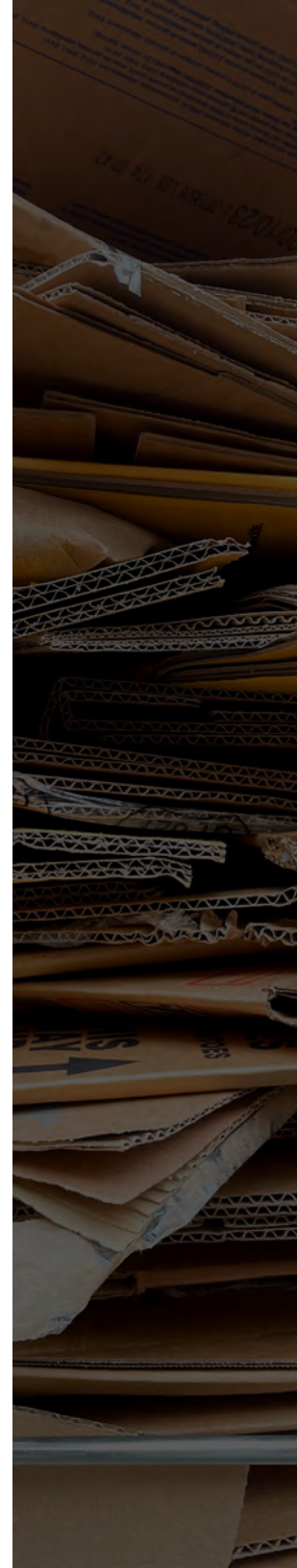
SUPPLIER SUSTAINABILITY (CONT.)

We prioritize selecting suppliers that use green technologies to reduce idling, eliminate empty transport trips, and follow the most direct shipping routes. We engage with these suppliers to review their emissions data on a monthly and quarterly basis.

SUSTAINABLE PACKAGING

We are continually evaluating opportunities to shift to more sustainable packaging material options. We have implemented multiple initiatives within our operations and will continue to set and achieve new sustainable packaging goals each year. Our most recent initiatives include:

- Facilities transitioned to alternative and sustainable packaging products, such as tapes and adhesives with biodegradable polypropylene, biodegradable envelopes for documentation, and biodegradable labels for thermal printers.
- We replaced bubble wrap fillers with recycled corrugated paper strips certified by the Forest Stewardship Council.
- We replaced bubble wrap fillers with certified, recycled paper strips.
- Our internal green dashboard tracks the quantities of reused and new materials used in production at the facility level. At some facilities, the percentage of reusable materials is as high as 74%. We hope to continue this process at more facilities in the future.





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Our Sustainable Future

For over 100 years, KEMET has committed to advancing technology and delivering innovative products to key industries while staying true to our Mission and Values. Now as part of the larger YAGEO Group, we have an opportunity to make an even greater impact towards a sustainable future. We believe that sustainability is not only a corporate responsibility, but also a competitive advantage that will enable us to create value for our employees, customers, other stakeholders, and the society at large. In this report, we have highlighted our achievements and challenges in the areas of our sustainability performance, as well as our strategy for the future. In 2022, we made strides to further integrate and align with YAGEO Group's sustainability strategy (*e.g., material topics, GRI alignment, global implementation of YES*), to continue development of our 2024 sustainability roadmap, and continuously engage with our valued stakeholders. We are proud of our progress, but we know there is always more work to be done. We invite you to follow along on our journey in subsequent reports.



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ESG METRICS

The table below includes year-over-year ESG metrics that KEMET has deemed material. We are currently able to report on for the following categories: energy consumption, GHG emissions, waste management, water usage, environmental compliance, employee work hours, health and safety incidents, revenue, and employee headcount.

Environmental Data	Units	2022	2021	2020
Energy Consumption				
Diesel	MWh	-	-	-
Coal	MWh	-	-	-
Natural Gas	MWh	82,707	84,836	75,377
Other (Liquid Propane)	MWh	20,863	27,326	18,411
Other (Fuel Oil)	MWh	3,756	8,409	10,070
Total Fuel Consumption	MWh	107,326	120,571	103,858
Total Electricity Consumption	MWh	463,817	453,632	359,776
Onsite Renewable Electricity	MWh	1,451	172	-
Purchased Renewable Energy Credits (RECs)	MWh	43,925	21,587	-
Total	MWh	571,143	574,203	463,634
Greenhouse Gas Emissions				
Scope 1 (Direct)	Metric tons (mt) CO ₂ e	28,368	24,289	31,889
Scope 2 (Indirect, Location-based)	Metric tons (mt) CO ₂ e	213,936	207,960	174,772
Scope 3 (Indirect)*	Metric tons (mt) CO ₂ e	9,302	-	-
Total	Metric tons (mt) CO₂e	251,606	232,249	206,677
Greenhouse Gas Emissions Intensity (Scope 1 & 2)	Metric tons (mt) CO ₂ e / \$MM revenue	131	167	222
Waste Disposal				
Non-hazardous	Metric tons (mt)	13,170	33,270	13,253
Hazardous	Metric tons (mt)	28,738	30,108	18,138
Total	Metric tons (mt)	41,908	63,378	31,391
Waste Streams				
Total Incinerated	Metric tons (mt)	1,036	2,454	106



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ESG METRICS (CONT.)

Environmental Data	Units	2022	2021	2020
Waste Streams (cont.)				
Total Landfill	Metric tons (mt)	6,027	2,967	2,419
Total Recycled	Metric tons (mt)	7,473	24,145	8,458
Total Reuse	Metric tons (mt)	1,509	2,183	1,264
Composting	Metric tons (mt)	243	263	4
Total Energy Recovery	Metric tons (mt)	646	532	80
Onsite Storage	Metric tons (mt)	736	726	771
Other	Metric tons (mt)	532	0	116
Water Withdrawal				
Total	Megaliters / year	1,798	2,117	1,869
Spills and Discharges				
Reportable Environmental Incident Rate	Rate (Per 200,000 hours worked)	0	0	0
Social Data				
Units				
2022				
2021				
2020				
Employee Hours				
Total Number of Hours Worked	Hours	31,056,000	33,416,000	28,157,000
Injuries and Process Safety Incidents				
Total Lost-Time Accidents	Number	19	22	10
Days Away, Restricted, and Transferred (DART)	Rate (Per 200,000 hours worked)	0.17	0.13	0.07
Total Recordable Incident Rate (TRIR)	Rate (Per 200,000 hours worked)	0.23	0.37	0.18
Diversity				
Women in the Workforce	Percentage	54%	55%	54%
Women in Management	Percentage	15%	13%	13%
Governance Data				
Revenue	\$ in MM	1,923	1,393	1,323
Employees Worldwide at Year-end, approximate	Number	15,000	17,000	14,478
* Includes partial Scope 3 emissions for two categories: Business travel and Downstream transportation and distribution				



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GRI ALIGNMENT

KEMET has reported the information cited in this GRI content index for the period January 1, 2022, through December 31, 2022 with reference to the GRI Standards.

Disclosure	Location
GRI 2: General Disclosures 2021	
2-1 Organizational details	Cover & back cover; KEMET website; YAGEO website
2-2 Entities included in the organization's sustainability reporting	About this Report; Who We Are
2-3 Reporting period, frequency and contact point	About this Report; KEMET website: Sustainability - Overview
2-4 Restatements of information	About this Report; Who We Are
2-5 External assurance	About this Report
2-6 Activities, value chain and other business relationships	Who We Are; How We Operate; About this Report
2-7 Employees	Who We Are; People & Places
2-8 Workers who are not employees	People & Places
2-9 Governance structure and composition	Sustainability Strategy; YAGEO website: Corporate Governance and YAGEO ESG Report
2-10 Nomination and selection of the highest governance body	YAGEO website: Corporate Governance
2-11 Chair of the highest governance body	YAGEO website: Corporate Governance
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-13 Delegation of responsibility for managing impacts	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-14 Role of the highest governance body in sustainability reporting	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-15 Conflicts of interest	KEMET website: Sustainability - Global Code of Conduct
2-16 Communication of critical concerns	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-17 Collective knowledge of the highest governance body	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-18 Evaluation of the performance of the highest governance body	YAGEO website: YAGEO ESG Report
2-19 Remuneration policies	YAGEO website: YAGEO ESG Report
2-20 Process to determine remuneration	YAGEO website: YAGEO ESG Report
2-21 Annual total compensation ratio	This information is confidential
GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-23 Policy commitments	Business Ethics
2-24 Embedding policy commitments	Business Ethics



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GRI ALIGNMENT (CONT.)

Disclosure	Location
2-25 Processes to remediate negative impacts	Business Resilience & Risk Management
2-26 Mechanisms for seeking advice and raising concerns	Business Ethics
2-27 Compliance with laws and regulations	How We Operate
2-28 Membership associations	Responsible Minerals Initiative (RMI)
2-29 Approach to stakeholder engagement	Sustainability Strategy; YAGEO website: YAGEO ESG Report
2-30 Collective bargaining agreements	KEMET has labor agreements; however, the terms of those agreements are confidential.
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Sustainability Strategy
3-2 List of material topics	Sustainability Strategy
3-3 Management of material topics	Sustainability Strategy
GRI 201: Economic Performance 2016	
3-3 Management of material topics	How We Operate
201-1 Direct economic value generated and distributed	YAGEO website: Investor Relations
201-2 Financial implications and other risks and opportunities due to climate change	YAGEO website: Investor Relations on page 67
201-3 Defined benefit plan obligations and other retirement plans	KEMET provides location-based benefits plans to all eligible employees.
201-4 Financial assistance received from government	We do not currently report this information, but we will consider doing so in the future.
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not material
202-2 Proportion of senior management hired from the local community	Not material
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	Not material
203-2 Significant indirect economic impacts	Not material
GRI 204: Procurement Practices 2016	
3-3 Management of material topics	We do not currently report this information, but we will consider doing so in the future.
204-1 Proportion of spending on local suppliers	We do not currently report this information, but we will consider doing so in the future.



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GRI ALIGNMENT (CONT.)

Disclosure	Location
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	How We Operate
205-2 Communication and training about anti-corruption policies and procedures	How We Operate
205-3 Confirmed incidents of corruption and actions taken	How We Operate
GRI 206: Anti-competitive Behavior 2016	
3-3 Management of material topics	Business Ethics
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	We have one legal action pending during the reporting period for anti-trust. We had no legal actions for anti-competitive or monopoly practices during the reporting period.
GRI 207: Tax 2019	
207-1 Approach to tax	Not material
207-2 Tax governance, control, and risk management	Not material
207-3 Stakeholder engagement and management of concerns related to tax	Not material
207-4 Country-by-country reporting	Not material
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Not material
301-2 Recycled input materials used	Not material
301-3 Reclaimed products and their packaging materials	Not material
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Not material, but included in Energy Efficiency and Appendix A - ESG Metrics
302-2 Energy consumption outside of the organization	Not material
302-3 Energy intensity	Not material
302-4 Reduction of energy consumption	Not material, but included in Energy Efficiency
302-5 Reductions in energy requirements of products and services	Not material
GRI 303: Water and Effluents 2018	
3-3 Management of material topics	Water Usage and Efficiency; Appendix A - ESG Metrics
303-1 Interactions with water as a shared resource	Water Usage and Efficiency; Appendix A - ESG Metrics
303-2 Management of water discharge-related impacts	Water Usage and Efficiency; Appendix A - ESG Metrics
303-3 Water withdrawal	Water Usage and Efficiency; Appendix A - ESG Metrics
303-4 Water discharge	2022 Total: 1,269 megaliters (disclosed in KEMET's CDP Response)
303-5 Water consumption	2022 Total: 529 megaliters (disclosed in KEMET's CDP Response)



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GRI ALIGNMENT (CONT.)

Disclosure	Location
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not material
304-2 Significant impacts of activities, products, and services on biodiversity	Not material
304-3 Habitats protected or restored	Not material
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not material
GRI 305: Emissions 2016	
3-3 Management of material topics	Greenhouse Gas Emissions
305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions; Appendix A - ESG Metrics; and Appendix C - SASB Alignment
305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions; Appendix A - ESG Metrics
305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions; Appendix A - ESG Metrics
305-4 GHG emissions intensity	Greenhouse Gas Emissions; Appendix A - ESG Metrics
305-5 Reduction of GHG emissions	Greenhouse Gas Emissions
305-6 Emissions of ozone-depleting substances (ODS)	We do not currently report this information, but we will consider doing so in the future.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	We do not currently report this information, but we will consider doing so in the future.
GRI 306: Waste 2020	
3-3 Management of material topics	Waste Management
306-1 Waste generation and significant waste-related impacts	Waste Management; Appendix A - ESG Metrics
306-2 Management of significant waste-related impacts	We did not have any significant waste-related impacts.
306-3 Waste generated	Waste Management; Appendix A - ESG Metrics
306-4 Waste diverted from disposal	Waste Management; Appendix A - ESG Metrics
306-5 Waste directed to disposal	Waste Management; Appendix A - ESG Metrics
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	Supply Chain Management
308-1 New suppliers that were screened using environmental criteria	Supplier Compliance; Supplier Sustainability
308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Compliance; Supplier Sustainability



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GRI ALIGNMENT (CONT.)

Disclosure	Location
GRI 401: Employment 2016	
3-3 Management of material topics	Employee Empowerment & Development
401-1 New employee hires and employee turnover	This information is confidential
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	We do not currently report this information, but we will consider doing so in the future.
401-3 Parental leave	We do not currently report this information, but we will consider doing so in the future.
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	Not material
GRI 403: Occupational Health and Safety 2018	
3-3 Management of material topics	Health & Safety
403-1 Occupational health and safety management system	Health & Safety
403-2 Hazard identification, risk assessment, and incident investigation	Health & Safety
403-3 Occupational health services	Health & Safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Health & Safety
403-5 Worker training on occupational health and safety	Health & Safety
403-6 Promotion of worker health	Health & Safety; Employee Wellness
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	KEMET provides EHS training to all on-site contractors prior to engaging services.
403-8 Workers covered by an occupational health and safety management system	100% of employees are covered
403-9 Work-related injuries	Health & Safety; Appendix A – ESG Metrics
403-10 Work-related ill health	Health & Safety; Appendix A – ESG Metrics
GRI 404: Training and Education 2016	
3-3 Management of material topics	Employee Empowerment & Development
404-1 Average hours of training per year per employee	Employee Empowerment & Development Training hours were calculated based on onboarding, job-specific training, certifications, development plans, etc.
404-2 Programs for upgrading employee skills and transition assistance programs	Employee Empowerment & Development
404-3 Percentage of employees receiving regular performance and career development reviews	Employee Empowerment & Development



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GRI ALIGNMENT (CONT.)

Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topics	Diversity, Equity, & Inclusion
405-1 Diversity of governance bodies and employees	Diversity, Equity, & Inclusion; YAGEO website: Corporate Governance
405-2 Ratio of basic salary and remuneration of women to men	This information is confidential
GRI 406: Non-discrimination 2016	
3-3 Management of material topics	Business Ethics; Diversity, Equity, & Inclusion
406-1 Incidents of discrimination and corrective actions taken	We've had zero incidents related to this topic
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not material. KEMET follows the RBA Code of Conduct which includes standards for Freedom of Association
GRI 408: Child Labor 2016	
3-3 Management of material topics	Sustainability Governance
408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Governance; KEMET website: Global Code of Conduct; KEMET follows the RBA Code of Conduct which includes standards for Young Workers.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not material
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	Not material
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	Not material
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Not material
413-2 Operations with significant actual and potential negative impacts on local communities	Not material
GRI 414: Supplier Social Assessment 2016	
3-3 Management of material topics	Supply Chain Management
414-1 New suppliers that were screened using social criteria	Supplier Compliance; Supplier Sustainability
414-2 Negative social impacts in the supply chain and actions taken	Supplier Compliance; Supplier Sustainability



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GRI ALIGNMENT (CONT.)

Disclosure	Location
GRI 415: Public Policy 2016	
415-1 Political contributions	Not material
GRI 416: Customer Health and Safety 2016	
3-3 Management of material topics	Product Safety & Quality
416-1 Assessment of the health and safety impacts of product and service categories	Product Safety & Quality
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We've had zero incidents related to this topic
GRI 417: Marketing and Labeling 2016	
3-3 Management of material topics	KEMET website: Product Environmental Compliance/RoHS Documents
417-1 Requirements for product and service information and labeling	KEMET websites: Sustainability, Product Environmental Compliance, and ComponentEdge; We adhere to all applicable product labeling standards, requirements, and regulations.
417-2 Incidents of non-compliance concerning product and service information and labeling	We've had zero incidents related to this topic
417-3 Incidents of non-compliance concerning marketing communications	We've had zero incidents related to this topic
GRI 418: Customer Privacy 2016	
3-3 Management of material topics	Sustainability Governance
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had one incident that was promptly contained. We received no complaints concerning breaches of customer privacy and losses of customer data.



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SASB ALIGNMENT

The table below includes select accounting metrics we have deemed material, taken from the SASB standard specific to our primary industry as identified by SASB's classification system: Extractives & Minerals Processing Sector – Metals & Mining Sustainability Accounting Standard (October 2018). We have also reported accounting metrics from the Technology & Communications Sector – Electronic Manufacturing Services & Original Design Manufacturing Standard (October 2018) as appropriate. For clarification, SASB Codes have been provided: EM-MM – Metals & Mining; TC-ES – Electronic Manufacturing Services & Original Design Manufacturing. In each case, we have considered our ability to report accurately in identifying metrics to be included.

SASB Code	Accounting Metric	Unit	2022	2021	2020
Greenhouse Gas Emissions					
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (mt) CO ₂ e	28,368	24,289	31,889
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets: Further discussion is provided in the above sections, Our Sustainability Strategy and Greenhouse Gas Emissions.				
Biodiversity Impacts					
EM-MM-160a.1	Description of environmental management policies and practices for active sites: KEMET provides discussion for environmental management practices on our website under the Sustainability/Environmental, Health & Safety section.				
Security, Human Rights, & Rights of Indigenous Peoples					
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict: Engagement processes and due diligence can be found in the above section, People & Places.				
Community Relations					
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests: KEMET's management of risks and opportunities can be found on our website under our Sustainability/Social section.				



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SASB ALIGNMENT (CONT.)

SASB Code	Accounting Metric	Unit	2022	2021	2020
Business Ethics and Transparency					
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain: A discussion of KEMET's corruption and bribery prevention policies can be found in our Global Code of Conduct.				
Water Management					
TC-ES-140a.1	(1) Total water withdrawn,	Thousand cubic meters (m³)	1,798	2,117	1,869
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		529	1,188	1,075
Waste Management					
TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (mt)	28,738	30,108	18,138
Labor Conditions					
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) (a) direct employees and (b) contract employees	Rate (Per 200,000 hours worked)	0.23	0.37	0.18
TC-ES-320a.2	Percentage of (1) entity's facilities audited in the RBA Validated Assessment Program (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage	5%	15%	10%
	In 2022, KEMET participated in the RBA VAP assessment at our Simpsonville, USA facility. Further, we participated in several customer-driven social and environmental responsibility audits at our Suzhou, China and Skopje, Macedonia facilities. 100% of KEMET's manufacturing facilities were determined to be low or medium risk companies according to our RBA SAQ RBA Self-Assessment Questionnaire (SAQ).				
Product Lifecycle Management					
TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled: This topic is not applicable as we manufacture components that are used in other products; therefore, we cannot assess their end-of life.				
Materials Sourcing					
TC-ES-440a.1	Description of the management of risks associated with the use of critical materials: A discussion on critical material risk management can be found in the above section, Responsibly Sourced Minerals.				

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