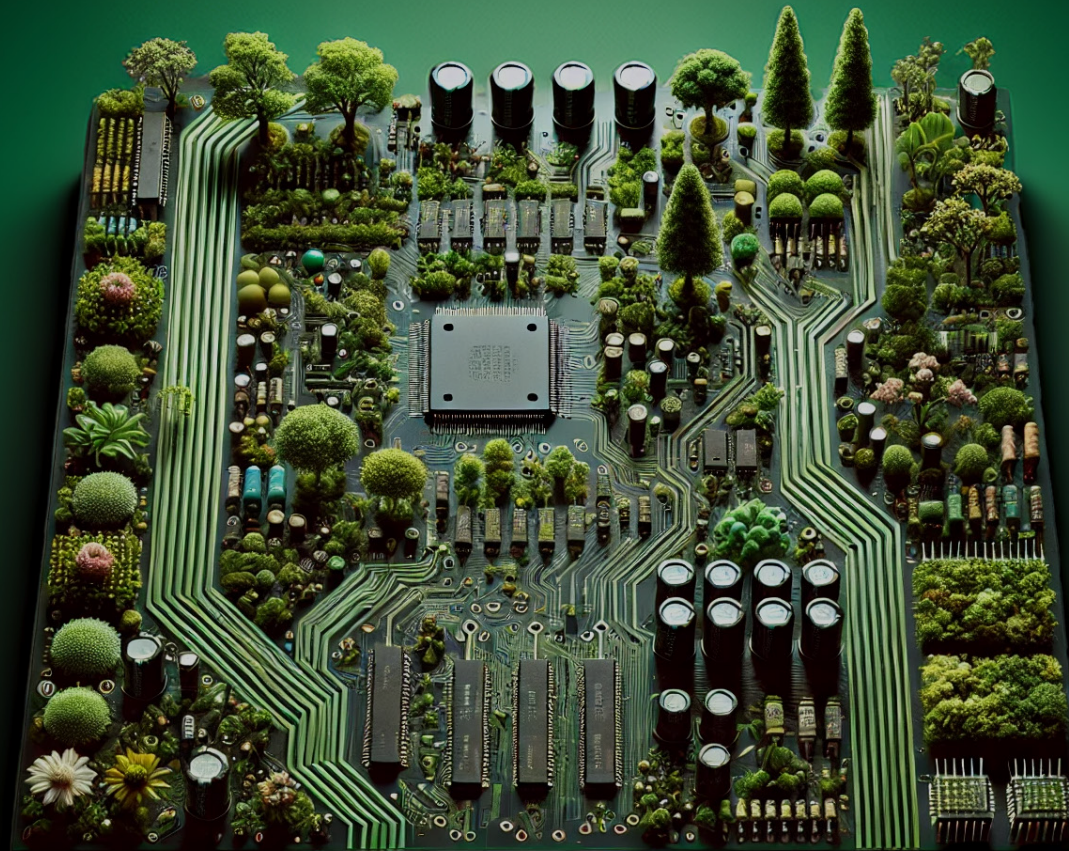


2023

Corporate Sustainability Report

YAGEO GROUP
KEMET



Release Date: October 2024

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ABOUT THIS REPORT

At KEMET Corporation (KEMET), we are excited to share our achievements as we embed sustainability into our business. As a leading brand within YAGEO Group, we continuously work to strengthen our commitment to sustainability through various initiatives aimed at improving our environmental and social impact.

The contents of this report cover the environmental, social, and governance (ESG) considerations deemed most material to our company and stakeholders as determined during YAGEO Group's materiality assessment. However, quantitative data within this report pertains only to KEMET's operations and does not encompass the broader footprint of YAGEO Group. The reporting period covers January 1, 2023 through December 31, 2023.

KEMET's Key Performance Indicators (KPIs) are included in **Appendix A**. This report was written with reference to the Global Reporting Initiative (GRI) standards and we have included a GRI content index in **Appendix B**. In **Appendix C**, we have provided specific metrics and mapping within this report to KEMET's industry specific SASB standards maintained by the International Financial Reporting Standards (IFRS) Foundation. Although 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

KEMET, established in 1919 and headquartered in Fort Lauderdale, Florida, is a leading global supplier of electronic components. Even after 100 years, we continue to innovate and produce a diverse range of products that contribute to the world's fastest growing industries.

KEMET's product portfolio consists of capacitors, electromagnetic components (EMC), inductors, sensors, piezoelectric devices, relays, and transformers.

Our products are supplied to a wide range of Original Equipment Manufacturers (OEMs) across various industries including automotive, computer, telecommunications, green energy, defense, consumer, industrial, medical, and aerospace industries. We also supply products to electronics manufacturing services providers, which serve OEMs in these industries. Electronics distributors play a vital role in distributing our products in the electronics industry and represent an important channel through which we sell our electronic components.

With over 1,600 patents and trademarks, we have attained a leading position for our products through our advanced research and development (R&D), technical staff, and design-in capabilities. We are committed to research and materials science with innovation centers located worldwide. Our extensive global presence includes 20 manufacturing facilities and approximately 13,000 employees across the Americas, Asia, and Europe. KEMET is proud of our dedication to customer service and 100% on-time delivery, as we ship over 50 billion components per year to more than 134,000 customers.



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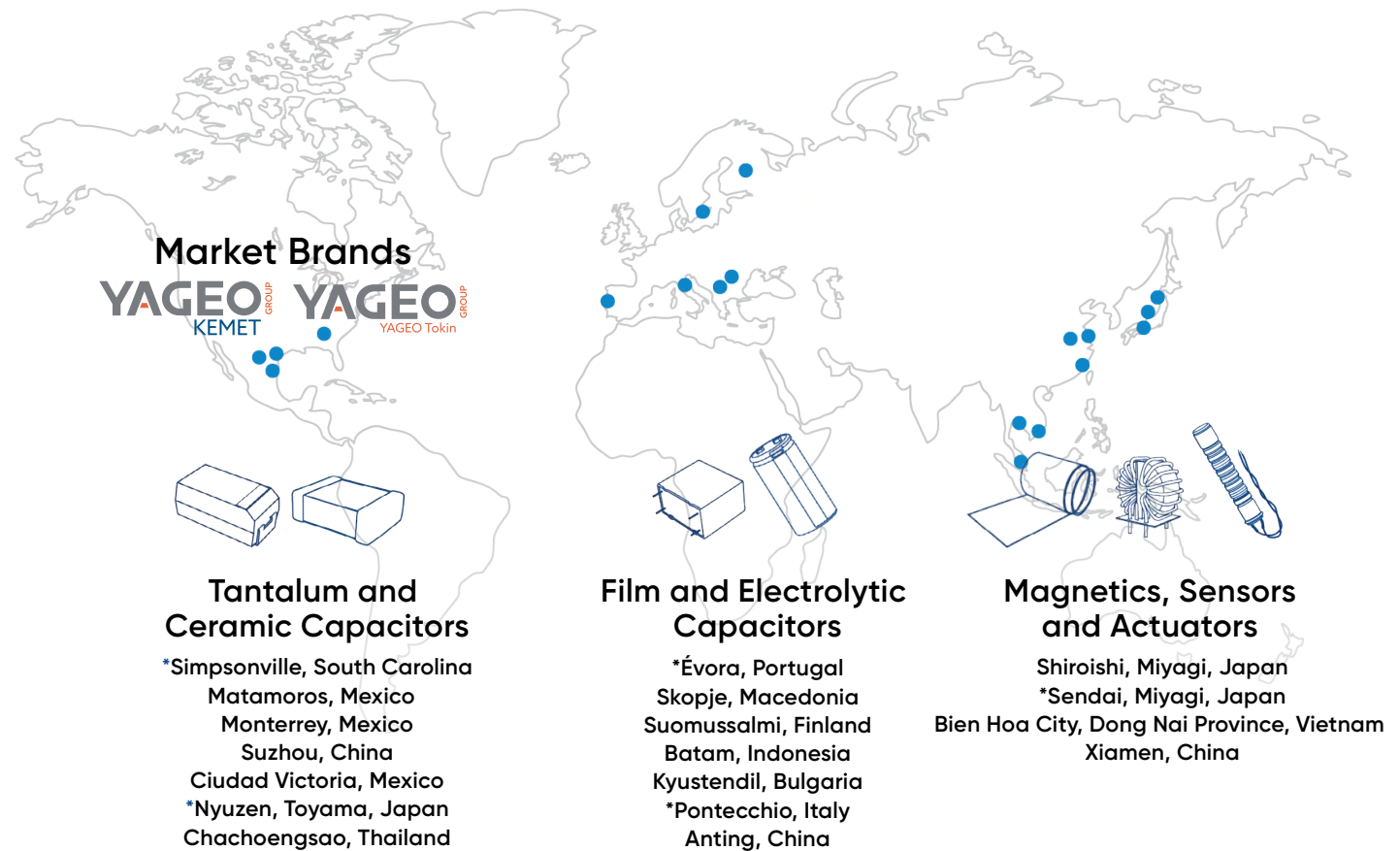
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KEMET Manufacturing and R&D Innovation Centers



*Research & Development 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

YAGEO Group is committed to a sustainable future and we are excited to announce our ambitious plan to achieve Scopes 1 and 2 net zero emissions by 2050. Our roadmap will prioritize energy efficiency, renewable energy adoption, where feasible, and innovative technologies, ensuring that our operations align with global climate goals. Through collaborative efforts and transparent reporting, we aim to contribute to our industry by reducing our environmental impact while creating value for our stakeholders and communities. Sustainability is deeply ingrained in our culture to ensure we conduct business responsibly.

Our efforts will thoroughly align with GRI and the emerging European Union Corporate Sustainability Reporting Directive's (CSRD) technical reporting rules, the European Sustainability Reporting Standards (ESRS). YAGEO Group anticipates that we will be subject to the CSRD in the near future, and that we will need to fully align with GRI standards. Consequently, we are taking proactive measures to provide timely and effective reporting and an evolution of our strategic direction for our sustainability strategy.



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 align with the company's broader sustainability governance structure.

YAGEO Group's Board of Directors has oversight responsibility for company-wide risk management, including review and approval of sustainability risk management policies, as well as verification of the effectiveness and integrity of the policies. The Board conducts risk assessments on various topics according to the principle of criticality to infuse ESG topics into YAGEO Group's management strategies and execute our long-term commitment to sustainability initiatives in purposeful and systematic ways. The Board has oversight responsibility for the YAGEO Group Sustainability Council.

YAGEO Group's Sustainability Council, led by the Senior Vice President (SVP) – Quality, Procurement, and Chief Compliance Officer, consists of executive and functional management representing multiple disciplines and business groups. The Sustainability Council 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 required by QOD-610: Sustainability Council).

This group oversees compliance with applicable environmental legislation and regulations, customer-specific sustainability requirements, and the development, maintenance, and continual improvement of KEMET's Environmental Management System (EMS). In 2022, the Sustainability Council's compliance assurance and monitoring capabilities were enhanced with the introduction of the YAGEO Group – EHS & Sustainability (YES) data management platform. In 2023, the Sustainability Council proactively met to discuss YAGEO Group's sustainability strategy and recommended the establishment of the company's Net Zero by 2050 target and reporting strategy which was subsequently approved by the CEO and Board.

The Sustainability Council focuses on the principles of sustainability – People, Planet, and Profit – and encourages ongoing growth as a sustainable business by helping to ensure all processes and products address current environmental and social concerns without compromising profitability and value for customers, investors, our community, and the environment. The SVP communicates with 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

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
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

Susan Barkal

Sustainability Council Chair
Senior VP – Quality, Procurement, and Chief
Compliance Officer

The Sustainability Council, comprised of executive and functional management representing multiple disciplines, oversees compliance to applicable environmental legislation and regulations, customer-specific sustainability requirements, and the development, maintenance, and continual improvement of the Environmental Management System (EMS).



Jesse Chen
Head of Legal

Chris Yang
Chief Information Officer

Philip Lessner
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,
Procurement, and 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

In combination with our net zero efforts, YAGEO Group is conducting an updated assessment for double materiality in accordance with the guidelines from GRI and CSRD that will enhance our sustainability strategic direction and our reporting practices. Our Scopes 1 and 2 net zero roadmap will be developed by the end of 2024 focused on addressing how we plan to achieve progress towards a carbon neutral future. Specifically, the roadmap will include targets that are either established through the Science Based Targets Initiative (SBTi) or in line with similar greenhouse gas reduction methodology, while also including the decarbonization plan to achieve the targeted reductions. We plan to share our updated double materiality assessment results and further detail around our decarbonization roadmap in our next sustainability report. We also intend to unify our reporting efforts with the larger YAGEO Group in the near future.



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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 highlighted in our [Global Code of Conduct](#), our [Human Rights Policy](#), and beyond. We adhere to the highest ethical standards which underpin every aspect of our operations.





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BUSINESS ETHICS

Our [Global Code of Conduct \(Code\)](#) 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 acting on the company’s behalf (including suppliers, agents, contractors, distributors, and business partners) will adhere to the [RBA Code of Conduct](#).
- Guidance on topics such as conflict of interest; fair market practices; data privacy; proprietary and confidential information; anti-bribery and corruption; anti-insider trading; fair, equitable, and respectful treatment of people; and community commitment.

KEMET requires all employees to adhere to these principles and participate in associated training.

KEMET’s [Human Rights Policy](#) reaffirms our commitment to promoting basic human rights to all stakeholders, developed using international human rights principles and standards:

- the Universal Declaration of Human Rights,
- the United Nations (UN) Guiding Principles on Business and Human Rights,
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Our employees are empowered to speak up if they believe a practice or incident violates the spirit or intent of either our [Code](#), the [RBA Code of Conduct](#), or our [Human Rights Policy](#). They are able to share any potential concerns through various 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 or telephone resource operated by an independent company available in the 24 countries in which YAGEO Group operates.

Employees can use the Ethics Hotline to report any grievance without fear of reprisals. We do not tolerate any form of retaliation (e.g., demotion, firing, reduced salary, job reassignment, threats, harassment, team exclusion, and any other negative consequences) as a result of someone raising a concern. We intend for every employee to feel empowered to speak up without fear of repercussions.



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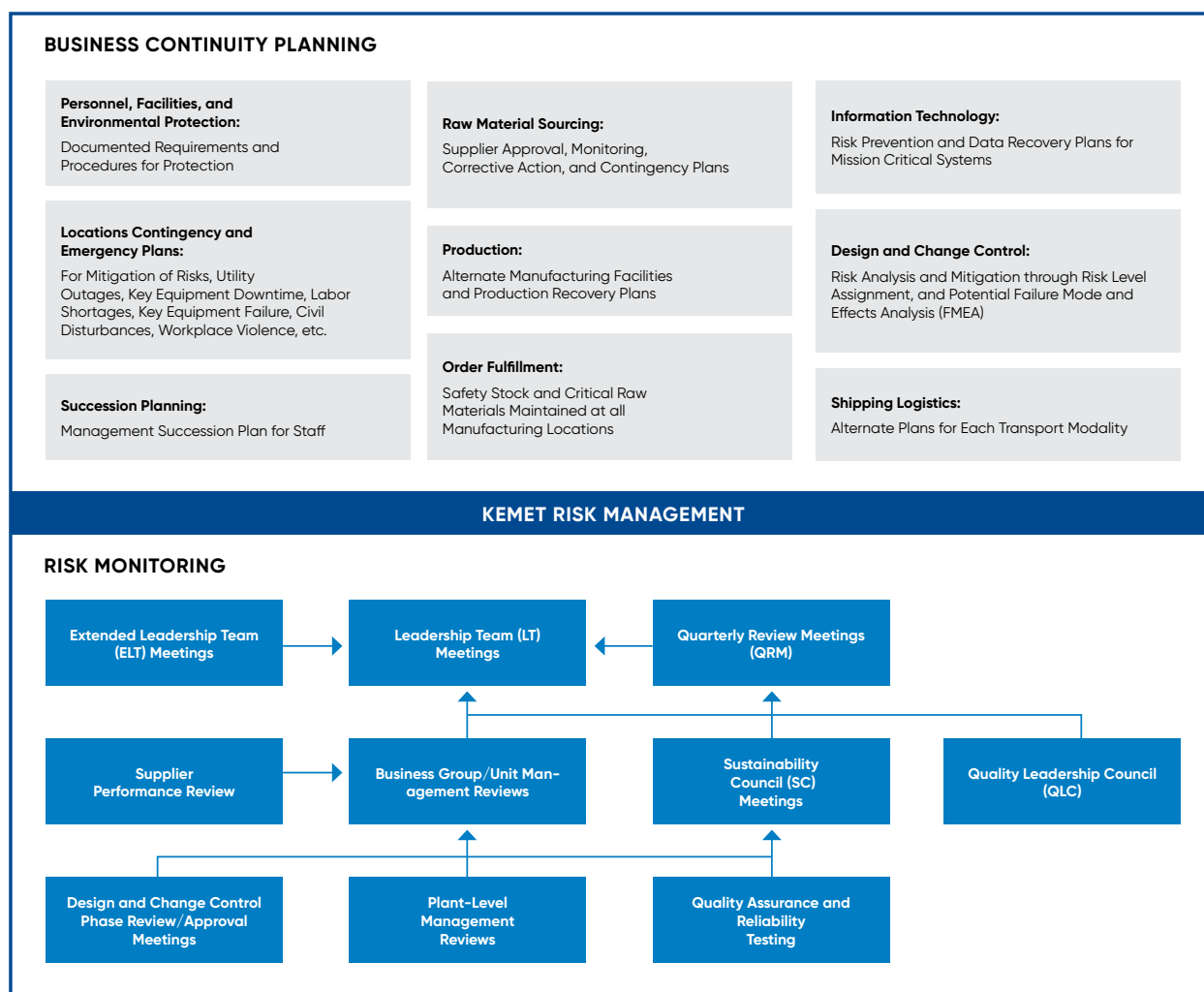
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BUSINESS RESILIENCE & RISK MANAGEMENT

KEMET's Quality Management System (QMS) and EMS incorporate risk management activities that guide business continuity planning and risk monitoring. These activities are outlined in our published [Quality Manual](#). Our business continuity planning includes corporate-level policies and procedures for risk management, disaster management and recovery, and guidelines for the protection of people, facilities, and the environment. For example, in 2023, KEMET effectively managed business continuity situations related to supply chain disruptions, areas of geopolitical conflict, trade restrictions and/or regulations, among other operational disruptions as a result of our robust process and management system.





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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 our corporate offices or manufacturing site activities. KEMET also maintains policies that monitor sustainability-related risks, supply chain management and raw materials, business continuity, import/export and trade compliance, among other concerns, including: 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 conducted at multiple levels, including departmental, facility-based, and management reviews. KEMET's Leadership Team and senior management meet annually to review and prioritize risk management activities and devise action plans for risk mitigation. Our Corporate Compliance & Sustainability department and Sustainability Council members coordinate the review of emerging and identified risks with our quality, compliance, EHS, procurement, logistics, facilities, and senior management for product business groups/units to develop external corporate-level communications, as needed.

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



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ENVIRONMENTAL, HEALTH & SAFETY

KEMET is dedicated to implementing and maintaining our environmentally responsible practices that support our net zero emissions strategy.

We have invested in energy-efficient technologies across our operations. Additionally, we prioritize sustainable sourcing and waste reduction initiatives, ensuring that our supply chain aligns with our environmental goals. By fostering a culture of sustainability among our employees and engaging with our communities, we are committed to making a meaningful impact on our journey to net zero.

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ENERGY EFFICIENCY

In 2022, we launched our YES software globally and have successfully expanded its implementation in 2023. This environmental data management tool allows facilities to submit and manage data on energy, greenhouse gas (GHG), water usage, and waste. It has improved data accuracy with automated calculations and insightful reports. Centralizing our data collection practices has enabled facilities to learn from one another and enhanced company-wide sustainability efforts, while also providing company leadership with a better oversight tool of our sustainability progress. In 2023, we worked on optimization capabilities by managing expanded datasets and tracking sustainability initiatives, and we plan to continue these efforts on an ongoing basis.

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.

KEMET is committed to designing and operating its facilities in such a manner as to eliminate recognized hazards and reduce risk to human health, safety, and the environment. As we pursue our goals to reduce GHG emissions, we have assessed energy efficiency opportunities across our global operations. Some examples of our efforts are detailed below.

Several facilities utilized renewable and efficient energy sources in 2023:

Kyustendil, Bulgaria

In 2023, we built a photovoltaic plant with a capacity of 500 kilowatt peak (kWp) to meet our own energy needs. This plant is expected to **save approximately 560,000 kWh of purchased energy annually and reduce CO₂e emissions by about 382.48 metric tons per year.**

Matamoros, Mexico

Approximately **37% of our total electricity procurement** came from renewable energy, **an increase of 23% since 2023**, further reducing non-renewable energy consumption and **saving 4,828 metric tons of CO₂e emissions.**



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ENERGY EFFICIENCY (CONT.)

Victoria, Mexico

The plant purchased **clean energy** through **Renewable Energy Certificates (REC)**, comprising **13.9% of its energy use**. During 2023, 41,406.1 MWh were consumed, of which **5,755.44 MWh was clean energy, reducing 2,521 metric tons of CO₂e emissions**.

Suomussalmi, Finland

In our Finland facility, heating energy is **100% renewable** (wood chips), and **55.7% of electricity is produced via clean energy**. Photovoltaic energy accounts for **3.7%** of the total electricity consumption. **In 2023, CO₂e emissions were reduced by an additional 16.7%**.

Xiamen, China

Our purchased green energy will save approximately 2% of total plant electricity consumption, equivalent to **341,000 kWh** and has **reduced CO₂e emissions by 240 metric tons**.

Suzhou, China

In 2023, Suzhou's total **on-site solar generation was 844,625 kWh**, up from 29,599 kWh in 2022, which **reduced CO₂e emissions by 392 metric tons**. In addition, the facility **purchased 14,760,000 kWh Green Electricity in 2023**, accounting for **6,853 metric tons of CO₂e emissions savings**.

KEMET continues to integrate sustainability into our company culture through behavioral initiatives that motivate our employees to act sustainably and contribute to a positive impact.



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GREENHOUSE GAS EMISSIONS

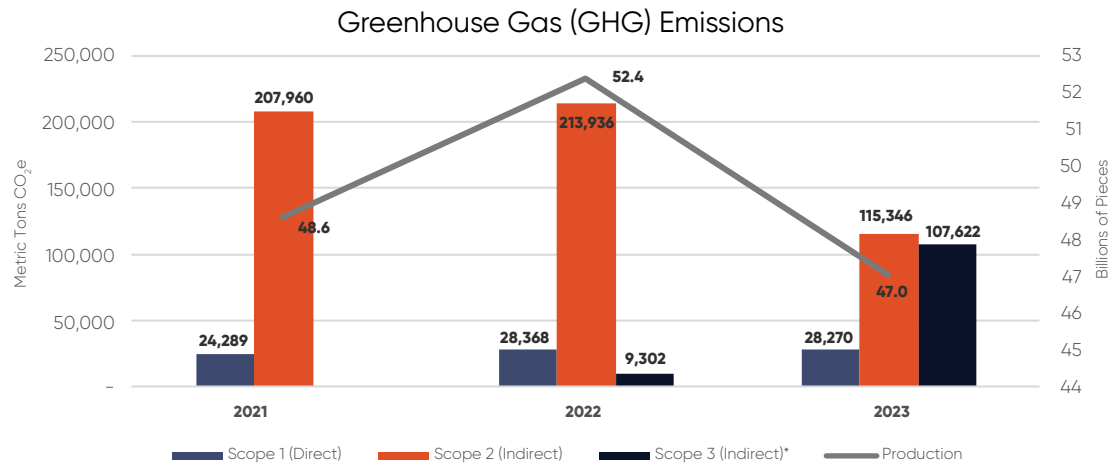
In 2023, KEMET continued aligning our strategy and reporting to YAGEO Group with a key focus on developing a comprehensive strategy and roadmap to achieve our net zero Scopes 1 and 2 emissions by 2050.

YAGEO Group's roadmap will be developed by 2024 and utilize the Science-Based Target Initiative (SBTi) or similar methodology. The roadmap will help to achieve an overall reduction of our company's carbon footprint.

Since the implementation of YES, we have steadily refined our data gathering efforts to improve accuracy and transparency. In 2023, our data collection became far more robust with the inclusion of refrigerant leakages and multiple Scope 3 emissions categories. Even with more comprehensive data that

has allowed for the inclusion of additional metrics that were not previously captured, we were able to reduce our carbon footprint. This brings further integrity to our efforts and demonstrates our commitment to achieving net zero by 2050.

For 2023, we were able to calculate a more complete picture of our Scope 3 emissions, which include Fuel and Energy-Related Activities (Category 3), Upstream Transportation and Distribution (Category 4), Waste Generated in Operations (Category 5), Employee Business Travel (Category 6), and Downstream Transportation and Distribution (Category 9). Our Scope 3 emissions were 107,622 metric tons of carbon dioxide equivalents (mt CO₂e).





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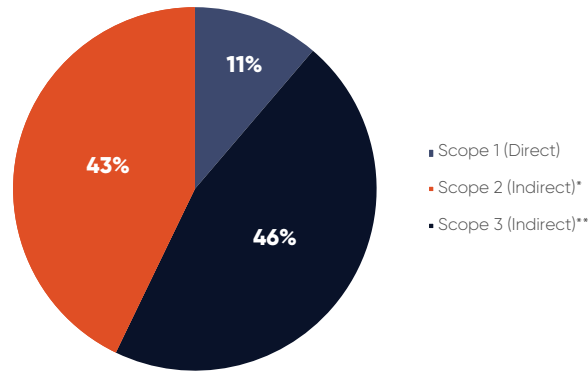
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GREENHOUSE GAS EMISSIONS (CONT.)

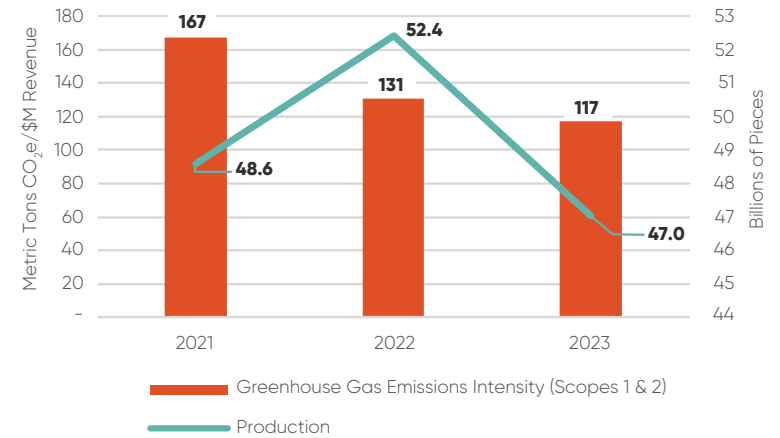
GHG Breakdown by Scope



*Scope 2 emissions are market-based

**Partial Scope 3 emissions

GHG Emissions Intensity



Geographical Emissions Concentration (Metrics tons CO₂e)



In 2023, KEMET continued aligning our strategy and reporting to YAGEO Group. YAGEO Group's goal is to achieve net zero Scopes 1 and 2 emissions by 2050, and we will develop a roadmap that utilizes the Science-Based Target Initiative (SBTi) or similar methodology by the end of 2024. YAGEO Group's 2024 roadmap will help to achieve an overall reduction of our company's carbon footprint.



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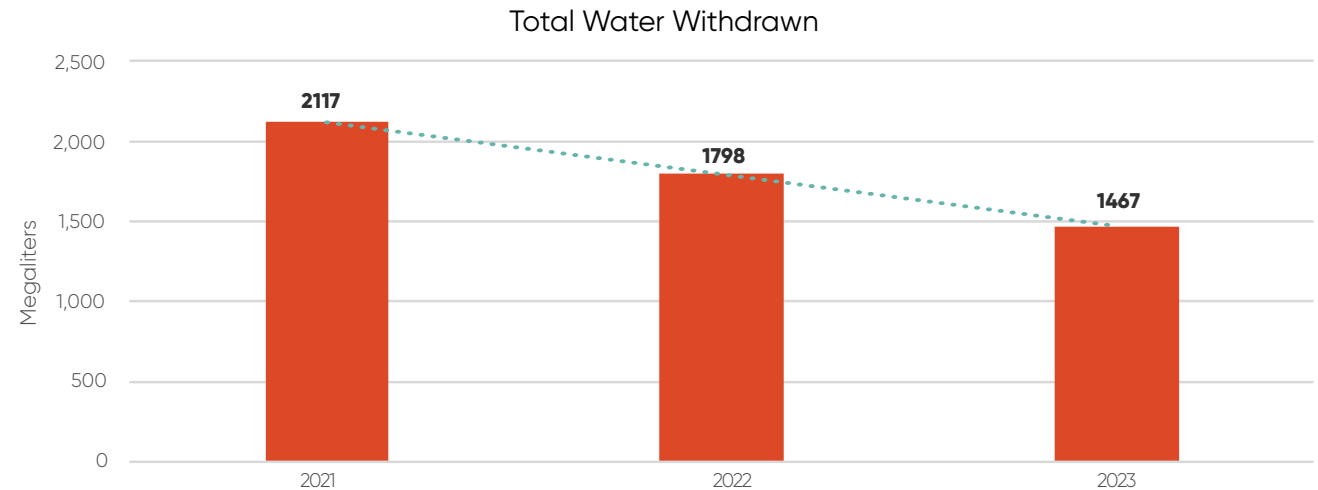
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WATER USAGE & EFFICIENCY

We make every effort to minimize water withdrawal and usage at our manufacturing facilities and increase discharge where feasible to our local watersheds. In 2023, 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.)

Monterrey, Mexico

In 2023, the facility conducted a study of wastewater discharge and established procedures for water discharge for irrigation. We installed equipment for reusing water from pumps and pipes, initiating the operation of our water recovery system. This system now provides output for landscaping irrigation.

Suzhou, China

We recycle concentrated water from our deionized (DI) water system for cooling towers and sanitary purposes. Additionally, we repurpose wastewater from our water wash station for the methanol washing tower. These initiatives contributed to **recycling over 56,000 tons of wastewater** in 2023.

Bang Pakong, Thailand

All wastewater from the production processes is sent to the water recycling plant (RO system) in the factory and distributed back to the water supply system for production processes.

Victoria, Mexico

The production water is collected, treated, and reused in the facility's cooling towers, **recycling 50,128 cubic meters** in 2023.

Pontecchio, Italy

In 2023, approximately 70-80% of the water used was recycled and used in the facility's cooling towers.





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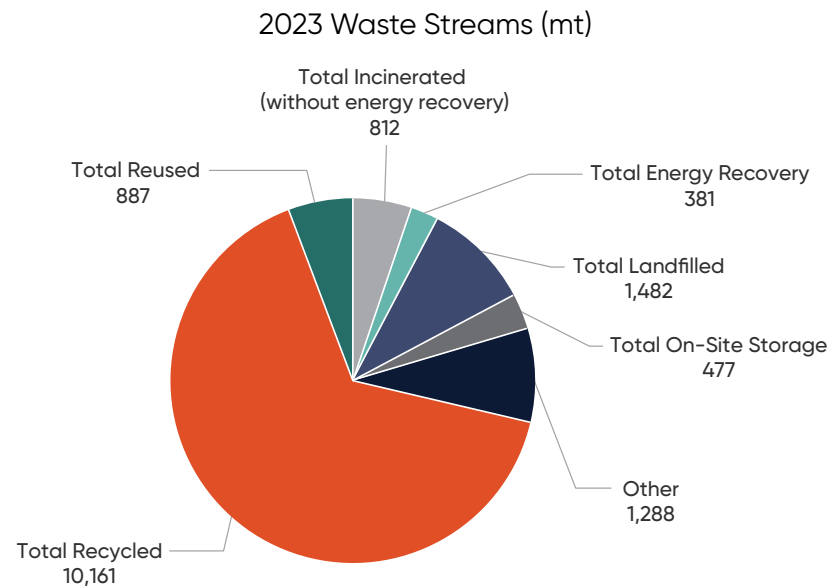
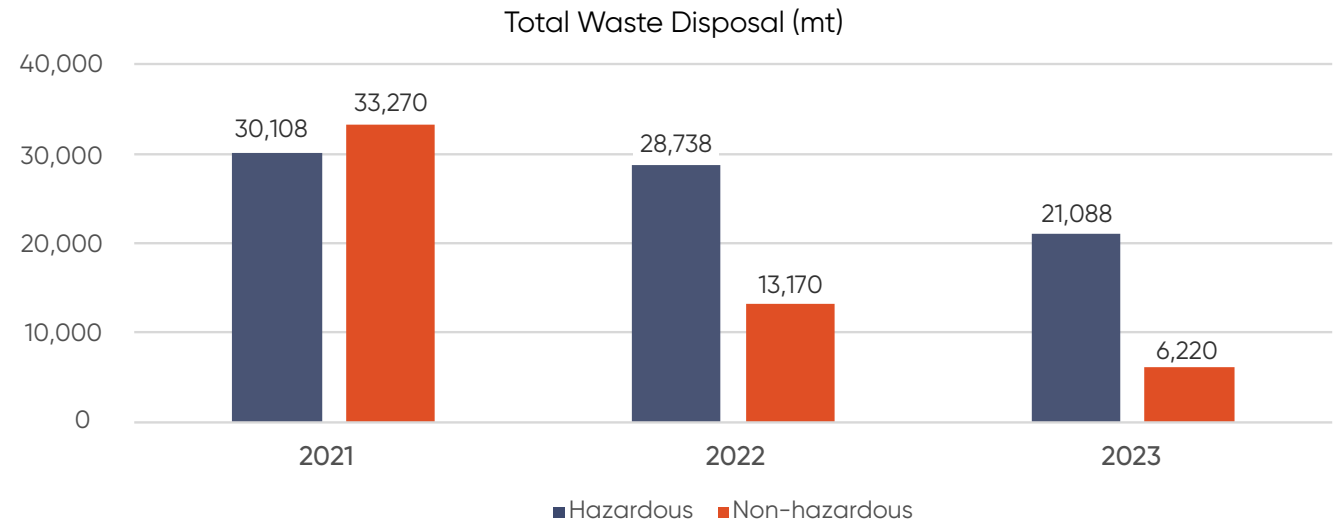
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WASTE MANAGEMENT

KEMET continues to search for circular solutions within our manufacturing facilities to further reduce our waste production and deliver more sustainable products to our customers.





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WASTE MANAGEMENT (CONT.)

SUSTAINABLE PACKAGING

We are continually evaluating opportunities to increase the percentage of products packaged in sustainable packaging material. 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:

- To comply with EU Commission Decision 97/129/EC, we have cataloged all packaging products including bags, bands, boards, and carriers for environmental labeling and made the information publicly available on our website.
- 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 certified, recycled corrugated paper strips.
- We continue to track the quantities of reused and new materials for production at the facility level.

RECYCLING PROGRAMS

Matamoros, Mexico

In Matamoros, our facility's program recycled approximately **5,611 kilograms** (kg) of plastic, **5,472 kg** of paper, **20,313 kg** of cardboard, **46,389 kg** of metals, and **12,741 kg** of wood pallets.

Victoria, Mexico

In 2023, we established a recycling campaign for bottled beverage caps at the Victoria site to be donated to charitable organizations, and an **80 kg donation** was made to the "Cachito de Luz" association. The electronics recycling campaign at the Victoria facility, in coordination with the Victoria City Scouts group, created environmental awareness of electronics recycling and resulted in a collection of **250 kg of waste**.

Methanol waste from the polywash and reform process is recovered, treated, and recycled back into the process. More than **135,853 gallons were recycled and reused** in 2023.

Suomussalmi, Finland

During 2023, the recycling program at our Suomussalmi facility was expanded to include sorting of plastics and cardboard.



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HEALTH & SAFETY

Our health and safety measures, rooted in our safety-oriented culture, extend beyond rules and standards. We believe workplace injuries and illnesses are preventable, which is why we invest in and incorporate safe practices and procedures in our employees' daily routines. We are also committed to the protection of the environment, including prevention of pollution, adverse health effects, occupational hazards, and other specific commitments relevant to the context of the organization.

KEMET strives to provide the best working conditions for our employees, including by 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. We are committed to consulting and collaborating with employees and/or their representatives and other stakeholders on occupational health and safety matters.

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 with training 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.



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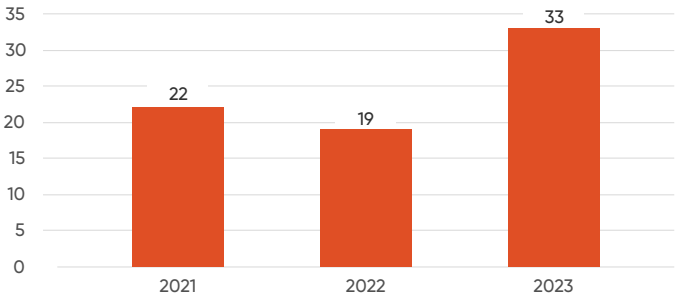
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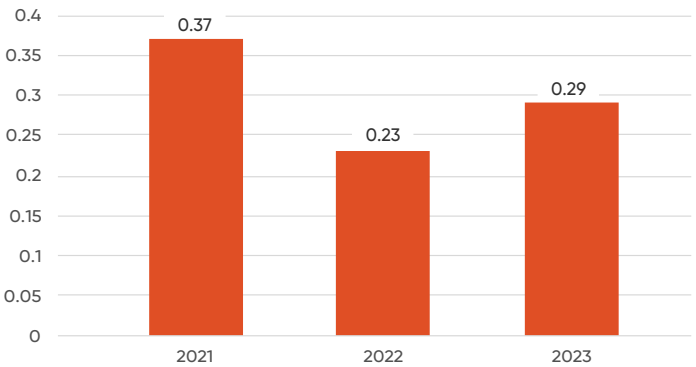
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Total Lost-Time Accidents



Total Recordable Incident Rate (TRIR)





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AWARDS & RECOGNITION

KEMET participated in numerous third-party ESG questionnaires and assessments during 2023, 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. We maintained our score for CDP's Water Security (B-) questionnaire and improved our Climate Change (B-) score. We are proud to have maintained an EcoVadis Silver Medal Sustainability Rating since 2013, awarded again in 2023 based on our sustainability performance data. Finally, YAGEO Group scored a 94.2 (Low Risk) on its 2023 RBA Corporate Level Self-Assessment Questionnaire (SAQ).



Additional company-wide awards include:

- YAGEO Group was honored by the 2023 "Excellence in Quality" award by Cisco Systems, a global technology leader. This prestigious recognition is a testament to our unwavering commitment to delivering the highest standards of quality and innovation in our products and services.
- YAGEO Group earned the Platinum achievement for TTI, Inc.'s 2023 Supplier Excellence Awards. This accomplishment showcases customer, administrative, and operational excellence and requires five consecutive years of award recognition.
- YAGEO Group received the Qualified A-Supplier Award from RUTRONIK Electronics Worldwide.
- Thailand received Excellent Practices Establishment on Labor Relations and Welfare, given by the Ministry of Labor, for the second year in a row.



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A-SUPPLIER

CERTIFICATE OF APPRECIATION

YAGEO Group
YAGEO KEMET Pulse

Due to the very good performance of your company in the period from 01.01.2023 to 31.12.2023,
your company has been classified as an A-supplier in our supplier ranking.
We are pleased to certify this high performance and thank you and all your
colleagues and/or employees who contributed to this good result!



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PRODUCTS

At KEMET, our products and innovations are driving the technologies that shape a sustainable tomorrow.

From artificial intelligence (AI) to renewable energy and electric vehicles (EVs), our components are integral to powering systems that reduce energy consumption, promote efficiency, and support a greener future. We are committed to sustainability both within our product development and across the industries we serve, enabling the advancement of key technologies that are crucial to the global sustainability movement.

Our products play a pivotal role in powering the following sustainability-driven technologies:

- Smart Grids – Enabling efficient energy distribution.
- Solar Power – Supporting clean, renewable energy generation.
- Wind Energy Generation – Helping harness the power of wind with high-efficiency components.
- Geothermal Technologies – Facilitating sustainable energy from the Earth's heat.
- Tidal Generation Systems – Powering innovation in renewable tidal energy.
- AI Infrastructure – Reducing energy consumption while meeting the growing demands of AI systems.
- Electric Vehicles – Enhancing the efficiency and performance of sustainable transportation.



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INNOVATION

Innovation is at the core of every KEMET product. By leveraging ethical and sustainable material science, we develop breakthrough technologies that drive sustainability across industries. Our Advanced Technology Group (ATG), through multinational Innovation Centers, leads the charge in research and development, collaborating with academic institutions to explore passive electronic components that will fuel the industries of tomorrow.

We continuously release new products and solutions to support cutting-edge advancements across several key sectors:

Agriculture

Enabling sustainable farming with data-driven technologies that improve resource efficiency.

Artificial Intelligence

Powering AI-driven hardware with products designed for high computing needs while minimizing energy use.

Automotive

Supporting safer, smarter, and more energy-efficient vehicles, integral to the EV revolution.

Defense and Aerospace

Providing mission-critical components that meet the rigorous demands of these sectors.

Industrial

Delivering robust, reliable components for applications ranging from power generation to automation.

Telecommunications

Powering the future of 5G and high-speed internet with advanced telecom components.

Computing & Consumer Electronics

Ensuring the reliability and efficiency of components essential to today's tech-driven world.

Medical

Providing components for medical devices where safety, reliability, and performance are non-negotiable.

As a trusted partner for innovative component solutions, KEMET is committed to making the world a better, safer, and more connected place by driving sustainability across key industries.



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INNOVATION (CONT.)

KONNEKT CERAMIC CAPACITOR TECHNOLOGY

The shift toward sustainability in electronics is driven by increasing power consumption alongside demands for greater efficiency. Electric vehicles (EVs) have been pivotal in this trend, and now, the immense power requirements of artificial intelligence (AI) systems are further accelerating it. Capacitors, once merely supportive components, are now enabling technologies that play a crucial role in reducing energy use and optimizing performance in these demanding applications.



KEMET's KONNEKT Ceramic Capacitor Technology, combined with our robust dielectric materials, provides designers with the ability to achieve higher capacitance and voltage without requiring extra board space. This compact design helps reduce the overall material footprint, contributing to more efficient use of resources in the manufacturing and operation of electronic systems.

By enabling efficient power conversion and supporting high-power systems like EVs and AI applications, KONNEKT Technology plays a key role in advancing sustainability. It helps lower energy consumption, reduces waste, and optimizes the use of space and materials—all crucial for minimizing environmental impact.

C44U-T DC-LINK FILM CAPACITOR

At KEMET, we recognize the critical role of sustainability in minimizing environmental impact as energy demands rise, particularly in vital infrastructures like data centers. The C44U-T DC-Link Film Capacitor plays a key part in supporting energy efficiency and the shift toward renewable energy sources such as solar and wind.



By optimizing power converters in harsh environments, these capacitors help data centers run more sustainably, reducing energy consumption and improving overall efficiency. With low ESL (Equivalent Series Inductance) for faster switching and high reliability, the C44U-T capacitors decrease the need for maintenance and help minimize system downtime. This ensures that data centers can operate more effectively with fewer resources, supporting their sustainability goals while reducing waste and environmental impact.

Additionally, the long-term reliability of the C44U-T series contributes to lowering the Levelized Cost of Energy (LCOE), making renewable energy solutions more competitive and accessible. By enhancing power efficiency and reliability in critical energy infrastructures, the C44U-T DC-Link capacitors are an essential component in the journey toward a more sustainable future.



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INNOVATION (CONT.)

T598 KO AUTOMOTIVE GRADE TANTALUM POLYMER CAPACITOR

The T598 KO Automotive Grade Tantalum Polymer Capacitors are at the forefront of sustainability by supporting the growing adoption of electric vehicles (EVs). EVs play a crucial role in reducing carbon emissions and moving toward a greener future, and our capacitors are designed to optimize power consumption, a key element in enhancing EV efficiency.



By integrating seamlessly into advanced computing technologies—such as sensors, computer vision, machine learning, and hardware acceleration—our capacitors help drive the next generation of EV systems. These technologies are essential for improving vehicle performance while reducing overall energy use, thus contributing to a more sustainable transportation ecosystem.

As the demand for more data processing and energy-efficient technologies increases, the T598 KO Series will continue to be a key player in supporting the optimization of power consumption, contributing to long-term sustainability efforts in the EV industry.

DCCT RESIDUAL CURRENT SENSORS FG SERIES

The DCCT Residual Current Sensors FG Series play a key role in promoting sustainability by improving energy efficiency and safety across various applications. These sensors are designed to detect and monitor residual currents in electrical systems, helping to identify power loss, prevent electrical faults, and ensure optimal system performance. By enhancing the reliability and safety of electrical systems, these sensors reduce the risk of energy waste and equipment damage, contributing to a more sustainable operation.



In addition to improving energy efficiency, the FG Series sensors support the integration of renewable energy sources such as solar and wind power, ensuring safe and efficient energy conversion and distribution. Their ability to precisely monitor and manage electrical currents helps lower maintenance requirements and prolongs the lifespan of equipment, reducing the environmental impact associated with system failures and component replacements.

By supporting energy-efficient operation and the safe integration of renewables, the DCCT Residual Current Sensors FG Series are helping to drive sustainability in industries that rely on clean energy and optimized electrical systems.



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INNOVATION (CONT.)

PRODUCT SUSTAINABILITY

KEMET's components are essential to advancing sustainable technologies and driving the adoption of alternative energy solutions across a wide range of industries. Our products are designed to enhance energy efficiency in applications such as electric vehicle (EV) onboard chargers, smart grid hardware, EMI filtering, LED drivers, and high-energy density applications linked to capacitive power supplies. By enabling the efficient capture, conversion, and utilization of renewable energy sources—such as solar, wind, and hydroelectric power—our products play a critical role in supporting the transition to clean energy.

KEMET's components also optimize the performance of energy-efficient appliances, smart grids, and energy management systems, helping to minimize energy waste and improve overall energy utilization. Through our focus on miniaturization, efficiency, and dependability, we have developed products that are lighter, smaller, and more cost-effective, all while maintaining high reliability. These innovations help drive the global transition toward cleaner, greener, and more resilient energy systems.

AUTOMOTIVE ELECTRIFICATION

With over six decades of excellence in automotive-grade electronic components, KEMET leads the way in supporting the rapid growth of electric vehicles (EVs) and the broader electrification of the automotive industry. Our products are vital to the success of advanced safety systems, such as lane detection and crash avoidance systems, and are critical in anti-lock brakes and airbags.

In the world of EVs, maximizing energy efficiency is key, particularly in the powertrain and systems like Heating, Ventilation, and Air Conditioning (HVAC). A significant portion of energy loss occurs during battery charging and discharging. KEMET's innovative automotive components, designed for high-temperature and demanding environments, reduce inefficiencies by minimizing heat and energy loss, thereby enhancing the overall performance of EVs.



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INNOVATION (CONT.)

AI INFRASTRUCTURE

As artificial intelligence (AI) applications grow, so does their energy demand. AI infrastructure requires vast amounts of computing power, which in turn puts pressure on energy resources. KEMET's components support AI-driven hardware by optimizing power delivery and energy efficiency, helping reduce the carbon footprint of these systems.

Our products enable faster data processing and reliable performance in high-energy AI applications, such as machine learning, computer vision, and data centers, where managing energy efficiency is critical to sustainability. By integrating KEMET's energy-efficient components into AI systems, industries can balance the rising demand for computing power with their commitment to sustainability, ensuring that innovation doesn't come at the cost of the environment.

Through cutting-edge technologies and a commitment to sustainability, KEMET's products are helping to drive a greener, smarter, and more energy-efficient future across multiple industries.





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PRODUCT SAFETY & QUALITY

KEMET's multi-disciplinary team of project leaders and team members regularly evaluate the impacts and risks related to our change control processes. This includes 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. During the process, we conduct environmental, health, and safety impact assessments and include a review of material composition data against restricted substances regulations, industry, and customer requirements, as well as an analysis of any potential risks to health, safety, and the environment.

KEMET's Advanced Quality Planning System is a structured, multidisciplinary approach to manage projects that assesses quality across design, development, change, and implementation phases. These mandatory assessments evaluate if the new materials, equipment, processes, or operating conditions meet all applicable governmental regulations.

Quality Month 2023

Every November, KEMET highlights quality by teaching quality-related concepts, engaging in quality-related activities, and recognizing our quality-related successes across the company. The theme for 2023's Quality Month was "Evolving Our Zero Defects Mindset." It reinforces with our workforce that the expectation for perfect Quality is built into everything that we do, reaching beyond the manufacturing floor to the warehouses, sales and service, our laboratories, and every department top to bottom that come together to make KEMET successful.

2023-2024 Quality Month

Quality Policy :
Quality is the Foundation of the Future

Quality Objectives:

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

YAGEO Group

Evolving Our Zero Defects Mindset



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PRODUCT SAFETY & QUALITY (CONT.)

MONITORING & COMMUNICATION

Our Sustainability Council consistently monitors emerging and existing regulations related to restricted substances and internally communicates 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.

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. This allows our customers and stakeholders to proactively evaluate KEMET products for compliance and quality concerns.

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 regulatory and safety information. Doing this allows our customers and stakeholders to proactively evaluate KEMET products for compliance and quality concerns. In 2023, KEMET partnered with a multi-member external consultation project to submit comments to the European Chemicals Agency (ECHA) related to the current use of PFAS where no effective substitute exists. Such applications are necessary for society today.

PRODUCT SAFETY & QUALITY (CONT.)

AUDITS & ASSESSMENTS

Our products and materials are independently tested for substances controlled by various governmental regulations by accredited, external third-party laboratories. In 2023, KEMET participated in 12 facility- and customer-initiated, external social and environmental responsibility audits of certain facilities to validate facility performance. In addition, we regularly perform social and environmental responsibility audits of certain suppliers to ensure compliance with our supply chain requirements, see **Supply Chain Management** section below.



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PEOPLE & PLACES

At KEMET, investing in our people is pivotal to our success. 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.







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EMPLOYEE EMPOWERMENT & DEVELOPMENT

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.

Our Human Resources teams offer both in-person and online training sessions on our [Global Code of Conduct](#) as well as our anti-harassment and anti-bullying policies. These trainings aim to raise awareness among all employees, while our anti-harassment and anti-bullying policies formalize KEMET's zero tolerance stance on harassment and bullying in the workplace.

In addition, our employees utilize an internal training platform called YAGEO Group E-Academy to publish, share, and track training and course completion. Through regular trainings, our employees stay up to date with ever-changing regulations, gain skills to maximize performance, and foster innovation. In 2023, our employees averaged 20 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);
- YAGEO Talent Forum for leadership development; and
- IT Phishing awareness training.





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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)

INTERNAL COMMUNICATION PLATFORM

KEMET's internal communication platform creates opportunities for 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. In 2023, events included Mother's and Father's Day events, sports tournaments, participation in local runs, customer service appreciation week, mental health awareness, and Mexican Independence Day.



Wear Green for Mental Health



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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)



Mexico Independence Day



Mother's Day



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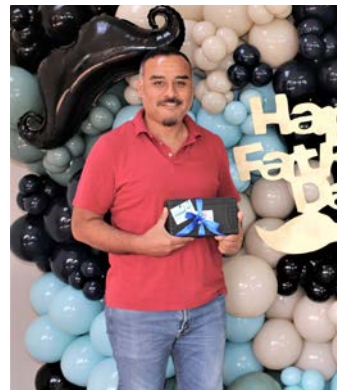
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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)



Father's Day



Soccer Tournament



Basketball Tournament



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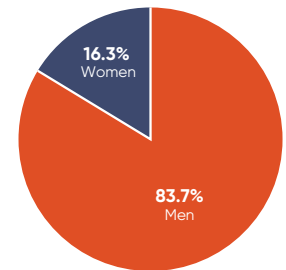
DIVERSITY, EQUITY, & INCLUSION

Fairness, honesty, integrity, and respect are globally held values at KEMET that lay the foundation for a productive and positive work environment. We believe in the power of a diverse, inclusive workplace where everyone can contribute to the company's success by leveraging their own unique ideas, talents, skills, and experiences.

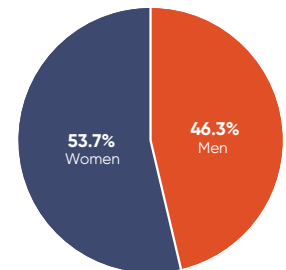
Our commitment to diversity, equity, and inclusion (DEI) is reflected in our Human Resources policy, [Human Rights Policy](#), and [Global Code of Conduct](#) which recognizes the unique experiences that come with our diverse and global workforce. These policies are supported by our regular anti-harassment and anti-bullying training that references our DEI practices.

As of December 2023, **53.7%** of our total workforce is female. Women represented **16.3%** of our senior management, which is defined as our Leadership Team and Directors and above. Our global Leadership Team and senior management represent the diverse nationalities of our global operations. In the coming years, we aim to increase the percentage of women in senior management.

Diversity in Management



Diversity in our Workforce



"At KEMET, we understand that our strength lies in the varied perspectives, experiences, and talents of our people. Being a woman in leadership here is not just a personal achievement, but a reflection of KEMET's commitment to empowering women and fostering a culture where everyone has the opportunity to contribute and succeed. Diversity and inclusion are essential to driving innovation, and I am proud to be part of a team that embraces these values to create a brighter, more sustainable future."

- Orawan Pirakaew, Managing Director of TOKIN Electronics (Thailand) Co. Ltd.





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DIVERSITY, EQUITY, & INCLUSION (CONT.)

International Women's Day

In honor of International Women's Day, facilities hosted events to recognize women employees' achievements. Our Evora, Portugal facility provided employees with flower bouquets and hosted raffle activities. In addition, the facility hosted the Tuna musical group - a group of university students who dress in traditional costume and seek to maintain the academic tradition associated with the taste for music.



Matamoros Women's Day



Évora Women's Day



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Matamoros Quality Month



Monterrey Quality Month



Suzhou Quality Month



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DIVERSITY, EQUITY, & INCLUSION (CONT.)

Thailand Homecoming Activity

Our Thailand facility hosted a Homecoming Happy Workplace activity to promote employees' self-worth. The activity aims to provide a heartwarming experience for employees where they can write kind messages and hang them on a prominent wall in the plant. Colleagues can take these messages home with them when they need encouragement. Employees may also choose flowers to support sentiments they share.





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EMPLOYEE WELLNESS

KEMET is committed to enhancing our employee's wellbeing through various activities, including employee engagement initiatives and programs, health and wellness events, and recreational areas. In support of our dedication to employee wellness, KEMET arranges annual health screenings for employees.

Below are just a few examples of facility initiatives to promote and support employee wellness:

Bang Pakong, Thailand

- Hosted employee Stress Management Workshop and Bio Feedback Program to promote employee wellness.
- Hosted celebrations for Thai New Year including collective worship in Buddhist ceremonies and engaged in water-pouring rituals. In this ritual, young people pour fragrant water into the palms of their elders as a sign of respect and to pray for their good health and longevity.

Bien Hoa City, Dong Nai Province, Vietnam

- Hosted a variety of employee wellness events including Chinese chess, pocket jumping, table tennis, badminton, flower arrangement contest, female football, and a marathon.



Thailand 2023 Stress Management



Thailand Thai New Year



Vietnam Quality Month



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EMPLOYEE WELLNESS (CONT.)

Évora, Portugal

- Celebrated Breast Cancer Awareness month through participation in Pink October where female employees were taught how to conduct self-examinations.
- In honor of Mental Health Day, hosted an event to increase awareness for mental health concerns and brought in a doctor to conduct psychology appointments on site.
- Hosted a no smoking day and provided resources to help employees quit smoking.

Matamoros, Mexico

- Hosted a mental health conference.

Monterrey, Mexico

- Hosted several KEMET Runners events throughout the year.



Wear Green for Mental Health



Monterrey – KEMET Runners



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EMPLOYEE WELLNESS (CONT.)

Pontecchio, Italy

- Annual employee participation in the Strabologna City Marathon.



Suzhou – Yoga Club

Suzhou, China

- Employee yoga club
- Employee badminton
- Employee basketball matches



Pontecchio – Strabologna City Marathon



Suzhou – Walking Activities



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COMMUNITY ENGAGEMENT & VOLUNTEERING

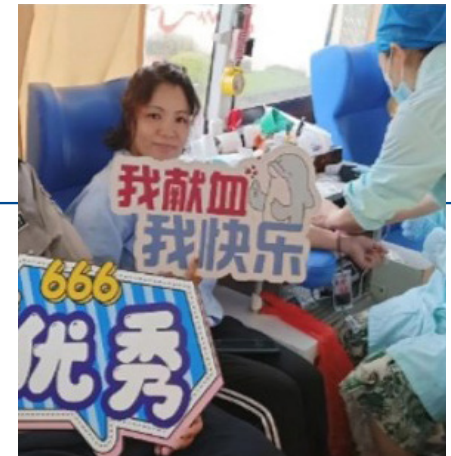
It is crucial to give back to our communities to maintain strong local relationships. We support our employees through philanthropic efforts and by providing volunteer opportunities. In 2023, employees at various KEMET facilities participated in volunteer activities and initiatives, including:

Bang Pakong, Thailand

- Conducted an auction where proceeds went to Turkey and Syria earthquake charities to help victims of earthquakes in those countries.
- Donated blood with Wellgrow Industrial Estate.
- Joined Foreign Trade Association to organize a tree planting activity.



Thailand – Tree planting



Thailand – Blood Donation



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COMMUNITY ENGAGEMENT & VOLUNTEERING (CONT.)

Suzhou, China

- Tutored students regularly and supported students' mental wellbeing.
- Donated blood to support the community.
- Conducted a charity sale.

Bien Hoa City, Vietnam

- Donated blood to support the community.
- Donated gifts and food to children.
- Cleaned trash around the facility and during company outings to the local beach.

Skopje, Macedonia

- Donated and fundraised for a charity that helps children diagnosed with cancer.

Évora

- Collected and donated food to various charities, including Pão e Paz Association, Gabriel Pereira Secondary School, CARITAS Évora, and Chão dos Meninos.
- Donated blood during the Appeal for Blood Donation.



Solidarity Month
Pão e Paz Association



Gabriel Pereira
Secondary School



CARITAS Évora



Chão dos Meninos

Évora - Charitable Donations



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SUPPLY CHAIN MANAGEMENT

KEMET regularly engages with our suppliers to identify, evaluate, and mitigate potential risks and improve overall sustainability performance.

The background of the image is a dark, textured surface. Overlaid on this is a map of Egypt, rendered in a dark, almost black color. The map is surrounded by numerous thin, blue lines that radiate outwards from the center, creating a sense of movement and energy. The lines are of varying lengths and thicknesses, some appearing as straight lines and others as curved, swirling patterns. The overall effect is a dynamic and modern representation of the company's geographical focus.

YAGEO GROUP
KEMET



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SUPPLIER COMPLIANCE

KEMET maintains procedures to encourage the procurement of high-quality materials from all approved suppliers. All suppliers are required to undergo an extensive onboarding process including a series of assessments tailored to their supplier classification and the materials or services they provide to KEMET. These assessments evaluate business resiliency, quality management systems, social and environmental responsibility, business ethics, supply chain security, and responsible minerals sourcing data. KEMET also considers diversity status when evaluating suppliers for procurement of goods and services.

As part of the supplier onboarding process, suppliers must acknowledge and commit to KEMET's requirements including our [Purchase Order Terms and Conditions](#) and, often, a formal agreement. KEMET requires suppliers to:

1. Comply with the [RBA Code of Conduct](#) and all applicable governmental regulations;
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;
6. Implement appropriate due diligence practices for the responsible sourcing of minerals; and
7. Achieve and maintain 100% on-time delivery.

KEMET maintains documented procedures to ensure that purchased products, processes, and services conform to the applicable statutory and regulatory requirements. This includes current governmental and safety regulations for restricted substances and environmental considerations. KEMET's Facilities, Environmental, Health and Safety Policy states that KEMET will conduct its business in a manner designed to protect the health and safety of our employees, our customers, the public, and the environment. Suppliers are expected to take their environmental responsibility similarly. KEMET not only considers the reduction of environmental impact of procured products but regards it as an important element in determining from whom to procure – whether suppliers and manufacturers of such products are taking proactive environmental conservation initiatives.



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SUPPLIER COMPLIANCE (CONT.)

The KEMET Supplier Quality System ensures the procurement of high-quality materials from approved suppliers. Suppliers are evaluated and an approved supplier list is maintained for each raw material. Documents required for approval may include but are not limited to:

- Acknowledgment of compliance with KEMET's [Supplier Quality Requirements](#);
- Technical capability of supplier's materials;
- Completion and approval of required supplier questionnaires, including supplier's business qualifications, quality management systems, social and environmental programs, and supply chain security; and
- Regulatory Compliance (e.g., REACH, RoHS, etc.).

Suppliers undergo on-going performance monitoring through our internal Supplier Monitoring Program and Rating System and our Supplier Audit Program. Supplier Corrective Action Requests are issued when necessary and appropriate. If suppliers become non-compliant to KEMET's expectations, KEMET works directly with each supplier to identify opportunities for improvement and to develop strategies to achieve their goals and conform to our requirements.

RESPONSIBLY SOURCED MINERALS

KEMET remains dedicated to responsibly sourcing all raw materials. As part of our social responsibility commitment, our [Supply Chain Policy](#) was developed and communicated to all suppliers for conflict minerals (tin, tantalum, tungsten, and gold) to meet specific expectations. Supplier conformance to this policy is regularly monitored.

As the world's largest user of tantalum, KEMET took an early leadership position in the industry by obtaining certified responsibly sourced minerals. Our goal is 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), as 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 an active member of the [Responsible Minerals Initiative \(RMI\)](#).



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RESPONSIBLY SOURCED MINERALS (CONT.)

KEMET's Senior Director – Compliance and Sustainability served on the RMI Steering Committee from 2021 through 2023. The RMI Steering Committee is responsible for the strategic guidance and direction of the RMI, including development and oversight of the organization's strategic plan, approval of the annual operating budget, management of operating procedures, and other assigned responsibilities.

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

We uphold transparency and due diligence to ensure a responsible supply chain by publishing an annual [Conflict Minerals Report](#). In 2023, we maintained our 100% supplier Conflict Minerals Reporting Template (CMRT) response rate from relevant suppliers to our major product offerings. Our due diligence activities across our value chain were designed to:

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



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SUPPLIER SUSTAINABILITY

KEMET aims to reduce emissions in our value chain and increase recycled content in our packaging through proactive engagement with our suppliers.

SUPPLIER TRANSPORTATION EMISSIONS

In 2022, we began to collect supplier data for the transportation of goods supplied to our business enabling us to calculate and report product transportation emissions for the first time. During 2023, we continued to collect supplier transportation data to better understand our suppliers' carbon footprint, more accurately quantify our carbon footprint, and identify opportunities for Scope 3 emissions reductions within our supply chain.

We prioritize selecting suppliers that use green technologies to minimize idling, eliminate empty transport trips, and follow the most direct shipping routes.





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KEMET has remained committed to advancing technology
and delivering innovative products to key industries for over
100 years while staying true to our Mission and Values.

Our Sustainable Future

Sustainability is part of our corporate responsibility and a competitive advantage that enables us to create value for our stakeholders, such as employees, customers, investors, and the communities in which we operate. Throughout this report, we have highlighted key achievements, challenges in the areas of our sustainability performance, and our strategy for the future. In 2023, our efforts were revitalized with our work to continue integration with YAGEO Group's sustainability strategy.

We look forward to sharing our roadmap to achieve Net Zero Scopes 1 and 2 emissions by 2050 in our 2024 Corporate Sustainability Report, and to continue engaging with our valued stakeholders. We are proud of our sustainability progress, and we remain committed to continuing our sustainability journey and striving for further improvements in the future. We invite you to follow our progress in future corporate sustainability reports.



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ESG METRICS

The table below includes year-over-year performance metrics relating to ESG topics that KEMET has deemed material. We are currently able to report on 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	2023	2022	2021
Energy Consumption				
Diesel	MWh	89	-	-
Coal	MWh	0	-	-
Natural Gas	MWh	70,380	82,707	84,836
Other (Liquid Propane)	MWh	0	20,863	27,326
Other (Fuel Oil)	MWh	7,877	3,756	8,409
Other (Municipal Solid Waste)	MWh	1,070	-	-
Other (Liquified Petroleum Gases)	MWh	15,769	-	-
Other (Motor Gasoline)	MWh	2,183	-	-
Other (Kerosene)	MWh	418	-	-
Total Fuel Consumption	MWh	97,786	107,326	120,571
Total Electricity Consumption	MWh	402,819	463,817	453,632
Onsite Renewable Electricity	MWh	994	1,451	5,584
Purchased Renewable Energy Credits (RECs)	MWh	57,387	47,196	21,587
Total	MWh	500,605	571,143	574,203
Greenhouse Gas Emissions				
Scope 1 (Direct)	Metric tons (mt) CO ₂ e	28,270	28,368	24,289
Scope 2 (Indirect, Location-based)	Metric tons (mt) CO ₂ e	133,888	213,936	207,960
Scope 2 (Indirect, Market-based)	Metric tons (mt) CO ₂ e	115,346	-	-
Scope 3 (Indirect)	Metric tons (mt) CO ₂ e	107,622**	9,302*	-
Total	Metric tons (mt) CO₂e	269,781	251,606	232,249
Greenhouse Gas Emissions Intensity (Scope 1 & 2, Location-based)	Metric tons (mt) CO ₂ e / \$MM revenue	117	131	167
Waste Disposal				
Non-hazardous	Metric tons (mt)	6,220	13,170	33,270
Hazardous	Metric tons (mt)	21,088	28,738	30,108
Total	Metric tons (mt)	27,308	41,908	63,378



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ESG METRICS (CONT.)

Environmental Data	Units	2023	2022	2021
Waste Streams				
Total Incinerated	Metric tons (mt)	1,151	1,036	2,454
Total Landfill	Metric tons (mt)	1,482	6,027	2,967
Total Recycled	Metric tons (mt)	10,161	7,473	24,145
Total Reuse	Metric tons (mt)	887	1,509	2,183
Composting	Metric tons (mt)	174	243	263
Total Energy Recovery	Metric tons (mt)	381	646	532
Onsite Storage	Metric tons (mt)	477	736	726
Other	Metric tons (mt)	1,114	532	0
Water Withdrawal				
Total	Megaliters / year	1,514	1,798	2,117
Spills and Discharges				
Reportable Environmental Incident Rate	Rate (Per 200,000 hours worked)	0	0	0
Social Data				
Units				
2023				
2022				
2021				
Employee Hours				
Total Number of Hours Worked	Hours	28,807,993	31,056,000	33,416,000
Injuries and Process Safety Incidents				
Total Lost-Time Accidents	Number	33	19	22
Days Away, Restricted, and Transferred (DART)	Rate (Per 200,000 hours worked)	0.23	0.17	0.13
Total Recordable Incident Rate (TRIR)	Rate (Per 200,000 hours worked)	0.29	0.23	0.37
Diversity				
Women in the Workforce	Percentage	54%	54%	55%
Women in Management	Percentage	16%	15%	13%
Governance Data				
Revenue	\$ in MM	1,227	1,923	1,393
Employees Worldwide at Year-end, approximate	Number	13,000	15,000	17,000
<p>* Includes partial Scope 3 emissions for two categories: employee business travel and downstream transportation and distribution</p> <p>** Includes partial Scope 3 emissions for five categories: fuel and energy-related activities; upstream transportation and distribution; waste generated in operations; employee business travel; and downstream transportation and distribution</p>				



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GRI ALIGNMENT

KEMET has reported the information cited in this GRI content index for the period January 1, 2023 through December 31, 2023, 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
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
2-25 Processes to remediate negative impacts	Business Resilience & Risk Management



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GRI ALIGNMENT (CONT.)

Disclosure	Location
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
201-3 Defined benefit plan obligations and other retirement plans	KEMET provides location-based benefit 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	
3-3 Management of material topics	How We Operate
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	KEMET's final legal action pending for antitrust was completed in the first quarter of 2024. We had no other 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	2023 Total: 1,223 megaliters (disclosed in KEMET's CDP Response)
303-5 Water consumption	2023 Total: 244 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
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 website: Sustainability, Product Environmental Compliance, and ComponentEdge; We adhere to all 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 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	2023	2022	2021
Greenhouse Gas Emissions					
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (mt) CO ₂ e	28,270	28,368	24,289
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: YAGEO Group is setting a Scopes 1 and 2 net zero target by 2050 and establishing an emissions reduction roadmap to achieve that target. 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	2023	2022	2021
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)	1,514	1,798	2,117
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		947*	529	1,188
Waste Management					
TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (mt)	21,088	28,738	30,108
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)	0.29	0.23	0.37
TC-ES-320a.2	Percentage of (1) entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage	5%	5%	15%
	In 2023, KEMET participated in 12 customer-driven social and environmental responsibility audits at our facilities. More detail can be found in the above section, Product Safety & Quality.				
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.				
* Reevaluated this year and includes more facilities: Bulgaria, Anting and Suzhou, China; Matamoros, Victoria, and San Nicolas, Mexico; Portugal; FELCO and Simpsonville, United States; and Thailand					

