



# **KEMET**

**a YAGEO company**

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## 2021 CORPORATE SUSTAINABILITY REPORT

RELEASE DATE: NOVEMBER 2022

# TABLE OF CONTENTS

<b>ABOUT THIS REPORT</b> .....	<b>3</b>
<b>WHO WE ARE</b> .....	<b>4</b>
<b>About KEMET</b> .....	<b>4</b>
Our Commitment to Sustainability .....	4
<b>Our Mission &amp; Values</b> .....	<b>5</b>
<b>HOW WE OPERATE</b> .....	<b>5</b>
<b>Governance &amp; Management</b> .....	<b>5</b>
Global Code of Conduct .....	6
Sustainability Strategy .....	7
ESG Oversight .....	7
Business Resilience .....	9
<b>ENVIRONMENTAL, HEALTH &amp; SAFETY</b> .....	<b>10</b>
<b>Energy Efficiency</b> .....	<b>10</b>
Bang Pakong, Thailand .....	10
Évora, Portugal .....	10
Suzhou, China .....	<b>10</b>
<b>Greenhouse Gas Emissions</b> .....	<b>11</b>
<b>Water Usage</b> .....	<b>12</b>
<b>Water Efficiency</b> .....	<b>12</b>
Matamoros, Mexico .....	12
Suzhou, China .....	12
Xiamen, China .....	12
<b>Waste Management</b> .....	<b>13</b>
Batam Scrap Recycling Program .....	14
Matamoros Recycling Program .....	14
Suomussalmi Recycling Program .....	14
<b>Health &amp; Safety</b> .....	<b>14</b>
<b>Awards &amp; Recognition</b> .....	<b>15</b>
<b>PRODUCTS</b> .....	<b>16</b>
<b>Innovation</b> .....	<b>16</b>
Industrial Automation .....	17
Product Sustainability .....	17
Automotive Electrification .....	18
<b>Restricted Substance Management</b> .....	<b>18</b>
Monitoring & Communication .....	19
Audits & Assessments .....	19
<b>PEOPLE &amp; PLACES</b> .....	<b>20</b>
<b>Employee Empowerment</b> .....	<b>20</b>
<b>Employee Development</b> .....	<b>20</b>
Quality Month, November 2021: .....	20
<b>Diversity, Equity, &amp; Inclusion</b> .....	<b>21</b>

# TABLE OF CONTENTS (cont.)

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<b>Employee Wellness</b> .....	<b>22</b>
Bang Pakong, Thailand.....	22
Xiamen, China .....	23
<b>Community Engagement &amp; Volunteering</b> .....	<b>24</b>
Matamoros, Mexico .....	24
Xiamen, China .....	26
Bang Pakong, Thailand.....	27
<b>SUPPLY CHAIN MANAGEMENT</b> .....	<b>28</b>
<b>Supplier Compliance</b> .....	<b>28</b>
<b>Conflict Minerals</b> .....	<b>28</b>
<b>Supplier Sustainability</b> .....	<b>29</b>
Supplier Carbon Footprints .....	29
Sustainable Packaging .....	29
<b>ON THE HORIZON</b> .....	<b>30</b>
Looking Forward .....	30
<b>APPENDIX A</b> .....	<b>31</b>
ESG Metrics .....	31
<b>APPENDIX B</b> .....	<b>33</b>
SASB Alignment .....	33

## ABOUT THIS REPORT

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KEMET Corporation (KEMET) is excited to share another successful year of progress as we continue our integration into YAGEO Group. Our people and products remain top of mind, especially as we shift away from COVID-19 conditions and work toward resumption of “normal” operations. If COVID-19 taught us anything, it is to take a proactive approach through business resiliency. As part of the risk management process, we have worked with our supply chain to ensure utmost awareness and mitigation of any disruptions, while also educating our employees and continuing to promote safe working conditions. KEMET offers several resources to ensure the well-being of our employees, including numerous training tools, health and safety supplies, and company-sponsored initiatives. As a leading brand within YAGEO Group, we reaffirm our commitment to sustainability through various initiatives that reduce our total waste generation, energy usage, and water consumption.

The topics presented within this report represent the environmental, social, and governance (ESG) considerations deemed most material to our company and stakeholders. Data within this report is limited to KEMET’s operations, excluding YAGEO Group’s larger footprint. The reporting period covers January 1, 2021, through December 31, 2021. Our Key Performance Indicators (KPI) are included in **Appendix A**. Alignment to KEMET’s industry-specific Sustainability Accounting Standard Board (SASB) Standards can be found in **Appendix B**. While we do not currently seek independent assurance of report data, an independent third-party consultant qualitatively reviews and assesses the accuracy of our sustainability documentation and tracking efforts. Due to the merger and post-acquisition integration processes, some changes in senior management, oversight, and corporate governance have occurred, which may not be reflected in this report. We currently anticipate that consolidated data from YAGEO Group and KEMET will be provided in future sustainability reports.

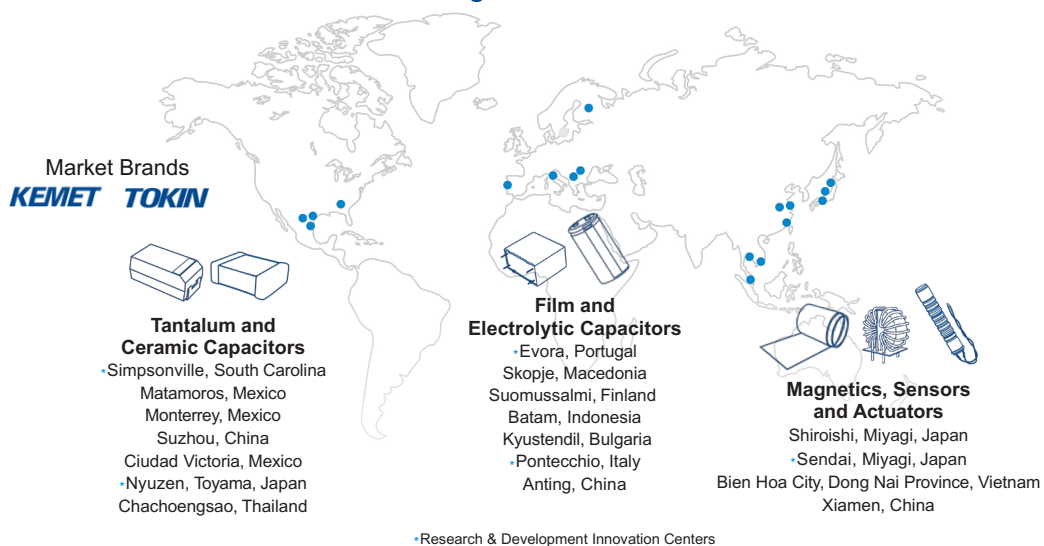
# WHO WE ARE

## ABOUT KEMET

Established in 1919 and headquartered in Fort Lauderdale, Florida, KEMET is a leading global supplier of specialty electronic components. With over 100 years of technological innovation, we help make a wide variety of products possible in the world's most rapidly expanding industries. KEMET's product portfolio consists of polymer, tantalum, ceramic, film, and aluminum-electrolytic capacitors, as well as magnetics, sensors, and actuators. Our products are sold to a variety of Original Equipment Manufacturers (OEMs) in a broad range of industries including the automotive, computer, telecommunications, green energy, defense, consumer, industrial, medical, and aerospace industries. We also sell products to electronics manufacturing services providers, which serve OEMs in these industries. Electronics distributors are an important channel for distribution in the electronics industry and represent a large channel through which we sell our electronic components.

Holding more than 1,600 patents and trademarks, we have established a leading position for our products via our advanced R&D, technical staff, and design-in capabilities. We are dedicated to research and materials science with innovation centers around the globe. Our manufacturing facilities, international sales offices, and broad distribution network enable our global presence that includes 20 manufacturing facilities and approximately 17,000 employees in countries throughout the Americas, Asia, and Europe. KEMET prides ourselves on our unparalleled customer service and 100% on-time delivery, shipping over 50 billion components per year to more than 180,000 customers.

### KEMET Manufacturing and R&D Innovation Centers



## Our Commitment to Sustainability

Sustainability has been embedded in our culture to ensure we conduct business in a responsible way, further demonstrating our commitment toward the environment, our employees, and the communities where we operate. We are a trusted provider for the transportation, medical, defense, aerospace, green energy, industrial, telecommunications, and consumer product industries. All around the world, in all types of products, we are built into tomorrow. We believe strong companies build strong communities, and strong communities build strong companies. Our rich history and culture of citizenship dates back over 100 years and continues to thrive at our company today. We are firmly committed to exercising our social responsibility through philanthropic donations, community initiatives, and actively addressing the global challenges of improving and strengthening our communities and people's lives.

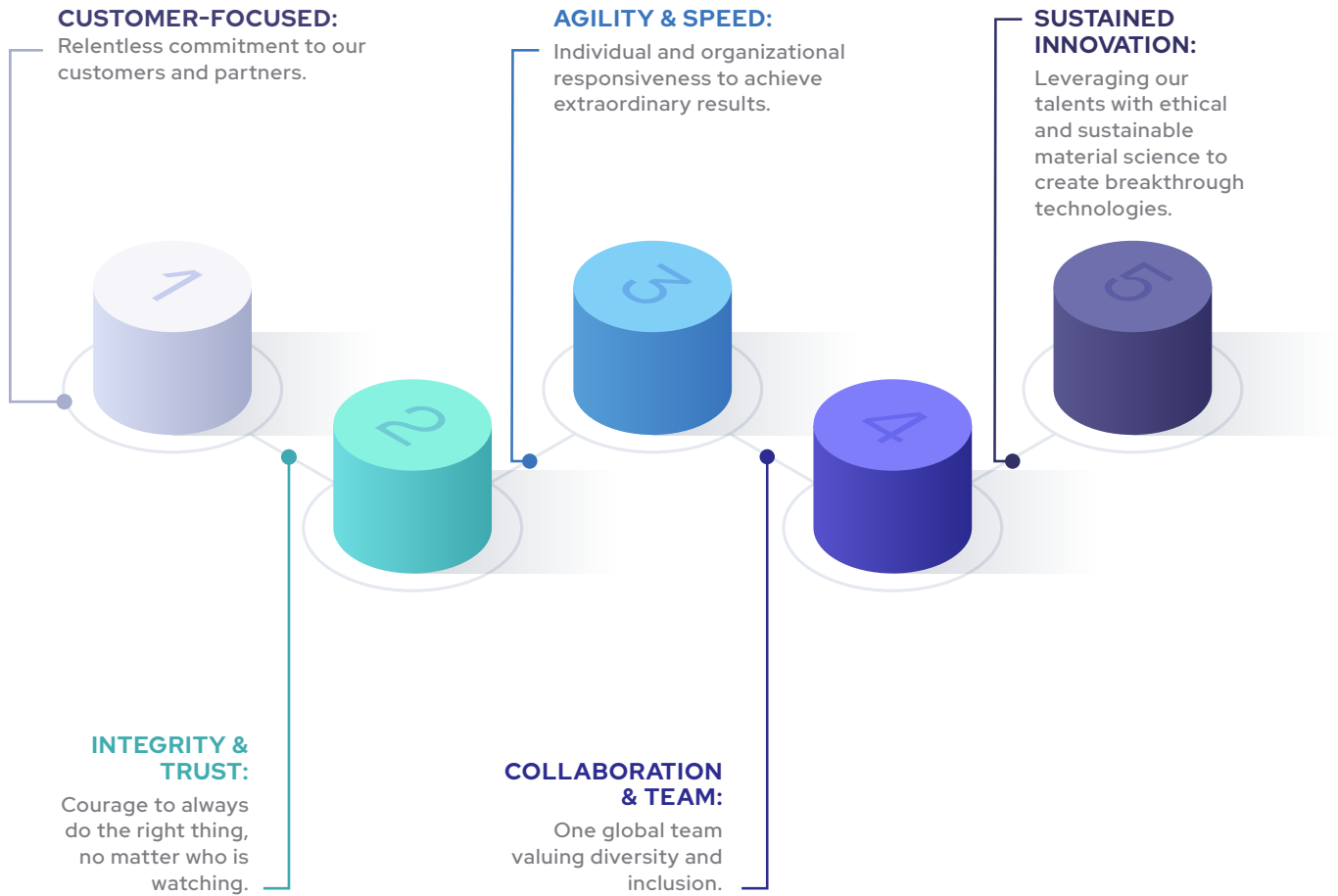
At KEMET, we understand the importance of having a positive impact on people and our surrounding communities. KEMET is strongly committed to economic, environmental, and socially sustainable development. To further this commitment, KEMET participates in the YAGEO Group Sustainability Council which provides direction and focus in support of our [Global Code of Conduct](#), our [Facilities, Environmental, Health, and Safety \(FEHS\) Policy](#), and our commitment to the [Responsible Business Alliance \(RBA\) Code of Conduct](#). The [Sustainability Council](#) has oversight responsibility to ensure internal awareness of, and compliance to, current applicable environmental legislation, regulations, and requirements and the development, maintenance, and continual improvement of KEMET's Environmental, Health, and Safety Management System.



## WHO WE ARE (cont.)

### OUR MISSION & VALUES

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



## HOW WE OPERATE

### GOVERNANCE & MANAGEMENT

As a leading global manufacturer of electronic components, KEMET remains committed to advancing corporate social responsibility initiatives. We believe in conducting business from a position of integrity first. From our [Global Code of Conduct](#) to our [Human Rights Policy](#), and beyond, KEMET acts responsibly and transparently to ensure all employees have a shared understanding and guide for “doing the right thing.” We stake our reputation on upholding the highest standards of ethical behavior.

**“Courage is always doing the right thing, no matter who is watching”**

## HOW WE OPERATE (cont.)

### Global Code of Conduct

“Do what is right, not what is easy.” Our [Global Code of Conduct](#) (Code) is the foundation on which all employees operate. A small sample of the covered topics include:

- Conflict of Interest
- Fair Market Practices
- Data Privacy
- Information Propriety and Confidentiality
- Gifts and Entertainment
- Anti-Bribery and Corruption
- Anti-Insider Trading
- Fair, Equitable, and Respectful Treatment of People
- Community Commitment

The [Code](#) is a global document for an expansive team of talented people, mission-driven to “empower the future with innovative component solutions.” The Code is intended as a resource for employees to understand expectations to uphold the core values. All employees receive required training and are expected to read, understand, and comply with the Code.

In our [Code](#), we publicly declare our commitment to complying with the RBA Code of Conduct, which we adopted in 2008. The RBA Code of Conduct establishes standards to ensure that all employees experience safe working conditions and are treated fairly, with dignity, and with respect; business operations are environmentally responsible; and the business conducts itself in an ethical manner. As a total supply chain initiative, the RBA Code of Conduct outlines the expectation that anyone operating on KEMET’s behalf will adhere to the RBA Code of Conduct. This expectation extends to all suppliers, agents, contractors, distributors, and/or business partners.

Our [Human Rights Policy](#) is our commitment to promoting the human rights of all people through our relationships with employees, communities, and suppliers. We at KEMET have the utmost respect for human life and the rights afforded. To that end, we believe, and our policies reflect that forced labor, slavery, and human trafficking are abhorrent abuses. These abuses have no place in our supply chain or business operations.

It requires courage to stand for values. Our employees are empowered to voice any concerns if they feel a practice or incident violates the spirit or intent of either our Code or the RBA Code of Conduct. We have several channels for individuals to raise concerns including:

- Leadership such as supervisors, management, Chief Compliance Officer, and Head of Legal
- Global Compliance Resource
- Ethics Hotline

The Ethics Hotline is an anonymous and confidential online, telephone, or web-based resource operated by an independent company available in the 24 countries in which we operate. Employees can utilize the Ethics Hotline to report any grievance without fear of retaliation. Retaliatory actions that consist of demotion, firing, reduced salary, job reassignment, threats, harassment, team exclusion, and other negative consequences as a result from someone who has raised a concern are not tolerated at KEMET. We want every employee to feel empowered to speak up without fear of reprisals.



## HOW WE OPERATE (cont.)

### Sustainability Strategy

YAGEO Group's Corporate Social Responsibility (CSR) Committee has oversight responsibility and reviews management's monitoring of our compliance with laws, our [Code](#), and our Sustainability Council. The CSR Committee conducts risk assessments on various topics according to the principle of criticality as to infuse CSR and ESG topics into YAGEO Group's management strategies, as well as fulfill its long-term commitment in CSR initiatives in purposeful, systematic, and organizational matters. They seek to incorporate management guidelines giving due consideration to the environment, society, and corporate governance. This may include risk assessments of ESG issues pertaining to company operations and establish the relevant risk management policy or strategy. Additionally, the Sustainability Council provides direction and focus in support of the Code and KEMET's [FEHS Policy](#), including all climate-related issues. Led by KEMET's Senior Vice President – Quality, Global Supply Chain, and Chief Compliance Officer, the Sustainability Council communicates to the CEO on sustainability-related issues, guides risk management policies as they pertain to sustainability, and communicates progress on performance.

Due to the recent and ongoing integration of YAGEO Group brands, we are actively consolidating operations which includes the closure of some facilities. We are working to identify and capture data across all YAGEO Group to define baseline greenhouse gas (GHG) emissions. As a subsidiary of YAGEO Group, KEMET set reduction targets with the expectation of developing unified YAGEO Group reduction targets in the future. This alignment and integration process impacts our ability to implement climate-related scenario analysis to design future business strategy. Prior to using climate-related scenario analysis to design our future business strategy, we want to better understand the full scope of YAGEO Group and KEMET's operations.



YAGEO Group plans to have a clearly outlined roadmap by 2024, and to assess qualitative climate-related scenario analysis within the next two years as we continue to develop our climate goals and strategy.

We utilized the SASB Standard specific to our primary industry as identified by the Sustainable Industry Classification System® (SICS®): Technology & Communications Sector – Electronic Manufacturing Services & Original Design Manufacturing Standard (October 2018) as well as Extractives & Minerals Processing Sector – Metals & Mining Standard (2018), both of which KEMET has identified as relevant to the overall scope of our business operations. An accounting of KEMET's metrics for the material topics identified in the SASB Standards is presented in **Appendix B**.



### ESG Oversight

The Senior Vice President – Quality, Global Supply Chain, and Chief Compliance Officer is the Chair of the Sustainability Council. The Sustainability Council Chair reports to the KEMET Leadership Team, YAGEO Group Co-CEOs, and YAGEO Group Board of Directors, as needed, and provides direction and focus in support of KEMET's [FEHS Policy](#) and all sustainability-related issues. The Sustainability Council meets quarterly and 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), as well as overall conformity with environmental objectives and targets, including emissions reduction, waste reduction, etc.



Susan B. Barkal

Senior Vice President – Quality, Global Supply Chain, and Chief Compliance Officer.

## HOW WE OPERATE (cont.)

As described in KEMET's QOD-615: Environmental Management Systems, our EMS is based on the ISO14001:2015 International Standard, as well as legal, regulatory, and other requirements that are applicable to KEMET's corporate offices or our manufacturing site activities. KEMET maintains policies that monitor sustainability-related risks, supply chain management and raw materials, business continuity (e.g., pandemics/endemics, acts of God or other force majeure contingencies), export control compliance, among other environmental, health and safety (EHS) concerns, some of which include:

- SQP-108: Supplier Risk Management and Contingency Plan,
- QOD-400C: KEMET Disaster Contingency Plan, and
- QOD-400R: Risk Management.

Utilizing publicly available websites and third-party information, we prepared business impact assessments to evaluate the probability of such events occurring within each region and the potential impact to facilities and employees.

### SUSTAINABILITY COUNCIL

November 2021 (reference QOD-610)

#### COUNCIL MEMBERS

##### Scott Carson

KEMET  
VP – Ceramic Product Management and Central Planning

##### Maryann Fulton

KEMET  
Director – Electrolytics Product Management, Americas

##### Fumihiro (Hiro) Katakura

YAGEO Group  
Senior VP – MSA PBU

##### William Malherbe

YAGEO Group  
PAN PBG

##### Chuck Meeks

YAGEO Group  
Executive VP – TFM PBG

##### Andreas Meier

YAGEO Group  
Senior VP – Film & Electrolytic PBU

##### William Shannon

KEMET  
VP – Tantalum Material Sourcing and Vertical Integration

##### Sean Tsai

YAGEO Group  
Wireless PBU

##### Bob Willoughby

YAGEO Group  
Executive VP – MLCC PBG

##### Owen Yang

YAGEO Group  
Vice GM – Resistor PBG

##### Jayson Young

KEMET  
Senior Director – Tantalum Product Management and Planning

Product Business Groups

##### Donna Bruce

KEMET  
EHS Manager – US

##### Jesse Chen

YAGEO Group  
Head of Legal

##### Chris Hall

YAGEO Group  
Deputy IT Head and KEMET IT Head

##### Phil Lessner

YAGEO Group  
Senior VP – Technology Development

##### Mike Raynor

YAGEO Group  
Global Deputy Chief Financial Officer

##### Joel Sherman

KEMET  
Senior Director – Compliance and Sustainability

##### Cheryl Swack

YAGEO Group  
Head of Legal – Americas & EMEA

##### Giovanni Tamburini

KEMET  
VP – HR, EMEA and Global Facilities EHS

##### Alison Tung

YAGEO Group  
Chief HR Officer

Corporate Infrastructure

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).

##### Johnny Boan

YAGEO Group  
Head of Sales – Global Distribution

##### Peichi Chen

YAGEO Group  
Head of MarCom

##### Claudio Lollini

YAGEO Group  
Head of Global Sales & Marketing

##### Kay Lou

YAGEO Group  
Head of Sales – Americas

Sales & Marketing





# HOW WE OPERATE (cont.)

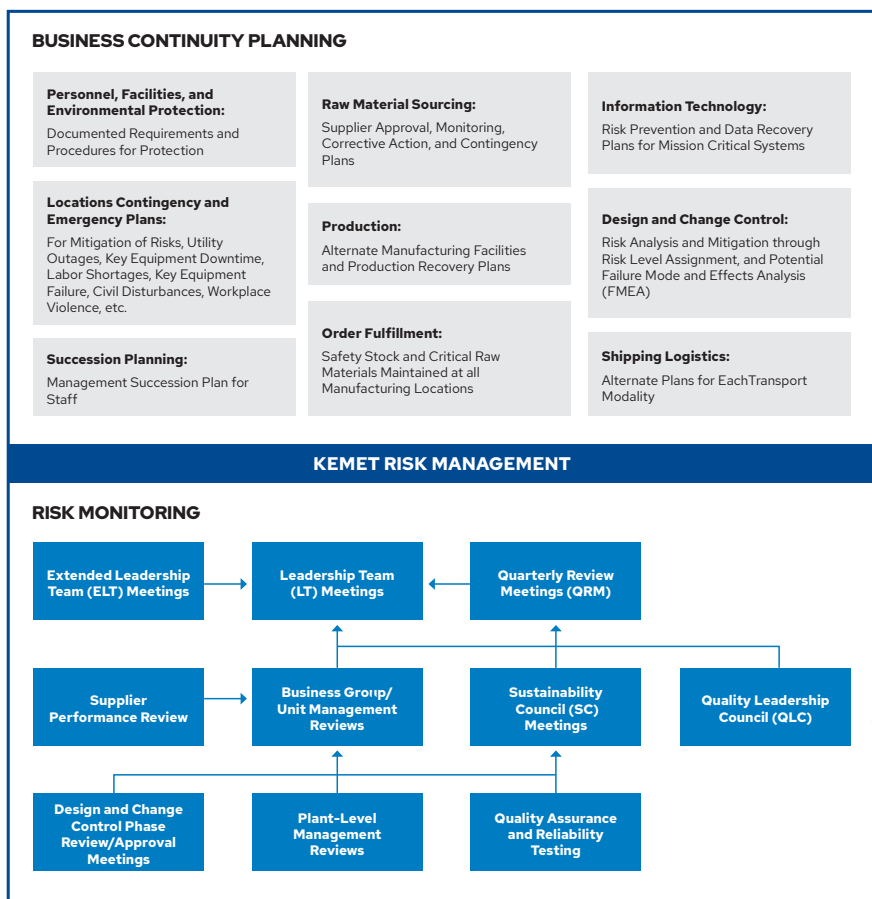
## Business Resilience

The COVID-19 pandemic made it clear that business resilience needed to become a priority within our company. It is absolutely critical that we are able to maintain operations and continue to serve our stakeholders regardless of the barriers and pressures added during unprecedented times. To prioritize our business resilience, both our Quality Management System (QMS) and EMS incorporate risk management activities focusing on business continuity planning and risk monitoring, described generally in our published [Quality Manual](#).

Business continuity planning measures our ability to conduct day-to-day operations and is key to addressing risk identification and risk mitigation. Key elements of our Business Continuity Planning include corporate-level emergency plans for force majeure, epidemics/pandemics, and guidelines for the protection of people, facilities, and the environment. Our updated business continuity plans were tested during 2021 resulting from the China energy shortage, weather-related impacts, and a transportation incident.

Risk monitoring is integrated at multiple levels, including departmental, facility-based, and management reviews. KEMET's Leadership Team and senior management review risk management activities annually to strategize, prioritize, and develop action plans for risk mitigation. Additionally, we utilize the compliance department and Sustainability Council members to coordinate review of emerging and identified risk concerns, such as COVID-19 restrictions, energy shortages, supply chain restrictions, natural disasters, and international conflict, with our quality, compliance, procurement, logistics, facilities teams, as well as senior management for product business units/groups in order to develop internal and external communications.

In addition to our ongoing internal business continuity and risk management practices, we prepared responses to numerous external third-party and customer-driven business continuity and risk management assessments. These requests were made at both the corporate level and facility level and surveyed various topics, including supply chain and raw materials management, business interruption due to acts of God or other force majeure contingencies, pandemics/endemics, export control compliance, environmental, health and safety, social, and corporate governance concerns. Our responses to third parties and customers often documented evidence of our EMS and QMS policies and procedures, our Code, Human Rights Policy, FEHS Policy, RBA Self-Assessment Questionnaires, and many other documents. For specific facility-based surveys and business impact assessments, we utilized various publicly available websites and third-party information to evaluate the probability of force majeure events occurring in the region, potential risk to the facilities, and the likelihood of impact to the facilities. Such events include river and coastal flooding, earthquakes, tsunamis and cyclones, volcanoes, water scarcity, extreme heat, wildfires, and other natural disasters.



# ENVIRONMENTAL, HEALTH & SAFETY

Throughout 2021, KEMET continued to make progress toward reducing our environmental impacts through facility operational efficiency. We have accomplished this by employing innovative strategies to decrease our environmental footprint through the implementation of energy efficiency, water efficiency, and recycling programs at our facilities. Our comprehensive approach to sustainability performance includes a commitment to the protection of our planet and our people, as demonstrated in our EHS metrics. In 2021, we selected an EHS and sustainability software platform solution to support our goal of bringing all KEMET and YAGEO Group manufacturing facilities online in a unified data management center, which will greatly enhance our sustainability objectives in 2022 and beyond. We are proud of the progress we have made over the last year in these areas and are dedicated to driving additional improvement in the future. We are focused on building our business to achieve both business objectives and sustainability goals. As a result, we have driven efficiency improvements throughout the organization, scaled back our manufacturing footprint, and developed more cost-efficient manufacturing equipment and processes.

## ENERGY EFFICIENCY

At KEMET, we pride ourselves on our sustainable business practices and product offerings to help the world shift towards a more renewable, clean-powered future. As we continue our efforts to reduce GHGs, we have assessed energy efficiency opportunities within our global operations to further reduce our carbon footprint.



### Bang Pakong, Thailand

At our Thailand facility, we implemented the following energy savings projects in 2021:

1. Upgraded fluorescent lamps to LED lamps, providing an electricity savings of 11,197 kWh per year and a 6.7 metric ton reduction of carbon dioxide equivalents (CO<sub>2</sub>e) per year.
2. Replaced the chiller condenser coil, providing an electricity savings of 480 MWh per year and a 287.04 metric ton reduction of CO<sub>2</sub>e per year.
3. Replaced the air handling unit (AHU) cooling coil, resulting in a 39-48% increase in electricity efficiency.



### Évora, Portugal

The Évora, Portugal facility partnered with their utility company's green electricity program. This program ensures that all purchased electrical energy supplied was produced through 100% renewable sources. As a result, KEMET Electronics Portugal reduced its carbon footprint by 1,274 metric tons.

In October 2021, the Évora facility completed the installation of a photovoltaic power production unit on the roof of the facility, consisting of 2,697 photovoltaic panels covering 7,330 m<sup>2</sup>. From October to December 2021, the unit produced 171.6 MWh which resulted in a reduction of 80.6 metric tons CO<sub>2</sub>e.



### Suzhou, China

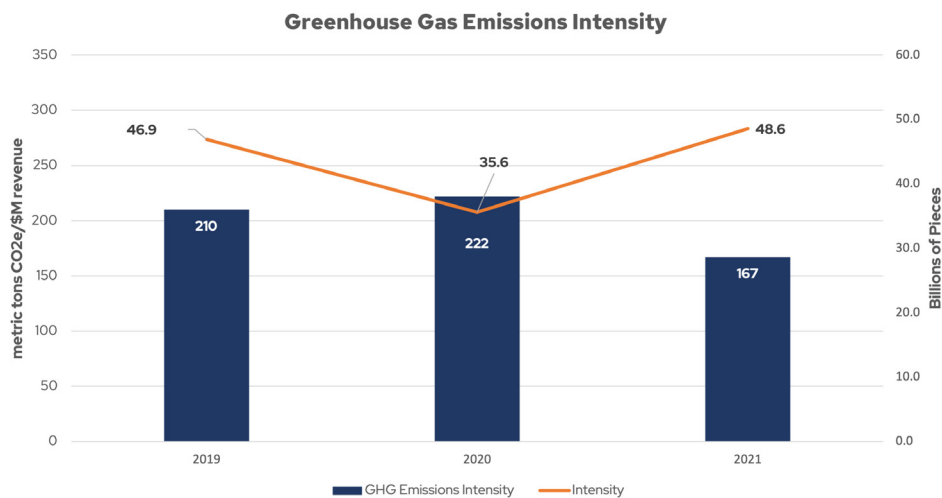
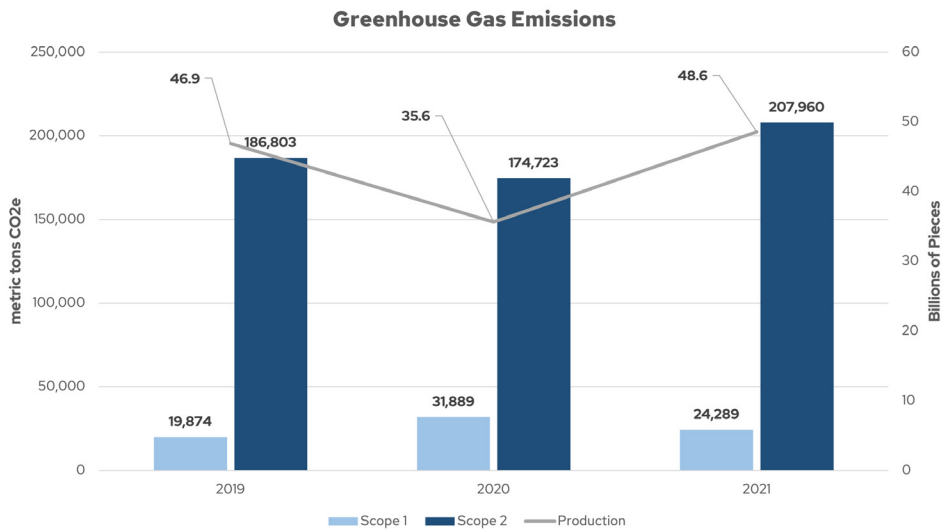
Our Suzhou, China facility has increased energy savings through the implementation of various facility improvement projects. In 2021, we replaced a fixed frequency motor with a variable frequency permanent magnet motor which resulted in 524,735.52 kWh of energy savings. Additionally, a waste heat recovery device was installed which allows for the boilers to preheat the water, resulting in 21,117 m<sup>3</sup> of natural gas savings.

# ENVIRONMENTAL, HEALTH & SAFETY (cont.)

## GREENHOUSE GAS EMISSIONS

Our Scope 1 and 2 GHG emissions increased from 2020 to 2021, which can be attributed to an increase in production and a capacity expansion at several of our facilities. Our GHG emissions intensity values have decreased since 2019, meaning that while absolute emissions have increased due to production rate increase and capacity expansion, less emissions were produced per manufactured unit. As we continue with our sustainable business practices and initiatives, we hope to see further absolute reductions in the future.

Due to the acquisition by YAGEO Group, we chose not to set new corporate goals or targets during the 2021 transition period. KEMET's current corporate emissions reductions targets are defined in our [FEHS Policy](#). We plan to implement corporate goals and targets within the next two years and use climate-related scenario analysis by 2024 to help us achieve the overall reduction of our company's carbon footprint.

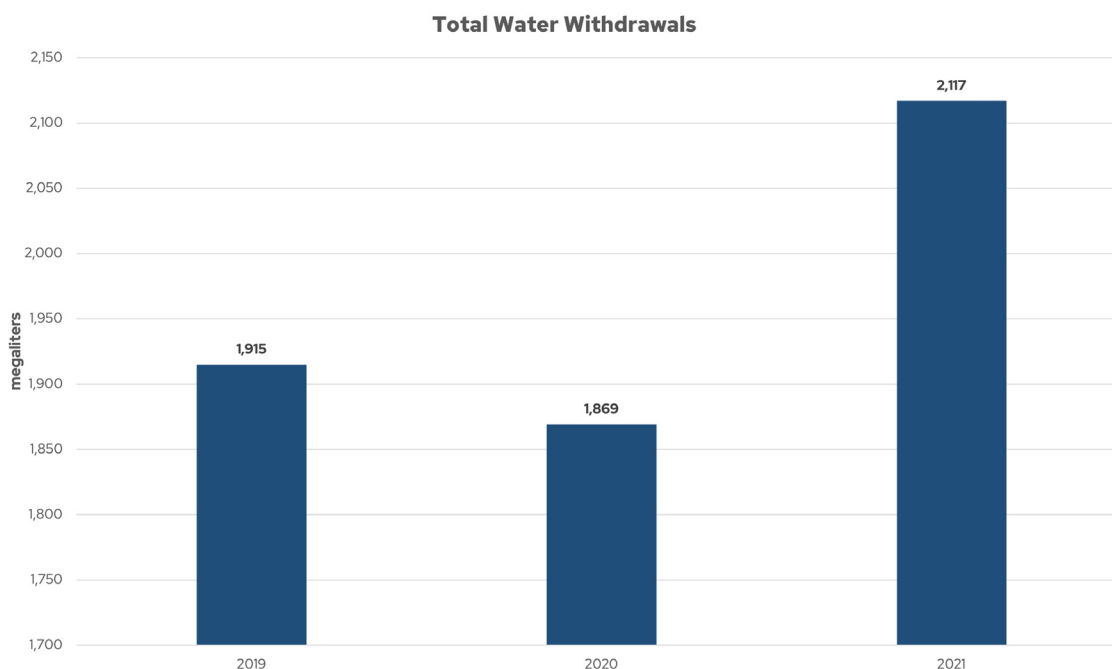


# ENVIRONMENTAL, HEALTH & SAFETY (cont.)

## WATER USAGE

Maintaining a clean, high-quality supply of freshwater is a vital component of our manufacturing processes. At KEMET, we have strict guidelines to ensure that the quality of the water we discharge meets or exceeds any quality standards pursuant to applicable local regulations.

We make every effort to minimize water withdrawal and usage at our manufacturing facilities and increase discharge where feasible to our local watersheds; however, due to the post-pandemic production increase, we saw an increase in our total water withdrawal in 2021. We anticipate this trend to decrease in the future as we optimize our water efficiency practices.



## WATER EFFICIENCY

At KEMET, we understand the environmental, public health, and economic benefits of the efficient use and protection of our water resources. In 2021, we saw an opportunity to improve water efficiency within our operations, specifically at our Suzhou and Xiamen, China facilities.



### Matamoros, Mexico

Two water recycling processes are used at our Matamoros

facility. Water is reused during the tantalum powder production process, which recycled 9,321 m<sup>3</sup> of water during 2021. The plant also partnered with another company to recycle 17,760 m<sup>3</sup> of wastewater. This water was sent from the Matamoros facility to KEMET's partner who uses the recycled water in their manufacturing process.



### Suzhou, China

Our Suzhou, China facility implemented a plan to replace city water with recycled

Reverse Osmosis (RO) water to supply the cooling water system, exhaust gas absorption system, and reuse water for toilet use. This project resulted in an annual reduction of 53,097 tons of municipal water throughout 2021.



### Xiamen, China

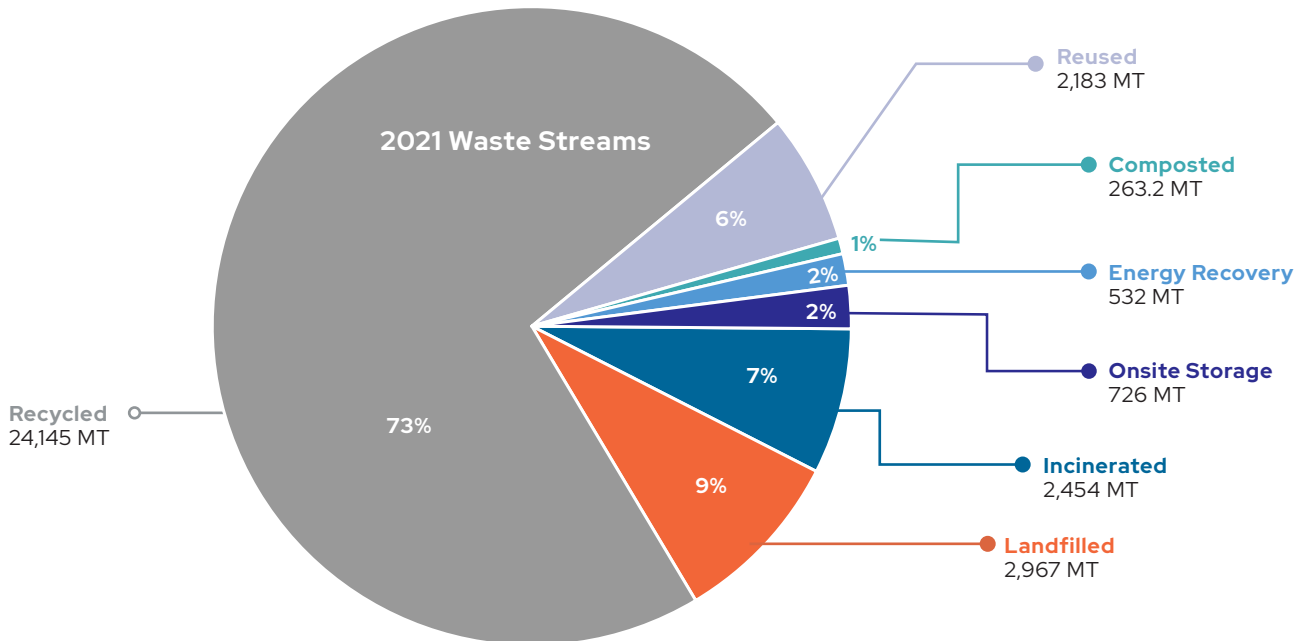
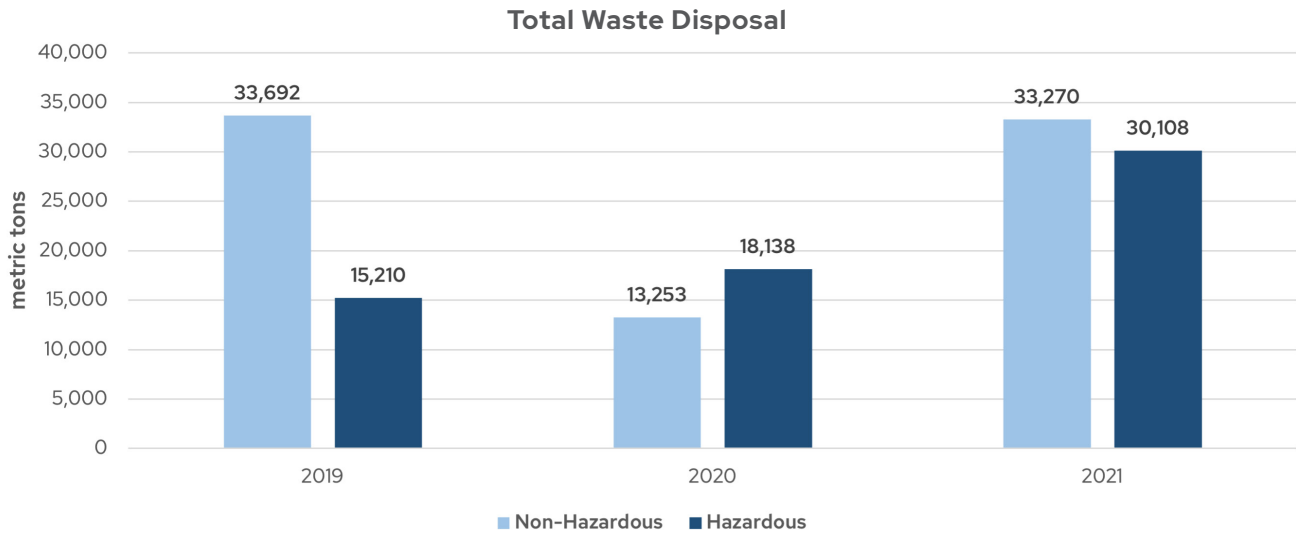
A water savings project was conducted at our Xiamen, China facility by using

reclaimed water from the material department to be reused in toilet use. The total estimated amount of water saved during 2021 was 8,585 tons.

# ENVIRONMENTAL, HEALTH & SAFETY (cont.)

## WASTE MANAGEMENT

In 2021, KEMET continued our efficiency efforts to minimize our waste generation throughout the company. Due to the shift in post-pandemic conditions from 2020 to 2021, facility production increased, which led to subsequent increases in waste generation. However, we reduced our total non-hazardous waste generation relative to pre-pandemic levels. In 2021, we increased our diversion of non-hazardous waste from landfill to 91% as a result of our recycling and reuse programs. KEMET plans to assess circular solutions within our manufacturing facilities to yield further reductions in our waste production and deliver more sustainable products to our customers in the future.



\*The percentage of total composted waste, energy recovery, and onsite storage was minimal compared to the waste streams shown in the above chart.

# ENVIRONMENTAL, HEALTH & SAFETY (cont.)



## Batam Scrap Recycling Program

Our Batam facility sells scrap goods to an authorized third-party recycling service. Recycled scrap included tin alloy, zinc dust, copper pins, plastics, cartons, aluminum foil, trays, metal scrap, coils, and wire, all of which either decompose extremely slowly or not at all in landfills. This commitment to a recycling reduced Batam's waste by 82 tons in 2021.



## Matamoros Recycling Program

At our Matamoros facility, we implemented a nonhazardous waste classification program that includes paper, cardboard, wood pallets, plastic pallets, metal, PET, oil, and any reclaimed materials. All of these materials are collected by a third-party recycling company. In 2021, we were able to recycle and reclaim the following materials and quantities:

RECYCLED	
Material	Quantity (tons)
Plastic	7.8
Cardboard	36.5
Metal	101.6
Paper	9.4
Oil	13.2
RECLAIMED	
Various Materials	185.0



## Suomussalmi Recycling Program

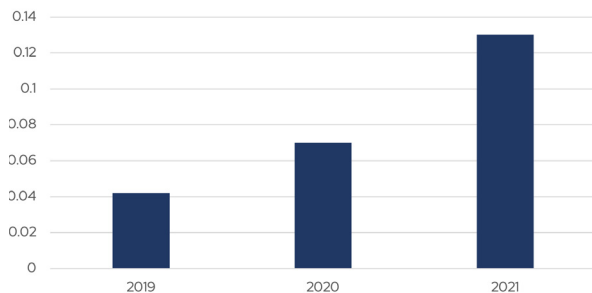
In Suomussalmi, Finland, our facility has achieved zero waste to landfill through optimizing our waste management practices. Waste is sorted directly from the manufacturing process into 18 different categories (i.e., metal, battery, electrical and electronic, oils, solvent, cardboard, biowaste, etc.). After all the process waste is segregated, it is then reused, composted, or incinerated with energy recovery.

## HEALTH & SAFETY

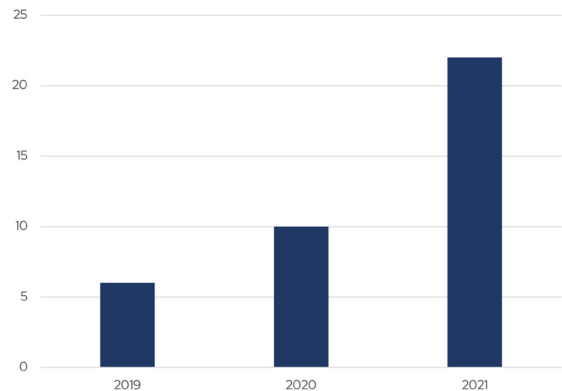
KEMET strives to provide the best working conditions for our employees, including conducting various health screenings at all facilities globally. Many facilities conduct on-site screenings for each employee, such as general physical examinations, laboratory tests, chest X-rays, color doppler ultrasounds,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

Our Lost-Time Accidents and Days Away, Restricted, and Transferred (DART) incidents increased as a result of facility expansion and increased demand on our employees. We recognize this as an opportunity for improvement in the future.

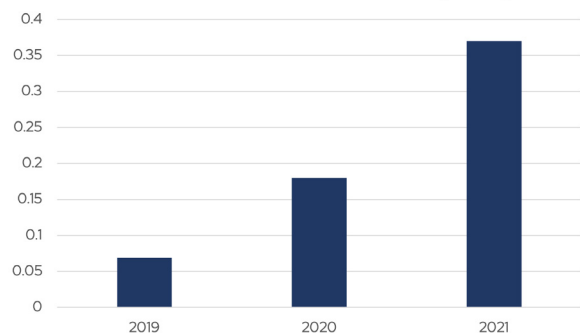
Days Away, Restricted, and Transferred (DART)



Total Lost-Time Accidents



Total Recordable Incident Rate (TRIR)



KEMET's EMS, which is based on the ISO 14001:2015 International Standard, is implemented in all of our manufacturing facilities, and we are ISO 14001 certified at 95% of our facilities.

# ENVIRONMENTAL, HEALTH & SAFETY (cont.)

## AWARDS & RECOGNITION

KEMET participated in numerous third-party ESG assessments during 2021 including CDP, EcoVadis, RBA, and other customer-driven self-assessment questionnaires and surveys. KEMET's continual improvement in water-related and climate-related activities drove scores for both CDP Water Security (B-) and Climate Change (C) questionnaires this past year. Our CDP performance was consistent with the Global Average as well as our industry peers, as we were among only 26% of companies achieving this Climate Change score and 44% of companies achieving this Water Security score. We are proud to have maintained an EcoVadis Silver Medal Sustainability Rating since 2013, awarded again in 2021 based on our sustainability performance data.



KEMET's Thailand facility received a Certificate of Participation and Gold Level award in a Health, Safety, and Happy Workplace campaign for demonstrating outstanding management and best practices during the COVID-19 pandemic. This was awarded by the Thailand the Ministry of Public Health on September 30, 2021.



The Eastern Economic Corridor Office of Thailand (EECO) is a public agency which encourages investment, innovation, and technology in Thailand. The EECO invited companies to participate in a campaign to be recognized as a Happy Workplace Organization. On November 25, 2021, a representative of our Thailand facility accepted a Certificate of Participation in this campaign from a representative of the Ministry of Labor and Thai Health Promotion Foundation.



## ENVIRONMENTAL, HEALTH & SAFETY (cont.)

In 2021, our Suzhou, China facility achieved the highest awards possible provided by the local government. An AAAAA grade was awarded for Enterprise Integrity and an AAA-level credit for Labor Security Integrity.



Enterprise Integrity Facility Award



Labor Security Integrity Award

## PRODUCTS

KEMET reaffirms our commitment to doing good business through environmentally conscious and sustainably minded decision-making with all stakeholders. We are a leading innovator in the renewable energy market. Our products are integrated into nearly all technologies supporting renewables – smart grids, solar power, wind energy generation, geothermal technologies, tidal generation systems, and electric vehicles. For example, our film and aluminum electrolytic capacitors are used in solar converters, wind generators, electronic transportation, hybrid vehicles, power supplies, and other vital green energy automotive and industrial applications. Our highly sensitive and precise current sensors rely on patented magnetic alloys for monitoring home energy management systems (HEMS).

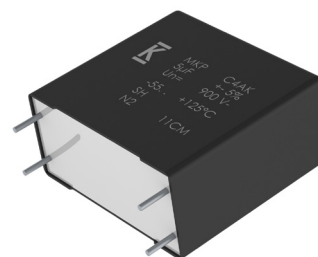
### INNOVATION

Innovation is at the heart of every product in our lineup, as we leverage our talents with ethical and sustainable material science to create breakthrough technologies. Innovation inspires and drives us, and our success results from our expertise in exploring new methods and ideas beyond conventional boundaries. We cultivate partnerships with ethical suppliers who support sustainable material development as part of our technology mission.

Our multinational Innovation Centers are the hub of our research and development program. Organized through the Advanced Technology Group (ATG), these centers collaborate with academic institutions on a range of passive electronic components. The products of these endeavors are evident in the marketplace where our capacitors, magnetics, sensors, and actuators are integrated into today's power saving technology, to help promote tomorrow's bold, sustainable future. KEMET is proud of our unique technologies that can be found in all of our product lines, including:

#### DC-Link C4AK Film Capacitor Technology in Automotive Applications

- Meet the demanding Automotive Electronics Council's AEC-Q200 qualification requirements.
- High capacitance with low loss and low halogen content.
- An excellent choice for increased efficiency and performance of HEV vehicles.

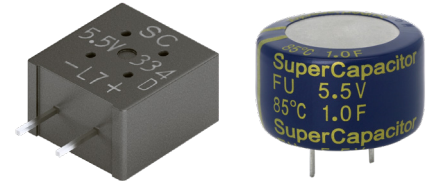




## PRODUCTS (cont.)

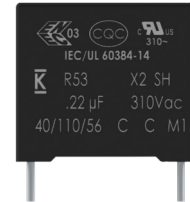
### FMD and FUOH Series Supercapacitors

- Offer the highest lifetime with up to 4,000 hours.
- Ideal for automotive applications requiring main system backup during power loss, such as ADAS, autonomous vehicles, and central gateway ECUs.



### R53 X2 Capacitors

- Meet the crucial electromagnetic compliance (EMC) requirements of regulatory agencies.
- Miniaturized to realize the benefits of smaller overall designs while meeting high-reliability requirements of critical electric and environmental conditions.
- Design use includes on-board charges for electric and hybrid electric vehicles, solar micro-inverters, smart energy meters, and smart utility meters.



### KeMOD High Voltage (HV) Electrolytic Capacitor

- Ready-to-place modules for outstanding electrical performance and high ripple current capability.
- Designed for solar inverters, on-board automotive chargers, motor drives, and pulsed power.



With the continuous release of new devices, KEMET products and solutions will fuel the technologies and industries of tomorrow. We are one of the world's most trusted partners for innovative component solutions. Leading into the future, we have a continued focus on our mission in making the world a better, safer, more connected place to live.

### Industrial Automation

As industrial automation has become fast and frictionless, the need for seamless integration of technologies has never been greater, especially as 5G wireless technology leads the industrial revolution of the next century. Manufacturing is being transformed as machines produce a product from start to finish, seamlessly communicating with each other down the production line. Our components are essential in increasing safety by reducing and suppressing electromagnetic interference (EMI), which can cause a variety of robot malfunctions, such as system restarts, unexpected robot movement, or even possibly affecting the functional-safety systems. The consequences of the false triggering of the safety mechanism can potentially lead to unplanned equipment stoppages during repair, causing lost production time – along with the associated costs of this. Worse still is the potential for human injury if the robot fails to stop when triggered.



### Product Sustainability

For 2021, KEMET launched a suite of capacitors and supercapacitors, focused on pushing the boundaries of product lifetime through harsh environment tolerance and miniaturization. The direct use of these products allows for extended lifetimes with fewer replacements and reduced demands, while also indirectly contributing to a sustainable end use in industrial automation, green energy, electric vehicles, solar panel arrays, and smart utility meters.

## PRODUCTS (cont.)

Supercapacitors offer a high-performance alternative to batteries in many backup-power applications, delivering an increased lifecycle by minimizing excess battery replacement or recharge. The supercapacitors that use KEMET's aqueous electrolyte provide cutting-edge energy storage devices with the following features: high voltage, long life, and environmental resistance required by the automotive market. Our new FMD and FUOH series supercapacitors are ideal for automotive applications that require main power system backup during power loss – ADAS, autonomous vehicles, and central gateway ECUs.

KEMET's R53 X2 capacitors have been designed to meet the demanding safety requirements that power electronic designers are continually trying to achieve. The capacitors must be miniaturized, to realize the benefits of smaller overall designs, while also meeting high-reliability and efficiency requirements under critical electrical and environmental conditions. The R53 series of capacitors offer long-life stability in harsh environmental conditions in a smaller package (60% compared to competitors), which reduces weight, lowers costs, and improves reliability. The R53 series are well-suited for sustainable technologies including electric vehicle onboard chargers, smart grid hardware, EMI filtering, LED drivers, and high energy density applications (capacitive power supplies).

### Automotive Electrification

KEMET innovations in electronic technologies drive advances in the automotive industry by enabling safer, efficient, productive, and sustainable transportation. Our sensors are being used in advanced safety features, such as lane detection and crash avoidance systems, specifically in relation to anti-lock brakes and airbags.

## "BETTER, SAFER, MORE CONNECTED"



Our innovative technology has been instrumental in the electrification of automobiles. We offer a broad product portfolio covering the full spectrum of high-voltage electrification design requirements from onboard charging to inverters, offering high reliability and optimal performance at high temperatures and in harsh environments. These technologies make the continuous self-charge of electric vehicles possible. We are continuing to pursue long-lasting power solutions to help reduce our dependency on fossil fuels and reduce pollution. Our products extend beyond the vehicle and are helping to transform the transportation industry through advances in sensors, power and data, and artificial intelligence.

### RESTRICTED SUBSTANCE MANAGEMENT

We understand the use of restricted substances in the manufacturing process as well as product content is highly scrutinized. As such, we have integrated extensive new product development and product change control processes within our QMS. These measures allow for a multi-disciplinary approach to manage our projects, including project leadership and participation, process phases, deliverables (outputs), and approvals.

## PRODUCTS (cont.)

KEMET considers and integrates the potential for EHS impacts into our QOD-206: Product, Process, Material, and Equipment Change Control (Change Control Process) procedures. A multi-disciplinary team of project leaders and team members are organized to evaluate the impacts and risks related to a change in product, process, material, or equipment. These EHS impact assessments are conducted during the Change Control Process, and specifically include a review of material composition data against restricted substances regulations and industry and customer requirements as well as analysis of any potential risks to health, safety, or the environment.



### Monitoring & Communication

Our Sustainability Council monitors and internally communicates the changing landscape of restricted substances regulations. Our monitoring incorporates the use of third-party providers for daily environmental compliance notifications and quarterly restricted materials update presentations. KEMET operates multiple laboratories within our facilities that provide for restricted substances testing capabilities.

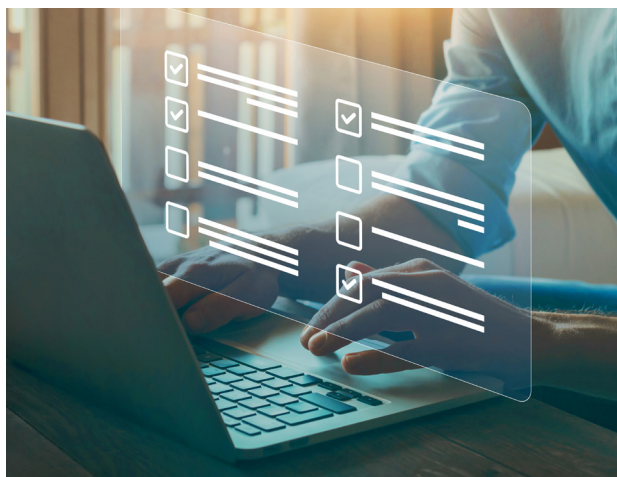
KEMET's [Product Environmental Compliance](#) website contains compliance information and certificates related to these regulations.

External communication also plays a key role in our restricted substance management. Regulations of particular focus in our industry are:

- EU Directive 2015/863 Restriction on Hazardous Substances (RoHS);
- Regulation (EC) 1907/2006 Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH); and
- California's Safe Drinking Water and Toxic Enforcement Act of 1986 (Prop 65).

### Audits & Assessments

We also engage accredited, external third-party laboratories to independently test our products and materials for substances controlled by various governmental regulations. In 2021, KEMET participated in customer-initiated, external social and environmental responsibility audits of certain facilities to validate our overall sustainability program. Likewise, we performed social and environmental responsibility audits of certain suppliers to ensure compliance with our supply chain requirements. KEMET manufactures a limited number of products that contain lead by design and are required for high-reliability applications, such as military and aerospace.



# PEOPLE & PLACES



Investing in our people is the key component to our success at KEMET. The proper development of our talented workforce is essential to achieving positive business results and strategy advancement. 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.

## EMPLOYEE EMPOWERMENT

Our Human Resources teams provide training at our facilities and online in

relation to our [Code](#), our positions on diversity and inclusion, and our anti-harassment and anti-bullying policies. Fairness, honesty, integrity, and respect are globally held values in our organization. The following tenets are the foundation for our anti-harassment policy:

- All employees undergo anti-bullying and anti-harassment training, designed to establish the expectation that all employees should be comfortable at work in an environment that is free from harassment of any kind.
- The prohibition of harassment and bullying applies equally to coworkers and supervisory personnel.
- Any necessary action will be taken to protect employees from harassment by customers, suppliers, and other external stakeholders.
- Employee complaints of harassment can be provided to any supervisor, manager, officer of the company, or member of Human Resources staff.
- Employees also have the option of utilizing the Ethics Hotline if they are unable or uncomfortable with using other channels
- KEMET does not tolerate retaliation against anyone who speaks up about harassment or bullying in good faith

## EMPLOYEE DEVELOPMENT

KEMET ensures that all employees have the skills, knowledge, and competencies necessary so that they are motivated to support our Mission and Values; achieve quality objectives; and make continual improvements while on the job. Typical trainings include those mandated by law (e.g., environmental, health, and safety), environmental awareness training related to KEMET's EMS and ISO 14001 certifications, developmental courses addressing competencies such as leadership, teamwork, and computer and other technical skills, job-specific training (e.g., operator training, skills training, and cross-training), and quality training as required by KEMET's QMS.

For easy accessibility, we utilize internal training platforms such as our KEMET University and YAGEO Group E-Academy to publish, share, and document trainings and course completion. These platforms provide training that focuses on our value to collaborate across boundaries, have a mutual commitment to support each other, and give others credit when appropriate. We accomplish these objectives when we trust each other, encourage diversity in our workplace, value individual capabilities and contributions, and recognize that work is but one part of a full and rewarding life. Finally, our human resources process allows managers/direct supervisors to determine training needs for long-term employee development.

### Quality Month, November 2021:

Each year we set aside time in November to put a special focus on Quality. Quality remains top of mind as we use this time to teach quality concepts, engage employees in quality-related activities, and recognize and reward our quality team successes. The theme for Quality Month in 2021 was "One Team, One Goal: Zero Defects." Zero Defects requires a culture where everyone is engaged every day and at all levels to deliver the perfect quality levels our customers demand. This quality initiative is not something that can be achieved by one person or one group. Instead, it requires us all working together towards this common goal.

**Quality Policy** Quality is the foundation of the future.

**2021 Quality month**

One Team, One Goal: Zero Defects.

Zero Defects

Customer Satisfaction

Prevention and Continuous Improvement

Quality Culture

Quality Objectives

Ethics and Integrity

People Value

Environmental and Social Responsibility

## PEOPLE & PLACES (cont.)

### DIVERSITY, EQUITY, & INCLUSION

As of December 2021, 55% of our total workforce is female. Women represented 13% of our senior management, which is defined as our Leadership Team and Directors and above. While our Leadership Team and senior management is inclusive and diverse, representing the nationalities of our global operations, we are aiming to increase the percentage of women in senior management in the coming years.

Fairness, honesty, integrity, and respect are globally held values at KEMET and lay the foundation for positive work experiences. We endeavor to create a respectful working environment where everyone – regardless of background – feels heard and valued, and where people can contribute their full talent to their work. We believe in the power of tomorrow and a diverse, inclusive workplace where everyone plays a part in the company's success by leveraging their own unique ideas, talents, skills, and experiences. Every employee should be able to work in an environment that is free from harassment and bullying of any kind. As such, we conduct regular trainings on anti-bullying and anti-harassment, diversity, equity, and inclusion. We encourage any employee who is aware of discrimination, bullying, or harassment to immediately report the behavior to their manager, human resources, or utilize the Ethics Hotline program described in our [Code](#).

When Mary Carter Barrios, Senior Director of Global Quality Systems, was asked to describe how she felt diversity and inclusion found at KEMET strengthens its socially responsible business practices, She stated:



**“The result of adhering to our Global Code of Conduct reflects diversity and inclusion, amongst other good attributes, in how we do business. We do this without having a specified focus on diversity and inclusion. For us, it comes naturally. And it shows. I have had numerous suppliers and customers comment on how well our teams work together to solve problems and execute systems.”**

## PEOPLE & PLACES (cont.)

### EMPLOYEE WELLNESS

Building a strong wellness culture leads to happier, healthier, and more productive employees that eagerly contribute to KEMET's business success. As such, KEMET understands the importance of our employee's wellbeing by continuing to implement employee engagement initiatives and programs, various health and wellness events, and employee recreation areas.



#### Bang Pakong, Thailand

Our Thailand facility provided several opportunities for employees to take care of their physical, mental, and emotional health throughout 2021. Annual health checkups were performed for all employees throughout November 2021, Employee-Held Covid-19 Prevention Parade to promote safe prevention measures, and Employee participation in a daily "Healthy Break" for stretching and exercise.



Annual health check-ups were performed for all employees throughout November 2021.



Employee-held COVID-19 Prevention Parade to promote safe prevention measures.



Employee participation in a daily "Healthy Break" for stretching and exercise.



# PEOPLE & PLACES (cont.)

## Xiamen, China



Employee wellness is ingrained within the company culture. During 2021, employees at our Xiamen, China facility participated in numerous employee health and wellness activities, including walks through local parks and reservoirs, improvements to recreational areas, and even held a dance competition. One major initiative at our Xiamen facility is to provide quality sports venues for our employees to utilize and enjoy. In May 2021, the employee basketball court was renovated.



May 2021 – Employee Walk to the Shangli reservoir



May 2021 – Employee Walk at the Zhangpu Tianfu stone carving park



October 2021 – Annual employee health examination



July – August 2021 – Day care for employee's children at the KEMET Staff Activity Center



October 2021 – Employee dance competition where employees practiced weekly to prepare

## PEOPLE & PLACES (cont.)



## COMMUNITY ENGAGEMENT & VOLUNTEERING

We believe that it is important to give back to the communities where we live and work. We support our employees in their philanthropic efforts by providing volunteer opportunities to help address local and global concerns. Our employees across many facilities participated in volunteer activities and initiatives throughout 2021, including:



Matamoros, Mexico



Celebrated Dia de Arbol (Day of the Tree) by planting native trees around the local community.



## PEOPLE & PLACES (cont.)



Collected plastic bottle caps for the Tapitas de Amor (Caps of Love) program through **DIF Matamoros**. The donation of these caps helps to provide medicine and other necessary care to child cancer patients.



Celebrated El Dia Internacional libre de bolsas de plastico (International Day Free of Plastic Bags) by providing employees with KEMET branded reusable bags.

Supported the **Fundacion Down de H. Matamoros, Tampas. A.C.** with our leadership team at KEMET Matamoros by providing academic scholarships to children who need special education and skill development.



The Matamoros facility provided scholarships to the Downs Syndrome Foundation to support the education and skills development of children with special needs.

# PEOPLE & PLACES (cont.)



Xiamen, China

Volunteered time with a group of 30 employees to support cleaning up the roads and other areas within the community surrounding the facility.



Donated book purchase cards to nearby the Malan and Xibin primary schools.



## PEOPLE & PLACES (cont.)



Bang Pakong, Thailand

Participated in beautification projects including trash removal and tree planting for EHS week.



Conducted three collection projects in April, June, and November to support the local Homsil Hospital by providing medical supplies, equipment, food, and monetary donations in Thailand.



# SUPPLY CHAIN MANAGEMENT

KEMET manages our supply chain and engages with our suppliers to evaluate and mitigate potential risks and improve overall sustainability performance. We are committed to maintaining a high standard of business ethics and compliance, as we expect our suppliers to maintain the same high standards.

## SUPPLIER COMPLIANCE

KEMET's Supplier Quality Procedures (SQPs) ensure the procurement of high-quality materials from only approved suppliers. Our suppliers are required to complete an extensive onboarding process which includes a series of assessments based on supplier classification and the materials or services to be acquired. These assessments may include topics related to financial performance, supplier quality management systems, social and environmental responsibility, and responsible minerals sourcing data.

In addition to the approval process, suppliers must acknowledge and commit to adhering to KEMET's requirements for suppliers, our [Purchase Order Terms and Conditions](#), and often a formal agreement. KEMET requires suppliers to comply with the [RBA Code of Conduct](#), maintain a QMS certified to ISO 9001 and/or IATF 16949, have a mature EHS system compliant to regulatory requirements and industry standards such as ISO 14001, maintain an appropriate import and export compliance security program, and participate in conflict minerals due diligence practices.

KEMET establishes and maintains long-term partnerships with strategic suppliers who share KEMET's commitment to continuous quality improvement and demonstrate an ability to make improvements in their processes, products, and services. KEMET works directly with each supplier to identify opportunities for improvement and to develop strategies to achieve their goals. These partnerships improve material quality and lower cost of ownership. Our SQP-105: Supplier Monitoring Program and Rating System monitors risk, quality, delivery, service, and QMS maturity, driving supplier development and continual improvement.



## CONFLICT MINERALS

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

As the world's largest user of tantalum, KEMET took an early leadership position in the industry on the issue of obtaining certified conflict-free minerals. It is our goal to source conflict minerals (tin, tantalum, tungsten, and gold) in a manner that will not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) and its adjoining

## SUPPLY CHAIN MANAGEMENT (cont.)

countries nor in any region determined to be a conflict-affected and high-risk area (CAHRA), defined in the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance). As part of our management systems, KEMET has adopted the OECD Guidance and is a member of the Responsible Minerals Initiative (RMI) as well as the Public Private Alliance for Responsible Minerals Trade (PPA). The PPA is a multi-sector initiative between leaders in civil society, industry, and the U.S. government that supports projects in the DRC and the surrounding Great Lakes Region of Central Africa to improve the due diligence and governance systems needed for ethical supply chains.

KEMET's unique position as both an upstream supplier and a downstream purchaser of tantalum requires that our smelting and refining operations must have been validated as conformant to the Responsible Minerals Assurance Program (RMAP), an independent third-party audit process administered by RMI. KEMET relies on RMAP to supplement our internal due diligence of all conflict mineral suppliers. Our [Supply Chain Policy](#) requires suppliers of materials containing tin, tantalum, tungsten, and gold to source materials from smelters or refiners validated conformant to the RMAP standards. Although we are no longer required to file a Specialized Disclosure with the U.S. Securities and Exchange Commission, we remain committed to transparency and due diligence practices to ensure a conflict-free supply chain and continue to publish an annual [Conflict Minerals Report](#).

We are proud to report key results of supplier conformance to our Supply Chain Policy during 2021. Notably, we had a 100% supplier Conflict Minerals Reporting Template (CMRT) response rate from suppliers to our major product offerings.

### SUPPLIER SUSTAINABILITY

KEMET manages our supply chain and engages with our suppliers to evaluate and mitigate potential risks and improve overall sustainability performance. We are committed to maintaining a high standard of business ethics and compliance as we expect our suppliers to maintain the same high standards.



#### Supplier Carbon Footprints

We track certain supplier emissions data related to transport, enabling us to understand our supplier's carbon footprints and identify potential opportunities for emissions reduction within our supply chain. We also select suppliers that use green technologies to reduce idling, eliminate empty transport trips, and follow the most direct routes. We meet with these suppliers to review their emissions data on a monthly and quarterly basis.



#### Sustainable Packaging

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

- Facilities transitioned to alternative and sustainable packaging products, such as tapes and adhesives with biodegradable polypropylene, biodegradable envelopes for documentation, and biodegradable labels for thermal printers.
- We replaced bubble wrap fillers with recycled corrugated paper strips certified by the Forest Stewardship Council.
- We replaced standard plastic film with coreless, pre-stretched film which reduced plastic use by 63%. We are planning to use bioplastic in the future.
- Our internal green dashboard manages facilities reusing materials by tracking the quantities of reused and new materials used in production. At some facilities, the percentage of reusable materials is as high as 74%. We hope to continue this process at more facilities in the future.



# ON THE HORIZON

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## LOOKING FORWARD

For over 100 years, KEMET has been a part of technological innovation, shaping history and delivering impactful products to a range of industries. As we move into the next century, we will continue to innovate through our sustainability efforts and product design. In 2020, we became an integral and leading brand under YAGEO Group. As we continue to integrate our systems with YAGEO Group, we will reevaluate the fundamental components and direction of our sustainability strategy. We began 2021 with the publication of our revised YAGEO Group [Mission and Values](#) and concluded with the release of our new, unified YAGEO Group [Global Code of Conduct](#).

Moving ahead into 2022, we will refine the implementation of our Crisis Response Team, comprised of leaders from our product business units/groups, logistics, quality, compliance, procurement, facilities, and other teams, in order to manage the operational impact due to COVID-19 restrictions, energy shortages, supply chain restrictions, international conflict, and other impacts that may arise. Additionally, KEMET plans to address the following activities in the near future:

- Consolidate and integrate data from all YAGEO Group manufacturing facilities into a unified EHS and sustainability software platform with an anticipated completion of 2024. The focus on accurate data collection will allow us to set more meaningful goals for the company.
- We anticipate group-level reporting in subsequent years and plan to formally align to GRI.
- We will continue to engage our supply chain with a focus towards sustainability and alignment with The United Nation's Sustainable Development Goals.

KEMET strives to continue our excellence of innovation, unified with the larger YAGEO Group, to continue environmentally conscious and sustainably minded best business practices. We look forward to providing further detail about our integration in future reports.

# APPENDIX A

## ESG METRICS

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

Environmental Data	Units	2021	2020	2019
<b>Energy Consumption</b>				
<b>Fuel Consumption</b>				
Diesel	MWh	-	-	-
Coal	MWh	-	-	-
Natural Gas	MWh	84,836	75,377	70,470
Other (Liquid Propane)	MWh	27,326	18,411	18,846
Other (Fuel Oil)	MWh	8,409	10,070	10,979
<b>Total Electricity Consumption</b>	<b>MWh</b>	<b>453,632</b>	<b>359,776</b>	<b>383,156</b>
Renewable Electricity	MWh	5,584	-	-
<b>TOTAL</b>	<b>MWh</b>	<b>57,203</b>	<b>463,634</b>	<b>483,452</b>
<b>Greenhouse Gas Emissions</b>				
Direct (Scope 1)	metric tons CO <sub>2</sub> e	24,289	31,889	19,874
Indirect (Scope 2)	metric tons CO <sub>2</sub> e	207,960	174,772	186,803
Indirect (Scope 3)*	metric tons CO <sub>2</sub> e	-	-	--
<b>Total</b>	<b>metric tons CO<sub>2</sub>e</b>	<b>232,249</b>	<b>206,677</b>	<b>206,677</b>
Greenhouse Gas Emissions Intensity (Scope 1 and 2)**	metric tons CO <sub>2</sub> e / \$M revenue	167	222	210
<b>Waste Disposal</b>				
Non-Hazardous	metric tons	33,270	13,253	33,692
Hazardous	metric tons	30,108	18,138	15,210
<b>Total</b>	<b>metric tons</b>	<b>63,378</b>	<b>31,391</b>	<b>48,901</b>
<b>Waste Streams</b>				
Total Incinerated	metric tons	2454	106	275
Total Landfill	metric tons	2967	2,419	3,145
Total Recycled	metric tons	24,145	8,458	11,564
Total Reuse	metric tons	2,183	1,264	1,129
Composting	metric tons	263	4	62
Total Energy Recovery	metric tons	532	80	514
Onsite Storage	metric tons	726	771	12,071
Other	metric tons	0	116	4,931

## APPENDIX A (cont.)

Environmental Data	Units	2021	2020	2019
<b>Water Withdrawal</b>				
<b>Total</b>	<b>megaliters/year</b>	<b>2,117</b>	<b>1,869</b>	<b>1,915</b>
<b>Spills and Discharges</b>				
Reportable Environmental Incident Rate	# per 200,000 hours worked	0	0	0
<b>Social Data</b>				
<b>Employee Hours</b>				
Total Number of Hours Worked	hours	33,416,000	28,157,000	28,915,000
<b>Injuries and Process Safety Incidents</b>				
Total Lost-Time Accidents	#	22	10	6
Days Away, Restricted, and Transferred (DART)	# per 200,000 hours worked	0.13	0.070	0.042
Total Recordable Incident Rate (TRIR)	# per 200,000 hours worked	0.37	0.18	0.069
<b>Governance Data</b>				
Revenue	\$ in millions	1,393	1,323	986
Employees Worldwide at Year-end, approximate	#	17,000	14,478	14,478

\* Scope 3 emissions were not calculated for this reporting period

\*\* Revenue as part of the GHG intensity metric was recalculated for 2019 using corrected data.



## APPENDIX B

### SASB ALIGNMENT

The table includes select accounting metrics we have deemed material and are currently able to report on taken from the SASB standard specific to our primary industry as identified by the Sustainable Industry Classification System® (SICS®): 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.

SASB Code	Accounting Metric	Unit	2021	2020	2019
<b>Greenhouse Gas Emissions</b>					
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO <sub>2</sub> e	24,289	31,889	19,874
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets: Further discussion is provided in the above section, Greenhouse Gas Emissions.				
<b>Biodiversity Impacts</b>					
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.				
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>					
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.				
<b>Community Relations</b>					
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.				
<b>Business Ethics and Transparency</b>					
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.				
<b>Water Management</b>					
TC-ES-140a.1	(1) Total water withdrawn,	Thousand cubic meters (m <sup>3</sup> )	2,117	1,869	1,915
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		1,188	1,075	613
<b>Waste Management</b>					
TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t)	15,210	301,282	15,210
<b>Labor Conditions</b>					
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) (a) direct employees and (b) contract employees	Rate	0.37 (Per 200,000 hours worked)	0.18 (Per 200,000 hours worked)	0.069 (per 200,000 hours worked)

## APPENDIX B (cont.)

SASB Code	Accounting Metric	Unit	2021	2020	2019
<b>Greenhouse Gas Emissions</b>					
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	15%	9.52%	9.09%
	In 2021, KEMET participated in the RBA VAP audit at our Suzhou, China, Xiamen, China, and Bien Hoa, Vietnam facilities. Further, we participated in several customer-driven social and environmental responsibility audits at our Suzhou, China and Matamoros, Mexico facilities. 100% of KEMET's manufacturing facilities were determined to be low-risk companies as per the RBA Self-Assessment Questionnaire (SAQ).				
<b>Product Lifecycle Management</b>					
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.				
<b>Materials Sourcing</b>					
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, Restricted Substance Management.				0.069 (per 200,00 hours worked)