2024

Corporate Sustainability Report

Release Date: November 2025



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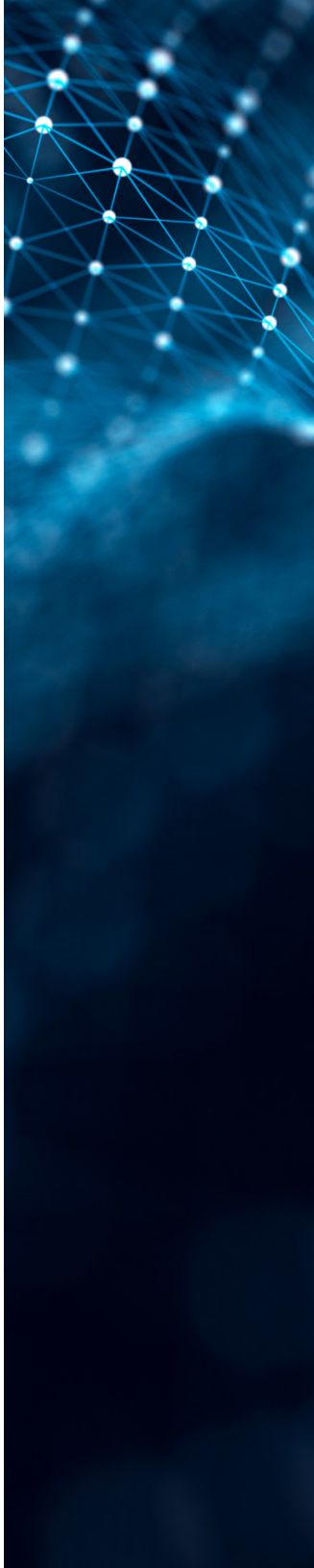
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ABOUT THIS REPORT

At KEMET Corporation (KEMET), we are proud to highlight our ongoing progress as we integrate sustainability into our business. As a leading brand within YAGEO Group, we continuously work to strengthen our commitment to sustainability through various initiatives designed to enhance 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 2024 double 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, 2024 through December 31, 2024.

KEMET's Key Performance Indicators (KPIs) can be found in **Appendix A**. This report has been prepared with reference to the Global Reporting Initiative (GRI) standards, and we have included a GRI content index in **Appendix B**. **Appendix C** includes detailed metrics and a mapping of 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. After 100 years, we continue to innovate and produce a diverse range of products that contribute to the world's fastest growing industries. Sustainability is a large part of our culture, guiding our operations and demonstrating our commitment to the environment, employees, and the communities that we serve.

Our product portfolio consists of a wide range of capacitors made from polymer, ceramic, and tantalum, as well as other components, including sensors, transformers, relays, and electromagnetic components (EMC). Our products are supplied to Original Equipment Manufacturers (OEMs) across diverse industries including automotive, computer, telecommunications, green energy, defense, consumer, industrial, medical, and aerospace industries. In addition, we work with electronics manufacturing services providers, which serve OEMs in these industries. Electronics distributors also serve as a key sales channel, helping deliver our components across the electronics industry.

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 19 manufacturing facilities and approximately 14,000 employees across the Americas, Asia, and Europe. KEMET is proud of our team's dedication to quality, customer service, and 100% on-time delivery, as we ship approximately 43 billion components per year to more than 145,000 customers.

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KEMET Manufacturing and R&D Innovation Centers



Market Brands

YAGEO GROUP KEMET

YAGEO GROUP YAGEO Tokin

Tantalum and Ceramic Capacitors

*Simpsonville, South Carolina
Matamoros, Mexico
Monterrey, Mexico
Suzhou, China
Ciudad Victoria, Mexico
*Nyuzen, Toyama, Japan
Chachoengsao, Thailand

Film and Electrolytic Capacitors

*Évora, Portugal
Skopje, Macedonia
Suomussalmi, Finland
Batam, Indonesia
Kyustendil, Bulgaria
*Pontecchio, Italy
Anting, China
Nantong, China

Magnetics, Sensors and Actuators

Shiroishi, Miyagi, Japan
Bien Hoa City, Dong Nai Province, Vietnam
Xiamen, China

*Research & Development Innovation Centers

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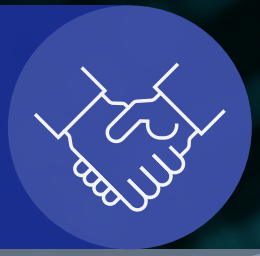
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OUR MISSION & VALUES

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

As a subsidiary of YAGEO Group, KEMET's sustainability efforts align with YAGEO Group's broader sustainability initiatives. YAGEO Group remains committed to building a sustainable future as we advance our plan to achieve net zero Scopes 1 and 2 emissions by 2050. Our comprehensive strategy to reduce our carbon footprint prioritizes energy efficiency, renewable energy adoption, and innovative technologies, ensuring that our operations align with global climate goals. In 2024, we established a dynamic decarbonization roadmap to reduce emissions that will be implemented through a phased approach.

To prepare for the European Union's Corporate Sustainability Reporting Directive (CSRD), we are proactively gathering information to be able to deliver timely and high-quality reporting. These efforts advance the strategic direction of our sustainability efforts through detailed alignment with Global Reporting Initiative (GRI) and CSRD's technical reporting rules, the European Sustainability Reporting Standards (ESRS). We continue to monitor proposed changes to the ESRS and timing for CSRD reporting, but remain committed to transparent, useful reporting that reflects our sustainability commitments.



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

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SUSTAINABILITY GOVERNANCE

YAGEO Group's Board of Directors holds ultimate oversight for company-wide risk management, including review and approval of sustainability-related risk management policies, as well as the evaluation of the policies' effectiveness and integrity. The Board conducts risk assessments on our material topics, integrating ESG considerations into YAGEO Group's strategic management and reinforcing our long-term commitment to sustainability initiatives in purposeful and systematic ways. The Board also oversees the YAGEO Group Sustainability Council.

YAGEO Group's Sustainability Council, led by the Senior Vice President (SVP) – Quality and Chief Compliance Officer, brings together executive and functional leaders from various disciplines and business units, and provides strategic direction and guidance to support the company's environmental, health, and safety (EHS) policies, our Global Code of Conduct, and our commitment to the Responsible Business Alliance (RBA) Code of Conduct (as described in our Quality Operating Document (QOD-610): Sustainability Council).

The Sustainability Council is responsible for overseeing compliance with applicable environmental legislation and regulations, customer-specific sustainability requirements, and the ongoing development, implementation, and continual improvement of KEMET's Environmental Management System (EMS). In 2024, the Sustainability Council led the effort to develop YAGEO Group's net zero by 2050 target and reporting strategy which was subsequently approved by the CEO and Board.

The Sustainability Council focuses on the core 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 regularly engages with the CEO and Board to provide updates on sustainability issues, risk management policies, and sustainability-related performance.

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SUSTAINABILITY COUNCIL

COUNCIL MEMBERS

Susan Barkal
Sustainability Council Chair
Senior VP - Quality 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).

Product Business Groups – Product Management

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 – Leadership

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

Corporate Infrastructure

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



Sales Business Group

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

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SUSTAINABILITY GOVERNANCE (CONT.)

In 2024, we launched our Sustainability Council Action Committee (SCAC) as the working arm of our Sustainability Council. Composed of leaders from multiple departments, SCAC focuses on advancing targeted sustainability projects. Its first project prioritized identification of data sources and developing processes to unify GRI disclosures across all YAGEO Group brands. This effort will enable us to consolidate corporate-wide data for future reports.

MATERIALITY & STRATEGY

In 2024, as part of YAGEO Group's sustainability strategy and preparation for CSRD, we conducted a double materiality assessment to refine our material topics. Our assessment was guided by the principle of double materiality as defined by CSRD and GRI, which considers:

Impact Materiality: The actual or potential positive and negative impacts of our operations on people and the environment.

Financial Materiality: The sustainability-related risks and opportunities that could affect our financial performance, position, or enterprise value over the short, medium, and long term.

We engaged stakeholders, analyzed risks and opportunities, and prioritized topics based on ESRS. Our material topics are listed in the following page.

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Energy and Greenhouse Gas Emissions	Social	Governance
Energy and Greenhouse Gas Emissions	YAGEO Workers' Rights, Safety, and Equality	Research and Development
Waste		Information Security
Climate Change		Supply Chain Management
		Research and Development
		Information Security
		Supply Chain Management

The materiality assessment strengthened our strategic focus on our material topics. In addition, the ESRS provided direction for the continued evolution of our sustainability-related reporting.

Additionally, in 2024, we developed our net zero roadmap for Scopes 1 and 2 emissions that addresses how we plan to achieve progress towards a net zero future. Specifically, the roadmap includes targets for energy efficiency, equipment modernization, renewable energy integration, and electrification of our operations. In 2024, KEMET as part of YAGEO Group implemented energy saving initiatives, such as equipment upgrades, energy from renewable sources, and process improvements. We also minimized company vehicle use and purchased green electricity. Looking ahead, we will continue to scale energy efficiency and low-carbon initiatives as part of our commitment to achieving net zero.

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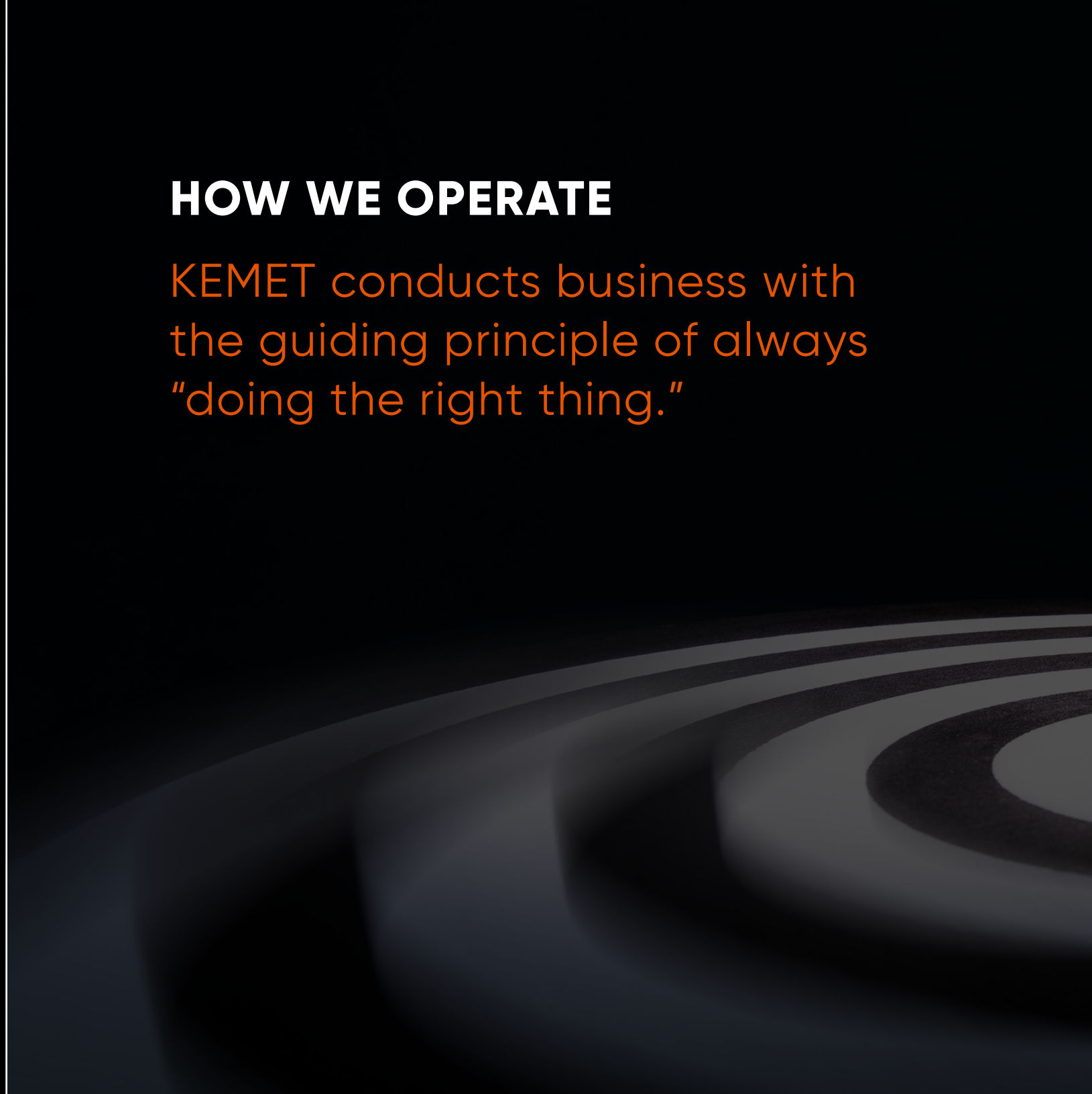
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HOW WE OPERATE

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





At KEMET, integrity is a fundamental value that shapes how we operate. It is embedded in our culture and documented in our Global Code of Conduct and Human Rights Policy. Ethical business conduct influences our decisions and actions across the organization.

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BUSINESS ETHICS

Our Global Code of Conduct (Code) serves as the guiding framework for how all employees conduct themselves. It is mission-driven to "empower the future with innovative component solutions." Our Code outlines our core expectations and principles, including:

- 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 the necessary trainings.

Developed using international human rights principles of the Universal Declaration of Human Rights; the United Nations (UN) Guiding Principles on Business and Human Rights; and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, KEMET's Human Rights Policy reaffirms our commitment to promoting basic human rights to all stakeholders.

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 can report potential issues through various channels, including: our leadership (e.g., supervisors, management, Chief Compliance Officer, and Head of Legal); Human Resources Representatives; our Corporate Compliance department; or our 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 report concerns through any of these channels 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) against those who raise concerns in good faith. We are committed to creating an environment where every employee feels empowered to speak up without fear of repercussions.

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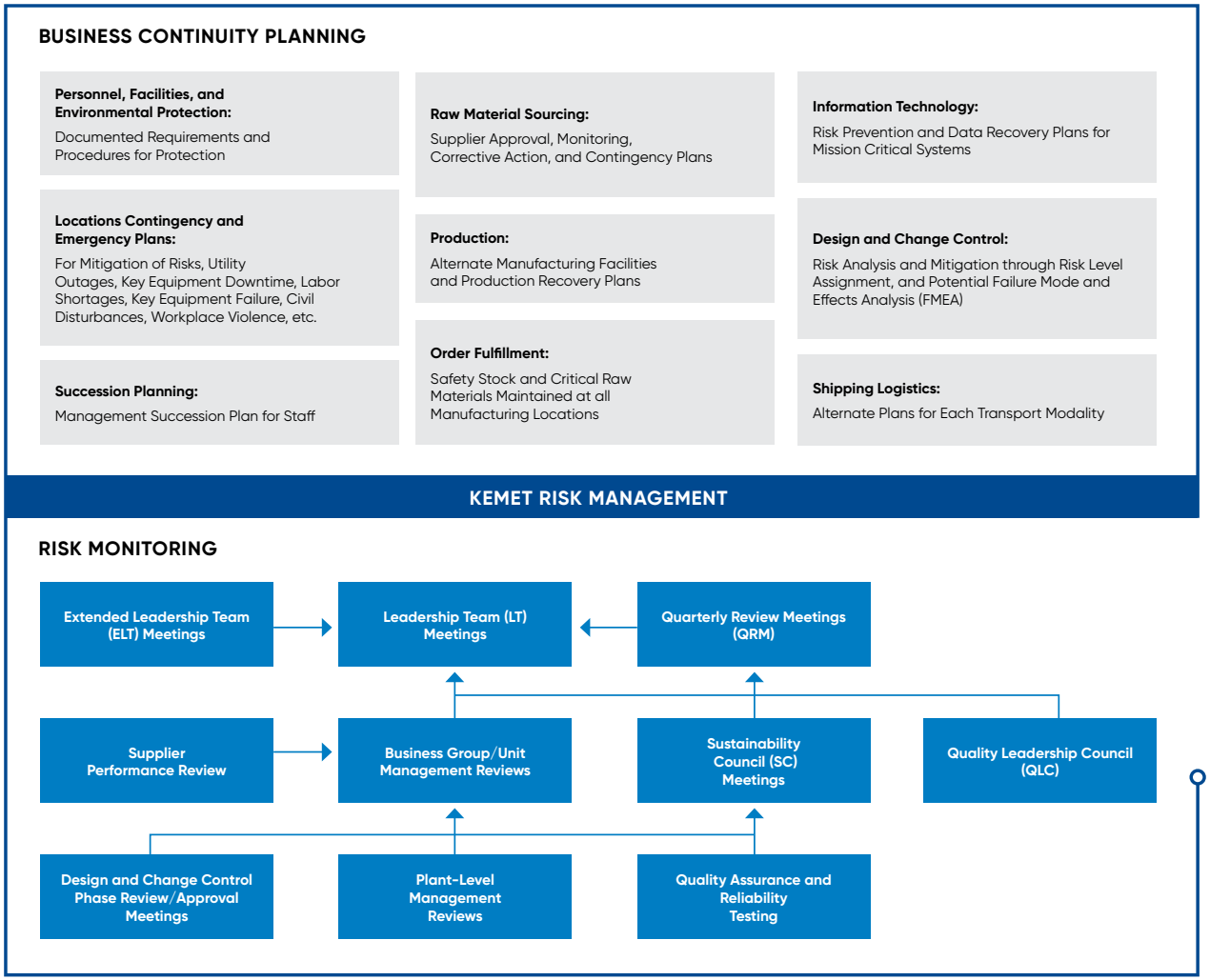
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BUSINESS RESILIENCE & RISK MANAGEMENT

KEMET integrates risk management into both our Quality Management System (QMS) and EMS, supporting comprehensive business continuity planning and ongoing risk assessment. These activities are outlined in our published Quality Manual. At the corporate level, our business continuity planning includes established policies and procedures for risk management, disaster management and recovery, and guidelines for the protection of people, facilities, and the environment. For example, in 2024, KEMET effectively managed business continuity situations related to supply chain disruptions, natural disasters, trade restrictions and/or regulations, and other operational disruptions, using 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 and procedures that monitor sustainability-related risks, supply chain management and raw materials, business continuity, risk management, logistics and trade compliance, among other concerns, including but not limited to 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. QOD-610 designates the Sustainability Council and the SVP – Quality and Chief Compliance Officer to provide direction and focus in support of KEMET's facilities, environmental, health, and safety management system. Our Corporate Compliance & Sustainability department and Sustainability Council members also coordinate the review of emerging and identified risks with other business groups/units like quality, compliance, EHS, procurement, logistics, facilities, and senior management, and they 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.

AUDITS & ASSESSMENTS

Our products and materials are independently tested for substances controlled by various governmental regulations by accredited, external third-party laboratories. In 2024, KEMET participated in 8 facility and customer-initiated, external social and environmental responsibility audits of certain facilites 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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AWARDS & RECOGNITION

- KEMET participated in numerous third-party ESG questionnaires and assessments during 2024, 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. CDP provided a B and C rating for KEMET's Water Security and Climate Change questionnaires, respectively. In 2024, we are proud to have received the EcoVadis Committed Medal based on our sustainability performance data. Finally, YAGEO Group scored a 96.3 (Low Risk) on our 2024 RBA Corporate Level Self-Assessment Questionnaire (SAQ).



Additional company-wide awards include:

- YAGEO Group was awarded "Best Supplier since 1997" by Hon Hai Technology Group at its 50th Anniversary event. In the awards ceremony, Hon Hai also prepared a replica Aluminum Model E car as a special gift.
- YAGEO Group received the 2024 Supplier Excellence Award from TTI in the Americas, EMEA, and APAC regions.





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ENVIRONMENTAL, HEALTH & SAFETY

KEMET's environmental, health and safety strategy brings together a broad set of initiatives designed to reduce our environmental footprint while safeguarding the people and communities connected to our business.

We are advancing energy efficiency across our operations and investing in renewable energy where feasible, while also strengthening programs that address water use, waste management, recycling, and sustainable packaging. KEMET is committed to designing and operating our facilities to proactively eliminate recognized hazards and minimize risks to human health, safety, and the environment. We are reinforcing our commitment to employee health and safety and encouraging a culture of sustainability throughout our workforce and supply chain. To support these efforts, we continue to refine our data collection and reporting through our data management platform, ensuring greater transparency and accountability as we track progress toward our long-term goals.


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MANAGEMENT SYSTEMS

KEMET's EMS, which is based on the ISO 14001:2015 International Standard, is implemented across our manufacturing facilities. 95% of our facilities were ISO 14001 certified in 2024.

We enhanced our data collection and management capabilities with the launch of our corporate YAGEO Group – EHS & Sustainability (YES) platform in 2022 and through continued integration and improvement over the past few years. YES enables our facilities to submit and manage data on energy, greenhouse gas (GHG) emissions, water, and waste. It has improved data accuracy with automated calculations and insightful reporting.

Centralizing our data collection practices has enabled our facilities to learn from one another and contribute to company-wide sustainability efforts, while also providing company leadership with a better oversight tool to measure our progress. Throughout 2023 and 2024, we focused on optimizing the platform's capabilities by managing expanded datasets, strengthening both transparency and data integrity.

It is our aim to expand the software's functions in the future to centralize and track sustainability initiatives across the enterprise, including progress toward our corporate net zero roadmap.

Since the implementation of YES, we have steadily refined our data gathering efforts to improve accuracy and transparency. Over the past few years, our data collection has become far more robust with the inclusion of refrigerant leakages and multiple Scope 3 emissions categories. More comprehensive data has allowed for the inclusion of additional metrics that were not previously captured.

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MANAGEMENT SYSTEMS (CONT.)

This brings further integrity to our efforts and demonstrates our commitment to achieving net zero Scopes 1 and 2 GHG emissions by 2050.

We have continued expanding our Scope 3 emissions calculations; for example, in 2024, we calculated the following Scope 3 categories:

- Partial Purchased Goods and Services (Category 1),
- Partial Capital Goods (Category 2),
- 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 total 2024 Scope 3 emissions were 171,548 metric tons of carbon dioxide equivalents (CO_2e).



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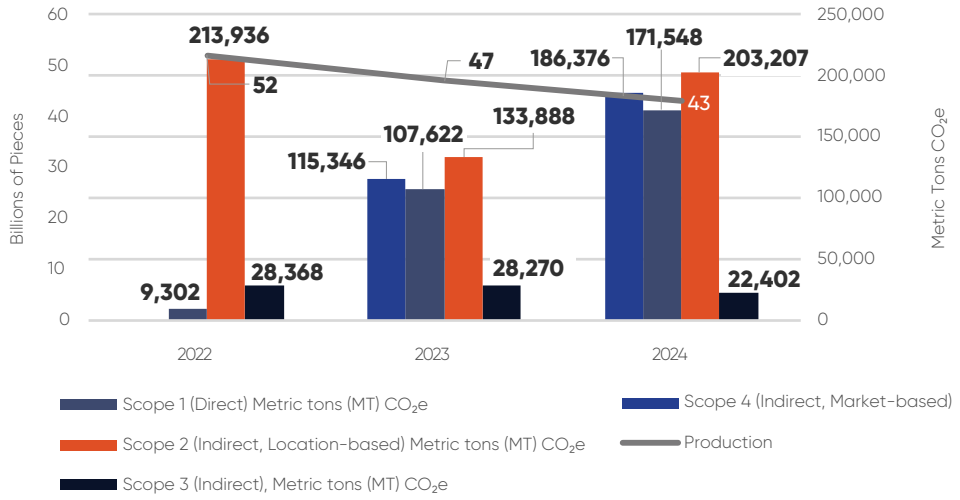
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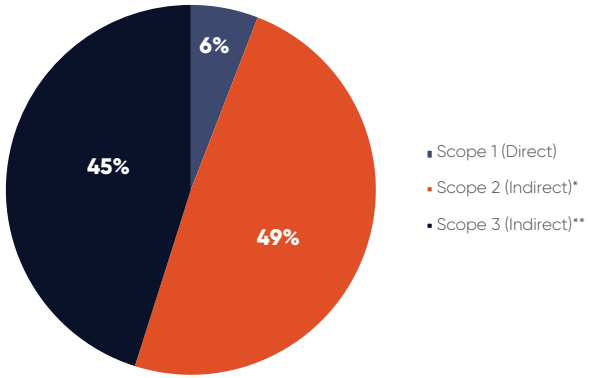
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DATA TRANSPARENCY

Greenhouse Gas (GHG) Emissions



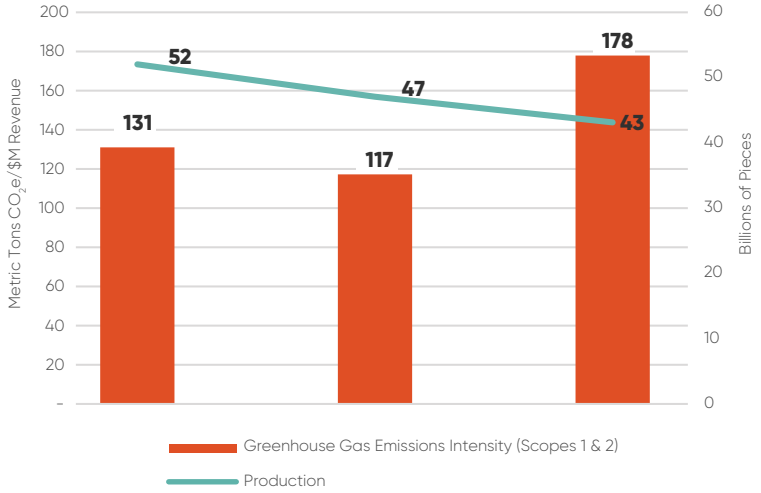
GHG Breakdown by Scope



*Scope 2 emissions are market-based

**Partial Scope 3 emissions

GHG Emissions Intensity



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TARGETS AND ACHIEVEMENTS

KEMET's key focus during 2024 was developing our business strategies in support of YAGEO Group's decarbonization roadmap to achieve net zero Scopes 1 and 2 GHG emissions by 2050. The roadmap utilized methodologies aligned with the Greenhouse Gas Protocol to establish the net zero plan in five phases.

Phase	Roadmap to Net Zero Scopes 1 and 2 GHG Emissions
2025-2030	Energy Efficiency Optimization
2030-2035	Equipment Modernization
2035-2045	Renewable Energy Integration
2045-2050	Electrification of Operations
2050	Targeted Carbon Reduction Investments

We believe the most responsible place to begin our net zero journey is with the resources already in our hands. By strengthening electricity management programs, we are finding practical ways to improve equipment performance through thoughtful, everyday actions like preventative maintenance, clear operating procedures, smarter system controls, and process refinements. These efforts may be simple, but they deliver meaningful reductions in GHG emissions. Our approach demonstrates that progress toward sustainability does not always require new technology or heavy investment; often, it starts with commitment to working smarter with what we have.

Our plants have already begun implementing phase one of our net zero roadmap:

Victoria, Mexico
Our Victoria plant recognized that process improvements have the greatest return on investment. Automatic equipment shutdown on weekends saved them 324,068 kilo-watt hours (kWh) and 143.89 metric tons of CO_2e over the course of the year.

Xiamen, China
In Xiamen, process improvements were the key to over 188 metric tons of CO_2e. Rearranging our company vehicle schedule and changing the workplace layout were examples of working smarter not harder to achieve energy reduction.

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TARGETS AND ACHIEVEMENTS (CONT.)

As our operations evolve, the tools we rely on must keep pace. In the second phase, we are replacing inefficient and end-of-life equipment with high-efficiency alternatives that lower energy consumption and improve reliability. These upgrades are practical choices, but each improvement represents a deliberate step toward a smarter, more sustainable business.

Some of our facilities have already utilized this strategy as opportunities arise:

Évora, Portugal
Our facility participates in Plano de Racionalização do Consumo de Energia (PREn), and has created a seven-year plan that includes lighting, compressed air, chiller, washing machine, and HVAC efficiency improvements. In addition, as part of this plan, they are reducing waste sent to landfill and water consumption.

They are ahead of schedule and have executed over 50% of this plan since it began in 2023.

Our third phase expands our use of renewable energy as an important part of our strategy to reduce GHG emissions. Through the installation of solar panels and other renewable energy infrastructure, we are cutting Scope 2 emissions and diversifying the way we power our operations. While solar is one piece of a larger energy strategy, each project moves us closer to operating more efficiently, more sustainably, and with greater resilience for the future.

Many of our plants have begun utilizing solar already:

Suzhou, China
Suzhou replaced an inefficient air compressor, which resulted in a savings of over 1,100 kWh per day.

Anting, China
In June 2024, rooftop solar panels became operational with the potential to generate over 1,000 mega-watt hours (MWh) of energy per year. In only six months, the panels generated over 414 MWh for the plant.

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TARGETS AND ACHIEVEMENTS (CONT.)

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 carbon dioxide equivalents (CO_2e) emissions by about 382.48 metric tons per year. In 2024, the total self-generated energy was 496 MWh.

Xiamen, China
In 2024, our facility sourced 289.7 MWh from green energy, helping to reduce CO_2e emissions by 203.8 metric tons.

Suzhou, China
In 2024, Suzhou's total on-site solar generation was 900.9 MWh, up from 844.6 MWh in 2023, contributing to reduced CO_2e emissions.

Shiroishi, Japan
New solar panels were installed in August 2024, covering 5% of the plant's electricity consumption. The project is expected to reduce CO_2e emissions by 300 metric tons per year.

Skopje, North Macedonia
In June 2024, the plant brought online a 609 kWp PV system comprising 1,100 panels. This system generates approximately 750 MWh of renewable energy annually, covering 10% of the plant's electricity needs and reducing CO_2e emissions by 600 metric tons per year.

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TARGETS AND ACHIEVEMENTS (CONT.)

Phase four is focused on transitioning from fossil fuel-powered equipment to electric alternatives to lower our direct emissions. By electrifying systems such as industrial ovens, we are reducing scope 1 emissions while maintaining the performance and reliability our operations demand. Electrification represents both an environmental and operational advancement, which allows us to align efficiency with sustainability as we modernize the core of our business.

Achieving net zero in phase five requires addressing every source of emissions, including those that are hardest to eliminate. Through targeted carbon reduction investments, we will support innovative projects that advance global climate solutions while balancing our own footprint. These investments allow us to complement the progress made within our operations and extend our impact beyond our own walls, demonstrating leadership, responsibility, and commitment to a sustainable future.



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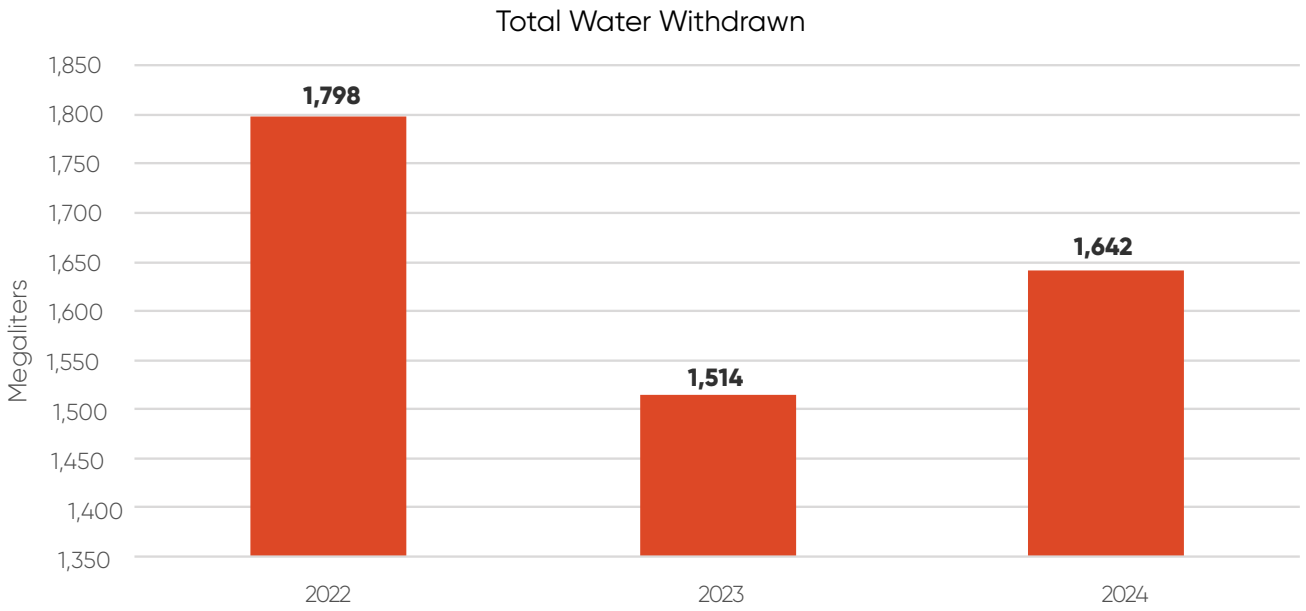
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WATER USAGE & EFFICIENCY

We make every effort to minimize water withdrawal and usage at our manufacturing facilities and increase discharge where feasible to our local watersheds. In 2024, our water withdrawals, water discharges, and water consumption were slightly higher than 2023. KEMET continues to reduce water consumption where feasible and improve water efficiency practices.



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WATER USAGE & EFFICIENCY (CONT.)

Simpsonville, United States
Our Simpsonville facility exceeded its target to reduce their water consumption by 3% in 2024 by implementing an efficiency project within its existing Deionized Water System. By installing holding tanks for deionized water and automating the system, we reduced cast off water by nearly 81,000 cubic meters.

Monterrey, Mexico
In 2024, the facility was able to recover condensate water from handling plants for irrigation and cooling towers, resulting in 36,944 cubic meters of recycled water. The recovery water average was 16%.

Matamoros, Mexico
The facility reported 4,610 cubic meters of deionized water that was recycled in 2024. Additionally, at the facility, we do not dispose of process water, but instead we send it to a supplier for reuse in their processes, which resulted in 12,391 cubic meters of reused water.

Suzhou, China
We recycle concentrated water from our deionized water system for cooling towers and sanitary purposes and recycled 132 metric tons daily through this method. Additionally, we repurpose wastewater from our water wash station for the methanol washing tower and recycle 190 metric tons daily. These initiatives contributed to recycling over 115,920 metric tons of wastewater in 2024.

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. In 2024, 11% of water used at the facility was recycled.

Victoria, Mexico
The production water is collected, treated, and reused in the facility's cooling towers, recycling a total of 59,191 cubic meters.

Xiamen, China
The facility recovers the wastewater discharged from the product washing process of the processing department through sedimentation and filtration. A total of 4,238 metric tons was recovered in 2024.

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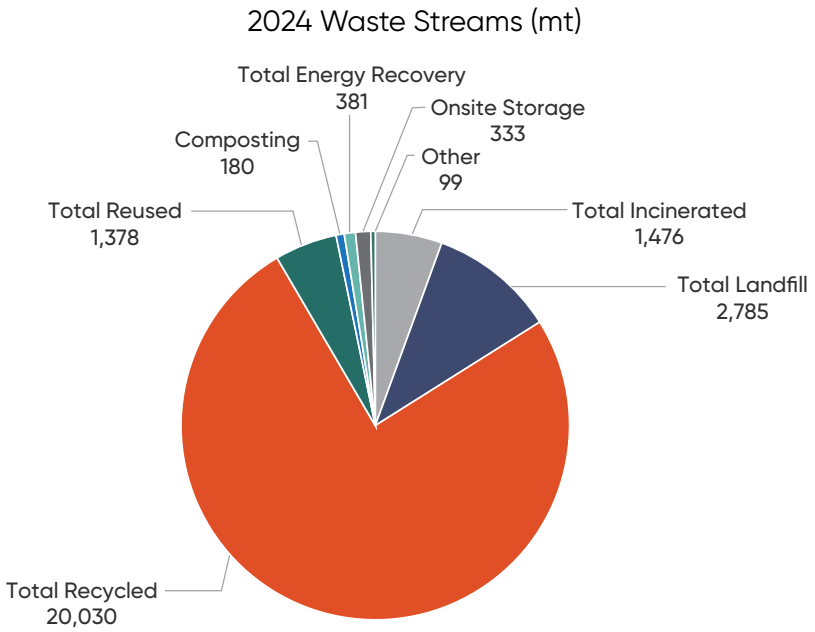
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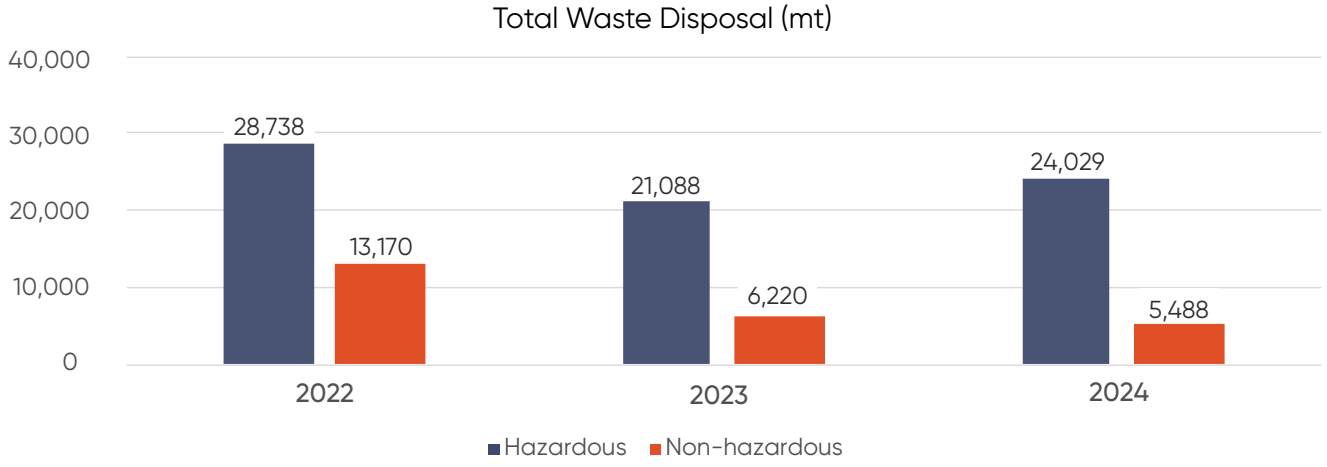
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WASTE MANAGEMENT

Each KEMET manufacturing location has programs in place which minimize the generation of waste and that provide reasonable assurance that waste management practices do not knowingly affect the health or safety of employees, the public or the environment. Waste minimization programs are required and are designed to reduce or eliminate waste volume, mobility, or hazards wherever practical. Source reduction, reclaim, recycle, and reuse are prioritized over off-site treatment or disposal of special wastes. We strive to identify waste minimization opportunities and circular solutions when designing new processes or operations. These business and operational practices support KEMET's efforts to deliver more sustainable products to our customers.





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WASTE MANAGEMENT (CONT.)

RECYCLING PROGRAMS

Matamoros, Mexico
In 2024, our facility's program recycled approximately **29,594 kilograms (kg)** of plastic, **2,810 kg** of paper, **28,594 kg** of cardboard, **65,355 kg** of metals, and **31,050 kg** of wood pallets.

Pontecchio, Italy
Ecological Areas were recently introduced to eliminate individual containers, allowing for centralized disposal where waste is separated by type and clearly labeled. Our operators received training to improve awareness and ensure correct sorting practices. These efforts led to a measurable improvement in recycling performance, with recycled waste increasing from 78.6% in 2023 to 80.5% in 2024.

Simpsonville, United States
In 2024, our Simpsonville plant achieved:

- **295 tons** of waste methanol used for fuels blending;
- **64 tons** of glycol recovered; and
- **2 tons** of office paper, **220 pounds** of batteries, and **5.83 tons** of electronics recycled through external vendors.

Additionally, scrap metal was sorted into bins and disposed of with an outside recycler, while plastic bottles and containers were taken to a local community center.

Shiroishi, Japan
In 2024, Shiroishi operations recycled approximately 263,000 kilograms (kg) of industrial waste:

- **~35,000 kg** of waste plastics processes for cement plant recycling;
- **~89,000 kg** of mixed waste oil converted into auxiliary fuel and thermally recycled;
- **~40,000 kg** of waste cloth turned into solid fuel;
- ~**58,000 kg** of lead containing waste was refined in a blast furnace; and
- **~33,000 kg** of iron-based sludge was solidified and repurposed as roadbed material.

Bang Pakong, Thailand
In 2024, our Thailand facility recycled more than 3,134 metric tons of methanol waste from polymerization. After recycling, this material is returned to manufacturing processes at the plant.

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WASTE MANAGEMENT (CONT.)

SUSTAINABLE PACKAGING

We continue to evaluate opportunities to increase the usage of sustainable packaging materials. 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:

- Complying with EU Commission Decision 97/129/EC, we continue cataloging all packaging products including bags, bands, boards, and carriers for environmental labeling and the information is publicly available on our website.
    - Continuing to work with suppliers to identify which plastic materials must be regulated as it relates to compliance with the EU Packaging and Packaging Waste Regulations.
- Specific facilities continue to transition 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 continue to track the quantities of reused and new materials for production at the facility level.



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HEALTH & SAFETY

At KEMET, our health and safety measures are integral to our safety-oriented culture and extend beyond rules and standards. We actively integrate safe practices and procedures into the daily routines of our employees because we believe workplace injuries and illnesses are preventable.

To support employee well-being, many of our global sites offer regular on-site health screenings, including general physical exams, 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.

KEMET prioritizes training to equip our employees with the essential skills, knowledge, and competencies necessary to perform their jobs safely and support ongoing improvement efforts. All new employees participate in corporate EHS training as part of their onboarding process. Additionally, each facility develops and documents annual training plans tailored to the specific needs of the employees and the facility. To ensure safety across all operations, we have established a comprehensive Contractor EHS Policy and Procedure applicable to all contractors working at any KEMET facility. Contractors receive training and must adhere to our EHS policies and procedures. We select only those contractors who demonstrate strong management leadership resulting in excellent safety performance.

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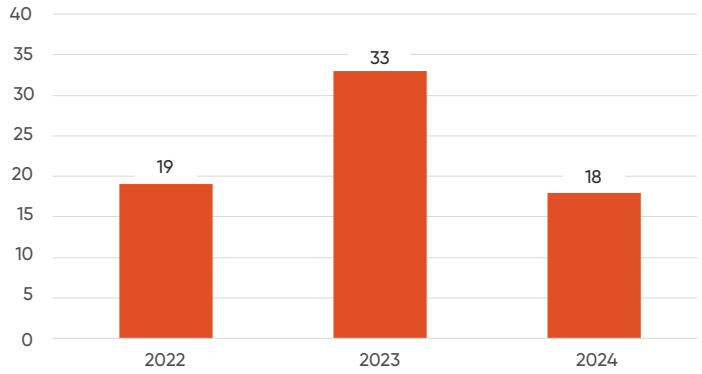
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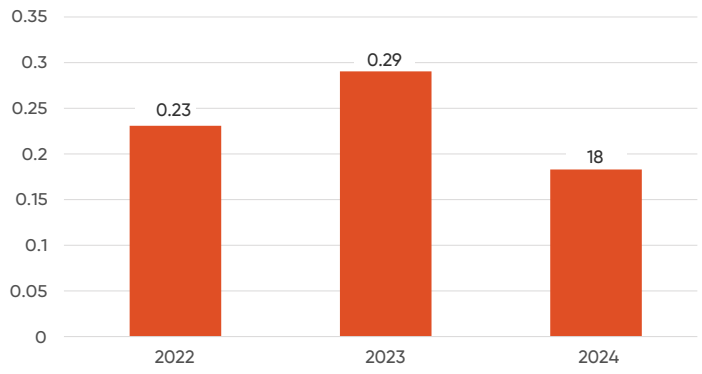
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PRODUCTS

KEMET's diverse range of product components, serving industries spanning artificial intelligence (AI) to renewable energy and electric vehicles (EVs), are integral to powering systems that contribute to a sustainable future. We are committed to sustainability both within our product development and in the markets that we serve, enabling the advancement of key technologies that are crucial to global sustainability practices.

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

KEMET harnesses ethical and sustainable material science to develop innovative technologies that drive sustainability across industries. Our Advanced Technology Group (ATG), using our 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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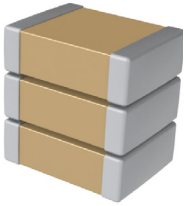
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INNOVATION (CONT.)

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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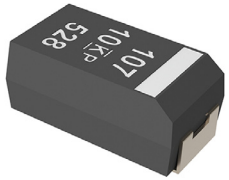
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INNOVATION (CONT.)

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.)

C0G HIGH TEMPERATURE SMD CAPACITORS

KEMET's C0G High Temperature 260°C SMD Multilayer Ceramic Capacitors (MLCCs) offers industry-leading performance at extreme temperatures. These devices are specifically designed for applications in harsh environmental conditions such as geothermal energy generation which requires capacitors that are robust and reliable at extreme temperatures. With an extremely low ESL (Equivalent Series Inductance) the C0G High Temperature capacitors enable faster energy transfer and improved power delivery in all applications.



PRODUCT SUSTAINABILITY

KEMET's components are essential to advancing sustainable technologies, helping to improve overall energy utilization, and driving the adoption of alternative energy solutions across a wide range of industries by enhancing energy efficiency, miniaturization, and dependability in applications such as:

- EV onboard chargers,
- smart grid hardware,
- EMI filtering,
- LED drivers, and
- high-energy density applications linked to capacitive power supplies.

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. Additionally, 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. These innovations help drive the global transition toward more resilient energy systems.

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INNOVATION (CONT.)

AUTOMOTIVE ELECTRIFICATION

With over six decades of excellence in automotive-grade electronic components, KEMET leads the way in supporting the rapid growth of 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.

We innovate our products found in traditional fuel-burning vehicles as well. In early 2025, we plan to introduce a new 63 Volt capacitor that will reduce emissions from trucks, which will impact countless vehicles on the road.

AI INFRASTRUCTURE

AI applications and infrastructure require high levels of demand, including vast amounts of computing power. 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 does not 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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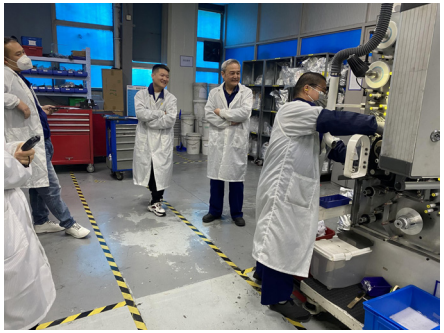
PRODUCT SAFETY & QUALITY

KEMET's multi-disciplinary quality team utilizes our comprehensive change control processes to evaluate the impacts and risks related to 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. The team conducts environmental, health, and safety impact assessments that include a review of material composition data against restricted substance regulations, industry, and customer requirements, as well as an analysis of any potential risks (e.g., 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 new materials, equipment, processes, or operating conditions meet all applicable governmental regulations.

Quality Month 2024

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 2024's Quality Month was "Quality: Do It Once, Do It Right," a reminder that every detail matters in the work we do every day. Our commitment to excellence drives us forward, and it's the passion and dedication of every team member that makes it all possible. Our plants celebrated Quality Month through special trainings, guest speakers, and quality themed games and activities







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PRODUCT SAFETY & QUALITY (CONT.)

MONITORING & COMMUNICATION

Our Sustainability Council meets quarterly, continuously monitoring existing and emerging regulations related to restricted substances, and communicating any potential business impacts. Our risk monitoring incorporates the use of third-party providers for daily environmental compliance notifications and quarterly restricted materials updates, aiding KEMET with information for preparation and implementation of short- to long-term changes needed to meet regulatory demands.

Our products are thoroughly evaluated for regulatory compliance and to the highest quality and safety standards.

We strive to provide publicly accessible data on our YAGEO Group Sustainability webpage related to restricted substances, material declarations, product labeling, quality certifications, and other important information, which allows our customers and stakeholders to proactively evaluate KEMET products for compliance and quality concerns.

Per- and Polyfluoroalkyl Substances (PFAS)

KEMET has been monitoring the regulatory landscape to maintain PFAS compliance and minimize risk to people and the environment.

In 2024, we collaborated with a third-party consultant on three key projects focused on PFAS regulatory compliance and reporting:

- Currently Unavoidable Uses (CUU) Submissions
  - We participated in the preparation and submission of CUU documentation to the states of Maine and Minnesota, in response to their proposed PFAS restrictions.
- U.S. PFAS Reporting Rule Compliance
  - We compiled, validated, and structured the necessary data for compliance with the U.S. EPA's PFAS Reporting Rule under TSCA Section 8(a)(7).
- Canadian PFAS Reporting Assessment
  - We conducted an evaluation of YAGEO Group product import volumes into Canada to determine whether reporting obligations were triggered under Canada's PFAS reporting requirements.

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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.


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SUPPLIER COMPLIANCE

KEMET upholds robust procedures to encourage the procurement of high-quality materials from all approved suppliers. All suppliers must complete a comprehensive onboarding process, which includes a series of assessments tailored to their supplier classification and the materials or services they provide to KEMET. These assessments cover business resiliency, quality management systems, social and environmental responsibility, business ethics, supply chain security, and responsible minerals sourcing data. Supplier diversity status is also taken into account when considering vendors for goods and services.

As part of the supplier onboarding process, suppliers are required to acknowledge and commit to KEMET's requirements including our Purchase Order Terms and Conditions and, in many cases, a formal agreement. KEMET expects all 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 has established documented procedures to ensure that purchased products, processes, and services comply with all applicable statutory and regulatory requirements, including those related to restricted substances and environmental standards.

Environmental responsibility is an important focus at KEMET. Guided by our Facilities, Environmental, Health and Safety Policy, we are committed to conducting business in a manner that safeguards the health and safety of our employees, our customers, the public, and the environment. We expect our suppliers to take a similar approach to environmental responsibility. Beyond minimizing environmental impact, KEMET prioritizes sourcing from suppliers who have demonstrated a proactive approach to environmental stewardship.

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SUPPLIER COMPLIANCE (CONT.)

The KEMET Supplier Quality System is designed to ensure the procurement of high-quality materials from approved suppliers. This system includes:

- Evaluation of suppliers based on the specific raw materials or services they provide;
- Maintenance of an approved supplier list for each material category;
- Required documentation for supplier approval, which includes an acknowledgement of compliance with KEMET's Supplier Quality Requirements;
- Demonstration of 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.).

Approved suppliers are continuously monitored through KEMET's Supplier Monitoring and Rating Program as well as periodic Supplier Audits. Supplier Corrective Action Requests are issued when necessary and appropriate. In cases of non-compliance, we work directly with each supplier to identify opportunities for improvement and to develop strategies to achieve their goals and align with our standards.

RESPONSIBLY SOURCED MINERALS

KEMET is dedicated to responsibly sourcing tin, tantalum, tungsten, and gold (together, "conflict minerals") and cobalt. As part of our corporate social responsibility commitment, we have developed a comprehensive Supply Chain Policy that clearly outlines our supplier expectations. Compliance with this policy is regularly monitored to confirm alignment throughout our supply chain.

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RESPONSIBLY SOURCED MINERALS (CONT.)

As the world's largest user of tantalum, KEMET has been an industry leader through early adoption of responsibly sourced minerals. Our goal is to source conflict minerals in a way that does not directly or indirectly finance 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), consistent with 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), which include any entities therein. As part of our management systems, KEMET has adopted the OECD Guidance and will implement, where appropriate, the five-step framework for risk-based due diligence in the mineral supply chain including Annex II found in the OECD Guidance.

KEMET's commitment to the responsible sourcing of minerals is reflected by our active role within the industry. We maintain membership and actively participate in the Responsible Minerals Initiative (RMI). From 2021 to 2023, our Senior Director – Compliance and Sustainability served on the RMI Steering Committee, helping to guide the strategic direction, operational oversight, and governance of the organization. KEMET's membership in the RMI Steering Committee continued in 2024 through our Director of Tantalum Sourcing and Operations, including participation in a panel discussion during the Responsible Business 2024 Annual Conference. KEMET also actively participates in several RMI workgroups.

To further our responsible sourcing efforts, our Supply Chain Policy requires suppliers of conflict minerals and cobalt to source from smelters or refineries that have been validated through the RMI RMAP. RMAP uses independent, third-party auditors approved by the RMI to conduct due to validate conformance with RMAP standards. We use RMAP to validate due diligence practices within our conflict minerals supply chain.

KEMET's upstream tantalum smelting operation in Matamoros, Mexico is independently audited and validated to be conformant to the RMAP, Tin and Tantalum Standard. In 2024, our tantalum smelting operation also received an Environmental Claim Validation certificate for the production of Potassium Fluorotantalate Recycle (K_2TaF_7) containing an average of 46% pre-consumer content, consisting of 100% recycled tantalum.

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RESPONSIBLY SOURCED MINERALS (CONT.)

KEMET recognizes the importance of transparency and due diligence in maintaining a responsible supply chain. While KEMET is no longer a U.S. publicly traded company, we continue to voluntarily publish an annual Conflict Minerals Report to publicly and transparently disclose supply chain due diligence information. In 2024, 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 and maintain 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. Actively participate in 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.

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 2024, 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 transportation trips, and follow the most direct shipping routes.

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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.

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. Fairness, honesty, integrity, and respect are globally held values at KEMET that shape our culture and create a positive, productive work environment. We believe that a diverse and inclusive work environment empowers individuals to contribute to the company's success by leveraging their own unique ideas, talents, skills, and experiences.

Our commitment to our employees is embedded in our Human Resources policy, Human Rights Policy, and Code. These policies recognize the unique experiences that come with our diverse and global workforce and are supported by our regular anti-harassment and anti-bullying training.


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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 identify training that support long-term career progression.

Our Human Resources teams offer a combination of in-person and online training programs, including sessions on our Code, anti-harassment, and anti-bullying policies. These trainings promote awareness among all employees and reinforce our zero-tolerance approach to 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 ideas for innovation. In 2024, our employees averaged 25 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);
- YAGEO Group 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, SHE required training, skills training, computer software/hardware training, onboarding 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 Group Talent Forum for leadership development; and
- HR Policy training.

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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)

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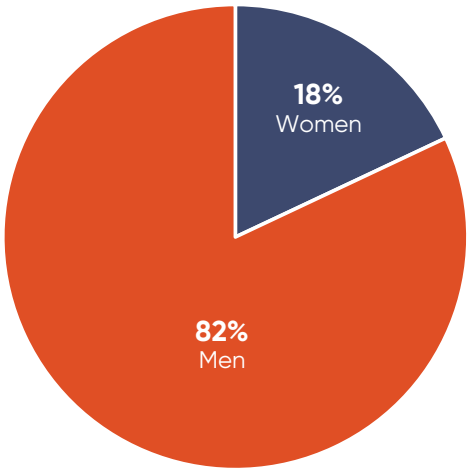
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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)

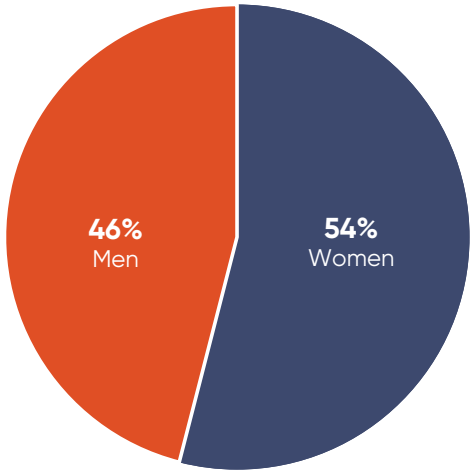
We encourage employee engagement through an internal communication platform, which creates opportunities for employees to share fun activities and events, work tips, business intelligence updates, and other information. The goal of the platform is to engage employees across facilities and contribute to employee productivity through relationship building. At KEMET, we believe we perform at our best and achieve more as a team when we collaborate across boundaries, have a mutual commitment to support each other, and encourage growth. We accomplish this when we trust each other, value individual capabilities and contributions, and recognize that work is but one part of a full and rewarding life.

As of December 2024, 54% of our total workforce is comprised of women. While women hold approximately eleven percent (11%) of leadership positions in the global electronics industry, we are proud to report that KEMET's has placed women in eighteen percent (18%) of senior management and leadership roles having grown this number by five percent (5%) since 2020.

Women in Management



Women in our Workforce



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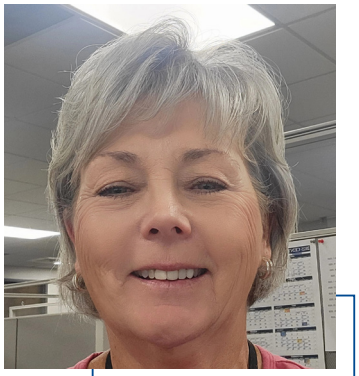
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EMPLOYEE EMPOWERMENT & DEVELOPMENT (CONT.)

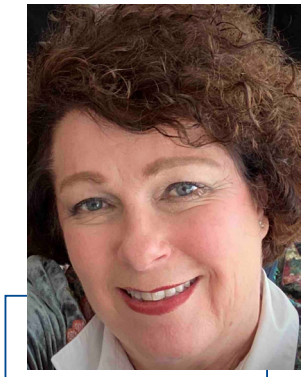
TESTIMONIALS

We are proud to recognize some of our longest tenured employees and share highlights from their KEMET experience.



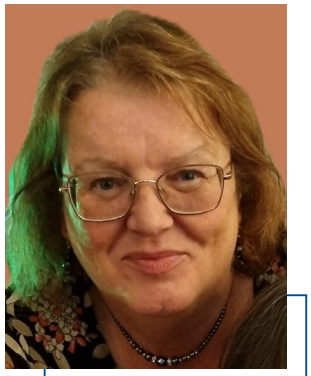
Wanda Andrews

Wanda Andrews, who has worked at KEMET since 1977, shared that **"there are so many people within KEMET that I've considered mentors along the way. Many of them also have become friends for life…the people at KEMET are among the best people I have ever known, all working towards the success of others as well as the success of KEMET."** She mentioned that the strength of the team made every challenge feel worthwhile, as they were all working together toward a shared goal.



Kathy Blackwell

"KEMET and its people was – and still is – a family for so many of us," shared Kathy Blackwell, who began her journey with KEMET (then Union Carbide) in 1979. **"That feeling of commitment to the job, to each other, and to our customers was key and essential for our growth and worth over the years."** Kathy's decades-long career reflects a deep dedication to innovation, collaboration, and continuous improvement, all of which have helped shape KEMET's legacy.



Del Adam

"My constantly evolving job roles have kept me interested, and the wonderful people I've worked with have kept me happy," said Del Adam, who began her journey in the UK Electrolytics Plant in 1979. **"For both these reasons, I've always felt fulfilled and have never wanted to leave."** Over her 46-year career, Del has contributed across Quality, Production, and Corporate roles, driven by a passion for learning and a deep appreciation for the people around her.

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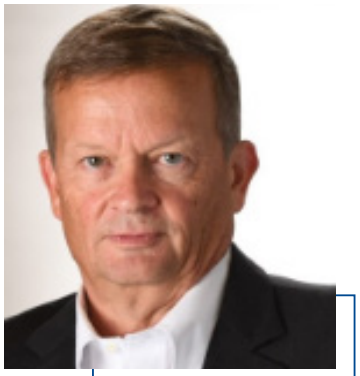
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EMPLOYEE EMPOWERMENT & DEVELOPMENT
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Johnny Boan

Johnny Boan, who joined the company in 1980, shared that **"the opportunity to travel, meet new people, and experience different cultures has been one of the most rewarding parts of my career…the people I get to work with and the interesting technology we provide our customers keep me inspired every day."** Johnny's journey reflects a deep appreciation for global collaboration and innovation.



Sune Ekström

Sune Ekström, who began his journey with the company in Kalmar, Sweden in 1980 is a testament to lifelong learning, global collaboration, and the personal connections that make a career truly meaningful. **"The biggest impact has been the possibility to use my knowledge of electronics and continuously develop my skills in various job positions during these 45+ years…I've had the opportunity to change roles several times, which has kept me motivated…and the great colleagues around the world have made it a joy to come to work."**



Connie Fischer

"I've been given so many opportunities to develop and grow throughout my career," said Connie Fischer, who began working for Union Carbide in 1977 while attending college. **"In the end, it's the people you work with that make you want to stay…they're more like family than work colleagues."** Connie's journey spans decades of leadership in Quality, Manufacturing, and Logistics across multiple countries, reflecting a deep commitment to learning, adaptability, and the strong relationships that define KEMET's culture.

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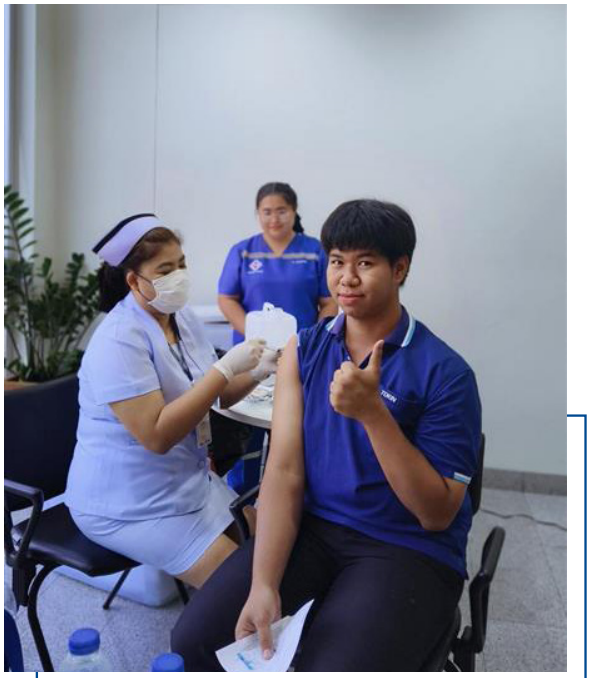
EMPLOYEE WELLNESS

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

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

Bang Pakong, Thailand

- Conducted an annual health checkup and offered employees low-cost flu vaccinations to ensure that employees are healthy, fit, and getting the care that they need.
- Hosted nutrition education workshops to provide employees with knowledge about healthy eating habits and the importance of nutrition for overall health.
- Hosted workshops focused on stress management, coping strategies, mindfulness techniques, and knowledge about mental health, including understanding common conditions such as burnout and depression.



Annual Health Checkup

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EMPLOYEE WELLNESS (CONT.)

Bien Hoa City, Dong Nai Province, Vietnam

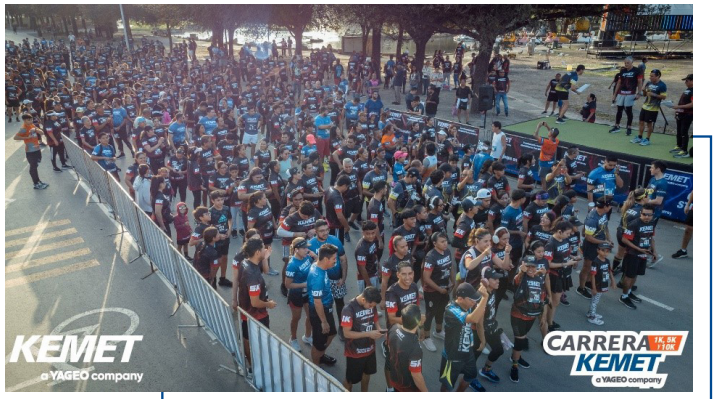
- Hosted a variety of employee wellness events to support employees having trouble in their life/health.
- Provided periodic health checks and break time exercise activities.

Évora, Portugal

- Celebrated Breast Cancer Awareness month through participation in Pink October where female employees were taught how to conduct self-examinations.
- Offered free psychology consultations for employees and promoted mental health awareness campaigns.
- Sent plant wide emails throughout the year regarding stress, Parkinson's disease, hypertension, mental health, and wellbeing in order to raise awareness of these issues and provide support to individuals who may need it.

Monterrey, Mexico

- Hosted several KEMET Runners events throughout the year.
- Established employee assistance programs to help employees who may be struggling with various aspects of their life.



KEMET Runners

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EMPLOYEE WELLNESS (CONT.)

Pontecchio, Italy

- Participated in the Strabologna City Marathon.

Suzhou, China

- Encouraged employees to join one of the many clubs at the facility to improve their mental and physical health. Some clubs include activities such as yoga, badminton, basketball, rock climbing, and football.
- Established a monthly report on mental health topics.



Suzhou Basketball Club

Skopje, North Macedonia

- Created an "Employee Health Center" dedicated to increasing healthcare awareness among employees and supporting colleagues who face mental health challenges.
- Participated in "Sports Month" and the "Trade Union Games 2024" to support the health of employees outside the office.
- Participated in the Skopje 2024 Marathon.
- Established a psychology program to help reduce stress that may be impacting employees' mental health.



Skopje Marathon

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COMMUNITY ENGAGEMENT & VOLUNTEERING

KEMET believes it is crucial to give back to our communities to maintain strong local relationships. We support people through philanthropic efforts and by providing volunteer opportunities to our employees. In 2024, employees at various KEMET facilities participated in volunteer activities and initiatives, including:

Bang Pakong, Thailand

- Donated blood with Wellgrow Industrial Estate.
- Participated in a tree planting event organized by Wellgrow Industrial Estate.
- Donated books, stationary, sports equipment, and other educational materials to a local school.
- Hosted interactive workshops for students on various topics such as safety, health, and environmental awareness.
- Renovated school classrooms, computer rooms, and surrounding areas to create better learning environments.



Thailand Renovation of School Facilities

Suzhou, China

- Participated in the project “Public Welfare Education” on Shengpu Street.
- Donated blood to support the community.
- Volunteers planted and pruned flowers.

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COMMUNITY ENGAGEMENT & VOLUNTEERING (CONT.)

Bang Pakong, Thailand

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

Toyama, Japan

- Participated in neighborhood cleanups by picking up trash around the facility several times in 2024.
- Donated to local welfare organizations, such as the Red Feather Fund.

Évora, Portugal

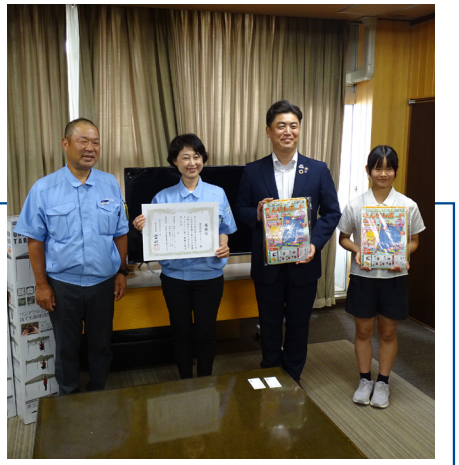
- Collected donations and delivered them to firefighters during the 2024 Portugal wildfires.

Shiroishi, Japan

- Conducted waste clean ups and were able to provide vaccinations for 28 people through plastic bottle cap donations.
- Donated school equipment to a local elementary school.



Shiroishi Trash Cleanup Event



Shiroishi School Donation

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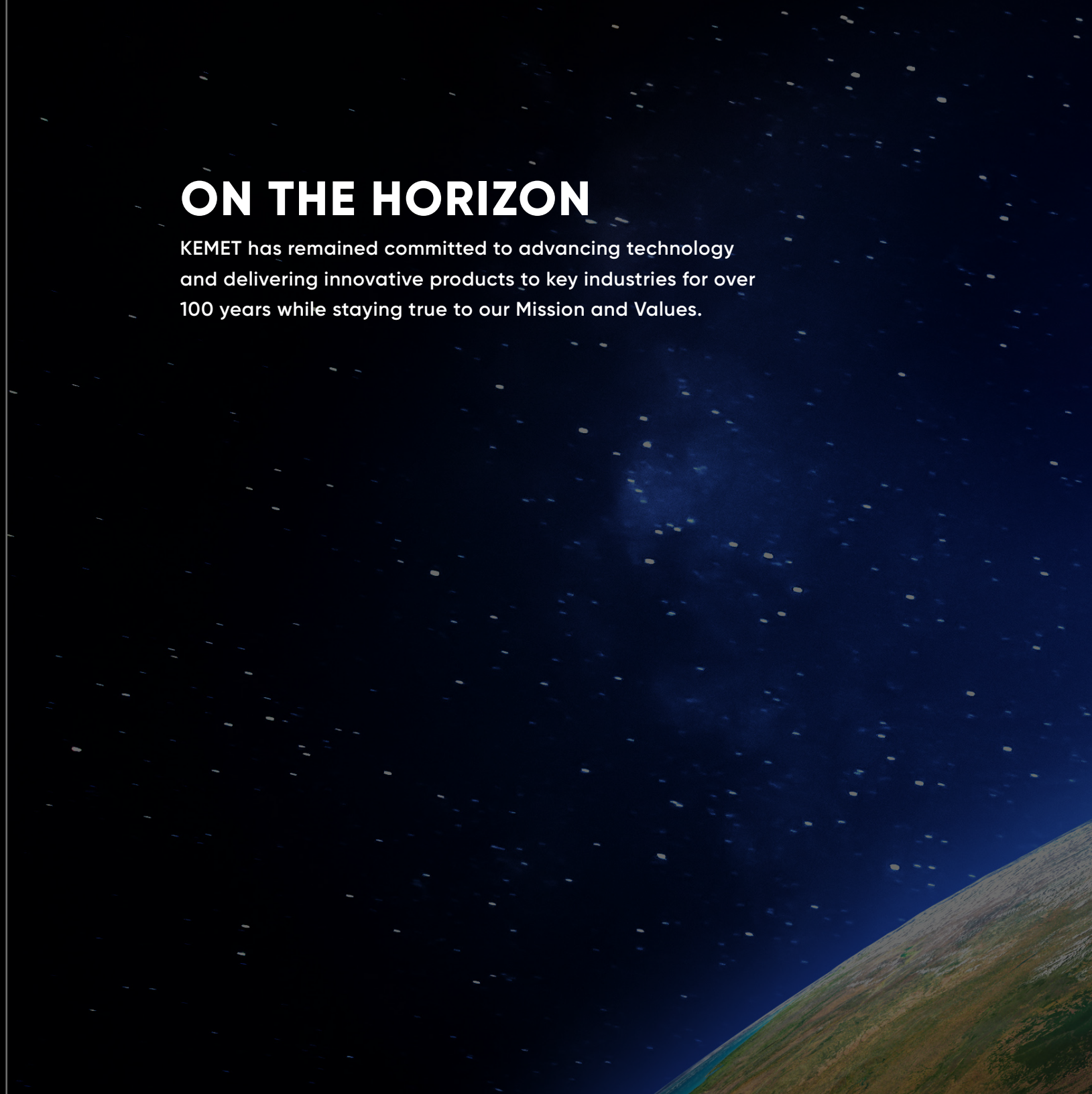
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KEMET has remained committed to advancing technology and delivering innovative products to key industries for over 100 years while staying true to our Mission and Values.





Our Sustainable Future

Sustainability is a cornerstone of our corporate responsibility and a competitive advantage that enables us to create value for our stakeholders – 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 2024, our efforts were affirmed by the integration of our roadmap into YAGEO Group's plans to achieve net zero Scope 1 and 2 emissions by 2050. We are proud of our sustainability progress, and we remain committed to striving for further improvements in the future.

YAGEO GROUP
KEMET

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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	2024	2023**	2022*
Energy Consumption				
Diesel	MWh	90231	89	-
Coal	MWh	0	0	-
Natural Gas	MWh	52,876	70,380	82,707
Other (Liquid Propane)	MWh	0	0	20,863
Other (Fuel Oil)	MWh	6,764	7,877	3,756
Other (Municipal Solid Waste)	MWh	0	1,070	-
Other (Liquified Petroleum Gases)	MWh	19,731	15,769	-
Other (Motor Gasoline)	MWh	2,819	2,183	-
Other (Kerosene)	MWh	5	418	-
Total Fuel Consumption	**MWh**	**172,427**	**97,786**	**107,326**
Total Electricity Consumption	**MWh**	**438,208**	**402,819**	**463,817**
Onsite Renewable Electricity	MWh	2,657	994	1,451
Purchased Renewable Energy Credits (RECs)	MWh	53,495	57,387	47,196
Total	**MWh**	**559,798**	**500,605**	**571,143**
Greenhouse Gas Emissions				
Scope 1 (Direct)	Metric tons (mt) CO_2e	22,402	28,270	28,368
Scope 2 (Indirect, Location-based)	Metric tons (mt) CO_2e	203,207	133,888	213,936
Scope 2 (Indirect, Market-based)	Metric tons (mt) CO_2e	186,376	115,346	-
Scope 3 (Indirect)	Metric tons (mt) CO_2e	171,548	107,622	9,302
Total	**Metric tons (mt) CO_2e**	**397,157**	**269,781**	**251,606**
Greenhouse Gas Emissions Intensity (Scope 1 & 2, Location-based)	Metric tons (mt) CO_2e / $MM revenue	178	117	131
Waste Disposal				
Non-hazardous	Metric tons (mt)	5,488	6,220	13,170
Hazardous	Metric tons (mt)	24,029	21,088	28,738
Total	**Metric tons (mt)**	**29,517**	**27,308**	**41,908**

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ESG METRICS (CONT.)

Environmental Data	Units	2024	2023**	2022*
Waste Streams				
Total Incinerated	Metric tons (mt)	1,476	1,151	1,036
Total Landfill	Metric tons (mt)	2,785	1,482	6,027
Total Recycled	Metric tons (mt)	20,030	10,161	7,473
Total Reuse	Metric tons (mt)	1,378	887	1,509
Composting	Metric tons (mt)	180	174	243
Total Energy Recovery	Metric tons (mt)	248	381	646
Onsite Storage	Metric tons (mt)	333	477	736
Other	Metric tons (mt)	99	1,114	532
Water Withdrawal				
Total	**Megaliters / year**	**1,642**	**1,514**	**1,798**
Spills and Discharges				
Reportable Environmental Incident Rate	Rate (Per 200,000 hours worked)	0	0	0
Social Data	**Units**	**2024**	**2023****	**2022***
Employee Hours				
Total Number of Hours Worked	Hours	25,159,633	28,807,993	31,056,000
Injuries and Process Safety Incidents				
Total Lost-Time Accidents	Number	18	33	19
Days Away, Restricted, and Transferred (DART)	Rate (Per 200,000 hours worked)	0.14	0.23	0.17
Total Recordable Incident Rate (TRIR)	Rate (Per 200,000 hours worked)	0.18	0.29	0.23
Diversity				
Women in the Workforce	Percentage	54%	54%	54%
Women in Management	Percentage	18%	16%	15%
Governance Data				
Revenue	$ in MM	1,271	1,227	1,923
Employees Worldwide at Year-end, approximate	Number	14,000	13,000	15,000

* Includes partial Scope 3 emissions for two categories: employee business travel and downstream transportation and distribution
** 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

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GRI ALIGNMENT

KEMET has reported the information cited in this GRI content index for the period January 1, 2024, through December 31, 2024, 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	2024 Total: 1,317 megaliters (disclosed in KEMET's CDP Response)
303-5 Water consumption	2024 Total: 343 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	2024	2023	2022
Greenhouse Gas Emissions					
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (mt) CO_2e	22,402	28,270	28,368
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	2024	2023	2022
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 (m^3)	1642	1,514	1,798
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress		1,283	947*	529
Waste Management					
TC-ES-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (mt)	24029	21,088	28,738
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)	0.18	0.29	0.23
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%
	In 2024, 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

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