

# Fiscal 2016 Activity Goals and Achievements, Fiscal 2017 Goals

Based on its newly finalized materiality, the TDK Group works through the PDCA (plan-do-check-act) cycle to promote initiatives aimed at realizing a sustainable society and company. Here, we report on our fiscal 2016 activity goals and achievements, and fiscal 2017 goals.

Important CSR Issues	Important Themes	Main Points	Functions	Fiscal 2016 Goals	Fiscal 2016 Achievements	Fiscal 2017 Goals
1 Contribute to the World through Technology	Contribute to resolving social issues through development and provision of new products in three priority markets	TDK aims to solve social issues, such as helping to save, store and reuse energy, through original technological development and supply of products in markets, especially the automotive, ICT, industrial and energy.	Technology HQ Each business group	<ul style="list-style-type: none"> <li>Continue to promote the development of products that contribute to the solution of social issues in the priority strategic markets of automotive, ICT, and industrial and energy</li> </ul>	<ul style="list-style-type: none"> <li>Promoted the development of direct angle sensors, micro electro mechanical system (MEMS) microphones, and industrial equipment wireless power transfer systems</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote the development of products that contribute to the solution of social issues in the priority strategic markets of automotive, ICT, and industrial and energy</li> </ul>
	Pursue zero-defect product quality	On the basis of our high level of technology, we will pursue zero-defect product quality through uniformly managed production processes from materials to manufacturing.	Quality Assurance Function Each business group	<ul style="list-style-type: none"> <li>Number of important claims: 0</li> </ul>	<ul style="list-style-type: none"> <li>Number of important claims: 0</li> </ul>	<ul style="list-style-type: none"> <li>Number of important claims: 0</li> </ul>
2 Develop Human Resources	Develop global human resources	Toward the promotion of genuine globalization, we will strive to develop the human resources that will serve as its foundation.	Human Resource Development Function	<ul style="list-style-type: none"> <li>Set global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>Revised related themes</li> </ul>	<ul style="list-style-type: none"> <li>Establish a worldwide consolidated human resource database</li> </ul>
	Cultivate a corporate culture that respects diversity	In order to continue generating innovative creativity, we will build a tolerant corporate culture that respects the diversity of human resources.	Human Resource Development Function	<ul style="list-style-type: none"> <li>Set global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>Revised related themes</li> </ul>	<ul style="list-style-type: none"> <li>Compile consolidated management database, and get a solid grasp of the data</li> </ul>
3 Consider the Societal and Environmental Impact of the Supply Chain	Consider the work environment at manufacturing sites	In light of the latest requirements, we will gauge considerations for the labor environment at production sites, which we need as a supplier, and if necessary implement education and guidance toward improvement.	CSR Function	<ul style="list-style-type: none"> <li>Perform 100% CSR self-checks at manufacturing sites</li> <li>Secure 100% opportunities for third-party CSR audits once every two years (China and ASEAN region)</li> </ul>	<ul style="list-style-type: none"> <li>100% implementation</li> <li>100% implementation</li> </ul>	<ul style="list-style-type: none"> <li>Perform 100% CSR self-checks at manufacturing sites</li> <li>Secure 100% opportunities for third-party CSR audits once every two years (China and Asia region)</li> </ul>
	Consider the work environment of suppliers	In light of the latest requirements, we will gauge considerations for the labor environment at suppliers, which we need as a buyer, and if necessary implement education and guidance toward improvement.	Procurement Function	<ul style="list-style-type: none"> <li>Set global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>Complete the setting global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>CSR-compliant supplier ratio: over 95%</li> </ul>
	Response to conflict minerals	We will execute our social responsibility as a midstream company appropriately through the continued implementation of required efforts and an understanding of the latest requirements.	Procurement Function Quality Assurance Function	<ul style="list-style-type: none"> <li>Set global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>Complete the setting global-scale key performance indicators (KPI)</li> </ul>	<ul style="list-style-type: none"> <li>DRC conflict-free procurement supplier ratio: over 85%</li> <li>Monitor number of customer responses</li> </ul>
4 Develop and Prosper in Harmony with the Global Environment	Reduce environmental load throughout life cycle stages	We will promote environmental activities on the basis of the TDK Environmental Vision 2035.	Safety and Environment Function	<ul style="list-style-type: none"> <li>Improve energy origin CO<sub>2</sub> emissions basic-unit by 1.1%</li> <li>Improve product-based CO<sub>2</sub> reduction contributions basic-unit by 2.7%</li> </ul>	<ul style="list-style-type: none"> <li>Worsened by 6.0% compared with fiscal 2014</li> <li>Improved by 23.0% compared with fiscal 2014</li> </ul>	<ul style="list-style-type: none"> <li>Improve energy origin CO<sub>2</sub> emissions basic-unit by 2.0% compared with fiscal 2014</li> <li>Improve product-based CO<sub>2</sub> reduction contributions basic-unit by 2.7% compared with the previous year</li> </ul>
	Creating a framework for gauging product contributions	Through the setting of common gauging product contributions in the industry, we will promote social understanding of TDK's environmental contribution value.	Safety and Environment Function	<ul style="list-style-type: none"> <li>Implement standardization and awareness activities in collaboration with industry associations</li> </ul>	<ul style="list-style-type: none"> <li>Implemented awareness activities in Germany and Japan</li> </ul>	<ul style="list-style-type: none"> <li>Continue to implement standardization and awareness activities in collaboration with industry associations</li> </ul>
Management	Ensure corporate governance and compliance	Through the development of appropriate corporate governance and thorough implementation of compliance, we will aim to enhance our corporate value.	CSR Function Compliance Function	<ul style="list-style-type: none"> <li>Achieve 100% participation in compliance e-learning</li> </ul>	<ul style="list-style-type: none"> <li>Achieved 98% participation in compliance e-learning</li> <li>Established compliance HQ in October 2016</li> <li>Established Basic Policy on Corporate Governance</li> </ul>	<ul style="list-style-type: none"> <li>Achieve 100% participation in compliance e-learning</li> </ul>

\* For goals and achievements of activities other than those above, please see the following website:  
[http://www.global.tdk.com/corp/en/csr/environmental\\_responsibility/csr03200.htm](http://www.global.tdk.com/corp/en/csr/environmental_responsibility/csr03200.htm)

