

Fiscal 2017 Activity Goals and Achievements, Fiscal 2018 Goals

Based on its 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 2017 activity goals and achievements, and fiscal 2018 goals.

Important CSR Issues	Important Themes	Main Points	Functions	Fiscal 2017 Goals	Fiscal 2017 Achievements	Fiscal 2018 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"> 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 	<ul style="list-style-type: none"> Boosting development of DC-DC converters for automotive use, solid-state batteries, motion sensors, etc. 	<ul style="list-style-type: none"> Promote development and sale of "First to Market" products
	Addressing social issues by developing new kinds of products the world has not yet seen	TDK aims to solve social issues through unique technological development.				
	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"> Number of important claims: 0 	<ul style="list-style-type: none"> Number of important claims: 0 	<ul style="list-style-type: none"> Number of important claims: 0
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"> Establish a global consolidated human resource database 	<ul style="list-style-type: none"> Expand scope of use of global consolidated human resource database 	<ul style="list-style-type: none"> Further expand scope of use of global consolidated human resource database Introduce global selective training
	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"> Compile consolidated management database, and get a solid grasp of the data 	<ul style="list-style-type: none"> Complete the consolidated management database 	<ul style="list-style-type: none"> Consider expansion and improve accuracy of human resource attribute information collected by the consolidate management database Implement human resource meetings globally and by area
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 Human Resource Development Function	<ul style="list-style-type: none"> Perform 100% CSR self-checks at manufacturing sites Secure 100% opportunities for third-party CSR audits once every two years (China and Asia region) 	<ul style="list-style-type: none"> 100% implementation 100% implementation 	<ul style="list-style-type: none"> Perform 100% CSR self-checks at manufacturing sites Perform 100% labor and ethics risk assessment at manufacturing sites Secure 100% opportunities for third-party CSR audits once every two years (China and Asia region) Perform 100% CSR self-checks at dispatch companies used by manufacturing sites in the China and Asia areas
	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 Each business group	<ul style="list-style-type: none"> CSR-compliant supplier ratio: over 95% 	<ul style="list-style-type: none"> CSR-compliant supplier ratio: 91.2% 	<ul style="list-style-type: none"> CSR-compliant supplier ratio: over 95% Build a setup to conduct CSR efforts to sub-contractors
	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"> Confirmed DRC conflict-free supplier ratio: over 85% Monitor number of customer responses 	<ul style="list-style-type: none"> Confirmed DRC conflict-free supplier ratio: 92.3% Implement monitoring 	<ul style="list-style-type: none"> DRC conflict-free procurement supplier ratio: over 90% Monitor number of customer responses
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*1.	Safety and Environment Function	<ul style="list-style-type: none"> Improve energy origin CO2 emissions basic-unit by 2.0% compared with fiscal 2014 Improve product-based CO2 reduction contributions basic-unit by 2.7% compared with the previous year 	<ul style="list-style-type: none"> Worsened by 10.5% compared with fiscal 2014 Improved by 12.9% compared with the previous year 	<ul style="list-style-type: none"> Improve energy origin CO2 emissions basic-unit by 1.7% compared with the previous year Improve product-based CO2 reduction contributions basic-unit by 2.7% compared with the previous year
	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"> Continue to implement standardization and awareness activities in collaboration with industry associations 	<ul style="list-style-type: none"> Estimated contribution potential of Japanese electronic component makers and implementation of announcements 	<ul style="list-style-type: none"> Continue to implement standardization and awareness activities in collaboration with industry associations
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"> Achieve 100% participation in compliance e-learning 	<ul style="list-style-type: none"> Achieved 99% participation in compliance e-learning 	<ul style="list-style-type: none"> Achieve 100% participation in corporate ethics e-learning Achieve 100% participation in compliance e-learning

*1 Details of the goals and achievements of environmental activities, please see the following website: https://www.global.tdk.com/corp/en/csr/environmental_responsibility/csr03200.htm

