

Management Method for Key CSR Issues (Compliant With GRI 3 Standards)

To solve social issues the medium- and long-term and achieve sustainable growth, Tamron has determined the risks and opportunities that apply and identified material items as Key CSR Issues.
Please refer to page 21 of Integrated Report 2023 for information about how the Key CSR Issues were identified.

| GRI Compliance | GRI3-1 | | | GRI3-2 | GRI3-3 | |
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| Key CSR Issues | Reasons for Materiality | Scope of Materiality | Involvement in Impact Direct or Indirect | Management Approach | Evaluation of the Management Approach | Related Information |
| Contributing to social issues through business | Medium- and long-term sustainability of society and Tamron's sustainable development | Mainly Head Office (Business Units, Opto-Science R&D depart., R&D Technology Center etc.) | Direct | Integrated management system | Conducted through outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 11 to 14) |
| Enhancing product quality and safety management | It is Tamron's responsibility as a manufacturer to manufacture products that can be used safely and comfortably | Tamron Group | Direct | | Conducted through QPICS Committee, outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 21 and 22) |
| Promoting CSR procurement | Tamron's procurement activities are carried out in Japan as well as regions near its production sites in China and Vietnam, and activities that consider issues in each region are required | Head Office, Aomori Factory, TAMRON Optical (FOSHAN) Co., Ltd., TAMRON OPTICAL (VIETNAM) CO., LTD. and supply chain | Direct | | Conducted through confirmation from self-assessment questionnaires and reciprocal in-house checks, outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 21, 22 and 24) |
| Reducing CO₂ emissions | Companies are required to reduce, mitigate and adapt CO ₂ emissions, in part due to the Paris Agreement that will drive CO ₂ emission reductions up to 2030 going into effect | Tamron Group (mainly production sites) | Direct | | Conducted through outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 23 to 26) |
| Recycling resources and reducing waste and industrial waste | Resource depletion, shortages of waste disposal sites, and other factors | Tamron Group (mainly production sites) | Direct | | Conducted through outside audits, CSR Committee (including management review) | Integrated Report 2023 (page 49) |
| Environmentally friendly design | It is necessary to consider ways to consider the environment from the product design stages in order to recycle resources, reduce waste, cut CO ₂ emissions and reduce harmful chemical substances | Head Office, TAMRON Optical (Foshan) Co., Ltd. (mainly the design sections of Business Units) | Direct | | Conducted through design review meetings, outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 21 and 22) |
| Reducing harmful chemical substances | To ensure that products are used safely and with peace of mind, to safeguard the health of customers and employees | Tamron Group (mainly the design sections of Business Units) | Direct | | Conducted through design review meetings, outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 21 and 22) |
| Water management | Water is used in the lens polishing and cleaning processes | Tamron Group (mainly production sites) | Direct | | Conducted through outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 21 and 22) |
| Human resource development (Improved productivity) | Activities for employees to efficiently improve corporate value are required for the sustainable growth of Tamron | Tamron Group | Direct | | Conducted through outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 27 and 28) |
| Providing comfortable workplace environments and promoting diversity | For the sustainable development of Tamron, it is desirable to develop workplace environments where employees can work with vigor and enthusiasm, and to promote the success of human resources who combine diverse values and skills | Tamron Group | Direct | | Conducted through Occupational Health and Safety Committee, outside audits, CSR Committee (including management review) | Integrated Report 2023 (pages 27 and 28) |
| Improving the governance system | To enable swift decision making aimed at creating corporate value in the medium- and long-term, and to strengthen supervisory functions | Tamron Group | Direct | | Conducted through Compliance Committee, outside audits, CSR committee (including management review) | Integrated Report 2023 (pages 43 and 44) |
| Expanding the disclosure of nonfinancial information | To enhance the transparency of Tamron's activities | Mainly Head Office | Indirect | | Conducted through outside audits, CSR Committee (management review) | Integrated Report 2023 (pages 21 to 28, 49) |
| Enhancing internal reporting systems | To ensure thorough compliance | Tamron Group | Direct | | Internal control system, integrated management system | Conducted through internal control system, internal audits |

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| Preparing for major disasters | In recent years many disasters have occurred, and it is necessary to develop preparations to ensure employee safety during a disaster and enable a swift resumption of operations afterward | Tamron Group | Direct | Risk management system | Conducted through outside audits, CSR Committee (management review) | Integrated Report 2023 (pages 21 and 22) |
| Fostering the development of the next generation (social contribution) | To develop a culture around photography and film culture | Tamron Group | Indirect | Integrated management system | Conducted through outside audits, CSR Committee (management review) | Integrated Report 2023 (pages 21 and 22) |
| All key CSR issues | — | — | — | — | — | Integrated Report 2023 (pages 21 and 22) |