

# CSR Implementation

Tamron will continue to contribute to the creation of a sustainable and fulfilling society, where people can feel emotion through the creation of products that solve social issues.

## Approach to CSR

Firstly, we identified social issues surrounding Tamron based on international guidelines. We then assessed the importance of those issues for various stakeholders, and the possibility into our management strategy, and we set targets for these issues each year as we engage in our corporate activities.

## Process for Identifying Key CSR Issues

Firstly, we identified social issues surrounding Tamron based on international guidelines. We then assessed the importance of those issues for various stakeholders, and the possibility and potential impact of any risks. After considering the validity of the results of our assessment, we identified key CSR issues and submitted them for final decision making by the CSR Committee.

## Sustainability System

Tamron has a CSR Committee that makes decisions on important matters relating to CSR management and checks progress in relation to various targets. Members of senior management gather to hold discussions overseen by the chairperson, who is Tamron's president. Details of the state of progress with regard to targets are reported on a quarterly basis, and decisions are made with regard to important matters relating to CSR.



Materiality	Key CSR Issues	Relevant Page in this Report	Website*
Creating emotion and reassurance, creating new light	Contributing to social issues through business	P31-38	Technical Information <sup>2</sup>
	Contributing to a sustainable earth (E)	Reducing CO <sub>2</sub> emissions P21-24 Recycling resources and reducing waste P20, 47 Environmentally friendly design P20, 21 Reducing harmful chemical substances P20, 21 Water management P20, 21	Environment <sup>3</sup>
Employee empowerment (S)	Human resource development (improve productivity)	P25-26	Human resources/human rights <sup>3</sup>
	Providing comfortable workplace environments and promoting diversity	P25-26	
Developing the foundations of trust and sustained growth (G)	Fostering the development of the next generation	P20	Social contributions <sup>3</sup>
	Expanding the disclosure of nonfinancial information	P20, 48	External Recognition <sup>3</sup>
	Enhancing product quality and safety management	P20	Quality and Product Safety <sup>3</sup>
	Promoting CSR procurement	P20, 22	CSR Procurement <sup>3</sup>
	Preparing for major disasters	P20	Risk (crisis management) <sup>3</sup>
	Enhancing internal reporting systems	P20	Compliance <sup>3</sup>
	Improving the governance system	P41-42	Corporate governance <sup>3</sup>

\*1 Links to detailed pages for each section are provided in the PDF version.  
**Everyone looking at the printed integrated report**  
 \*2 Please check our website to learn more about our technical information : <https://www.tamron.com/technology/>  
 \*3 Please check our website to learn more about our environment information to corporate governance : <https://www.tamron.com/csr/>

## Initiative Aimed at Key CSR Issues (ESG)

Key CSR Issues	2021 results	2022/mid-term goals	SDGs	
			Goal	Target
Contributing to social issues through business	Contributed to social issues through each business	Penetration of the idea of SDGs	 	3.6 Halve the number of deaths from traffic accidents 9.4 Improve efficiency of resource utilization 9.5 Promote innovation
Reducing CO <sub>2</sub> emissions	Reducing CO <sub>2</sub> emissions by approximately 5.6% compared with FY2015 levels	CO <sub>2</sub> emissions (Scope 1 and 2) 2022: 6% or more reduction compared with FY2015 levels 2030: 30% reduction compared with FY2015 levels 2050: 100% reduction compared with FY2015 levels	 	7.3 Improve energy efficiency 13.2 Integrate climate change measures into strategies
Recycling resources and reducing waste	(1) Industrial waste emissions: 22% year on year increase (2) Plastic recycling rate: increase China Factory: 10.6% (10% target) Vietnam Factory: 100%	(1) Reducing industrial waste emissions: Reduction year on year (2) Plastic recycling rate: increase		12.2 Utilize resources efficiently 12.4 Minimize adverse effects on people's health and the environment 12.5 Reduce waste through recycling
Environmentally friendly design	(1) Reduce bags used for user manuals (2) Standardize components and equipment	Reduce bags used for user manuals		
Reducing harmful chemical substances	Leaks of harmful chemical substances from business locations: 0 incidents	Leaks of harmful chemical substances from business locations: 0 incidents		
Water management	Water use Foshan Factory: 4.6% YoY reduction Vietnam Factory: 8.7% YoY reduction	Water usage (groupwide): advance activities for reduction of water usage		6.3 Improve water quality 6.4 Improve efficiency of water utilization
Human resource development Providing comfortable workplace environments and promoting diversity	(1) Overtime: increased by 10% year on year (Head Office) Increased by 276% year on year (Aomori) (2) Mental health check results: improved year on year (3) Percentage of female managerial staff: 9.39% (4) Percentage of employees with disabilities 2.23%	(1) Overtime: reduce by 10% year on year (Head Office) Reduce by 10% year on year (Aomori) (2) Mental health check results: improve year on year (3) Percentage of female managerial staff: improve year on year (4) Percentage of employees with disabilities 2.3% (5) Improve employee satisfaction	  	5.5 Women's leadership 8.2 Economic productivity 8.5 Equal pay for equal work 10.2 Inclusion of all people
Fostering the development of the next generation	Social contribution activity costs: 0.9% of previous year's consolidated operating income contributed	Social contribution activity costs: contribute 1% of previous year's consolidated operating income		4.3 Access to technical and vocational education
Expanding the disclosure of nonfinancial information	Corporate website access: 4% YoY increase	Enhanced information disclosures related to the TCFD recommendations		17 Strengthen the means of implementation and revitalize the global partnership for sustainable development
Enhancing product quality and safety management	Improved design quality and lower defect costs: YoY improvement	Improved design quality and reduced defect costs	 	9.1 Affordable and equitable access to infrastructure 12.4 Minimize adverse effects on people's health and the environment
Promoting CSR procurement	Add CSR assessment items to supplier management indicators	Revised self-assessment questionnaire (SAQ) details to reflect changes to external conditions related to the environment and human rights issues		12.4 Minimize adverse effects on people's health and the environment
Preparing for major disasters	Prevent or minimize disasters by performing simulations	Conducted disaster response headquarters simulations		11.b Disaster risk management
Improving the governance system	(1) Instill and ingrain Corporate Mission (2) Improve Board of Directors: 5 strategies	Complied with all principles of the revised Corporate Governance Code		—