

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 35 of Integrated Report 2024 for information about how the Key CSR Issues were identified.

GRI Compliance	GRI3-1			GRI3-2	GRI3-3	
Key CSR Issues	Reasons for Materiality	Scope of Materiality	Involvement in Impact Direct or Indirect	Management Approach	Evaluation of the Management Approach	Related Information
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	Integrated management system	Conducted through QPICS Committee, outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Building a sustainable supply chain	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	Integrated management system	Conducted through confirmation from self-assessment questionnaires and reciprocal in-house checks, outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
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 2024 (pages 35 to 36)
Reducing CO <sub>2</sub> emissions	Companies are required to reduce, mitigate and adapt CO <sub>2</sub> emissions, in part due to the Paris Agreement that will drive CO <sub>2</sub> emission reductions up to 2030 going into effect	Tamron Group (mainly production sites)	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Recycling resources and reducing waste and industrial waste	Resource depletion, shortages of waste disposal sites, and other factors	Tamron Group (mainly production sites)	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
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 <sub>2</sub> emissions and reduce harmful chemical substances	Head Office, TAMRON Optical (Foshan) Co., Ltd. (mainly the design sections of Business Units)	Direct	Integrated management system	Conducted through design review meetings, outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
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	Integrated management system	Conducted through design review meetings, outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Water management	Water is used in the lens polishing and cleaning processes	Tamron Group (mainly production sites)	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Human resource development	Activities for employees to efficiently improve corporate value are required for the sustainable growth of Tamron	Tamron Group	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Advance DE&I	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	Integrated management system	Conducted through Occupational Health and Safety Committee, outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Respect for human rights	Tamron and its suppliers are required to conduct human rights due diligence which is a series of processes for identifying, preventing and mitigating any negative impact on human rights in accordance with the Tamron Human Rights Policy.	Tamron Group	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Promoting health and productivity management	Tamron ves that employees being able to work in good physical and mental health and with job satisfaction is one of the most important factors directly linked to improved corporate value	Tamron Group	Direct	Integrated management system	Conducted through outside audits, CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Full enforcement of compliance	To ensure thorough compliance	Tamron Group	Direct	Internal control system, integrated management system	Conducted through Compliance Committee, internal control system, internal audits	Integrated Report 2024 (pages 35 to 36)
Strengthening business continuity management(BCM)	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	Integrated management system	Conducted through risk management committee, outside audits and CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Strengthening of information security	To protect information assets from accidents, disasters, crimes and other threats and to earn the trust of customers and society	Tamron Group	Direct	Integrated management system	Conducted through information management committee, outside audits and CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
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	Integrated management system	Conducted through governance review committee, compliance committee, outside audits and CSR Committee (including management review)	Integrated Report 2024 (pages 35 to 36)
Disclosure of information	To enhance the transparency of Tamron's activities	Tamron Group	Direct	Integrated management system	Conducted through board of directors, outside audits and CSR Committee (including management review)	Integrated Report ESG data book