



CSR Report 2014

Corporate Social Responsibility Report

Message from the President



President & CEO
Tamron Co., Ltd.

Morio Ono

Global CSR Management

Although global economic conditions have shown signs of a recovery, we must not let our guard down as a number of risk factors remain, such as abnormal weather, natural disasters and social change in the form of conflict and political unrest. Despite this somewhat obscure situation, Tamron continues to push forward with its overseas expansion and to follow through on its responsibilities to society as a good corporate citizen. This is because we are committed to being the eyes of industry by delivering lenses that offer video and imaging solutions that fit the needs of our customers both in Japan and overseas. I believe that any company has the inherent mission to practice CSR management through its core business.

As for environmental targets, we have established the goal to reduce our CO₂ emissions from 2012 by an average of 1% per unit of sales every year. Our final goal will be to reduce our CO₂ emissions in 2020 by about 7% compared to 2012. In 2013, we were able to reduce our CO₂ emissions by 9.6% per unit of sales compared to 2012.

We are also focused on promoting environmentally friendly product designs, fully complying with environmental laws and regulations in Japan and overseas, and carrying out CSR procurement, including addressing conflict minerals in the supply chain. We will continue to build a supply chain that not only delivers quality and protects the environment, but also ensures a proper labor environment, protects human rights and carries out fair business practices.

We are also striving to develop products that are closely in tune with customer needs. These efforts have been rewarded as Tamron's interchangeable lenses have received the EISA Award for eight consecutive years¹. Solid after-sales services are also an important means to attracting customers. Tamron has a system in place with repair centers located around the world that allows it to complete product repairs in less than three days. We strive to meet the expectations and trust of customers around the world in all aspects of the product lifecycle.

Localized Human Resource and Employment Strategies

An important element behind the growth of a company is its human resources and employment practices. A global expansion requires a company to have employment practices that are closely in line with the local conditions and market. In 2012 we set up operations in Russia and in 2013 we established a subsidiary in India and plant in Vietnam. First, we hired someone locally who understands the local conditions and people to head up these companies instead of a Japanese expatriate, and second we are carrying out CSR activities closely in tune with the local community. Nevertheless, overseas subsidiaries also need to understand the management policies of the parent company. Therefore, we also hire local persons that graduated from a Japanese university and have in-depth knowledge of Japanese business and culture. In 2013 I visited all of our overseas subsidiaries to meet and talk with our people on the ground in each market. In this manner I hope to foster greater understanding of local customs as well as laws and regulations and encourage greater communication between Japan and our overseas subsidiaries to ensure our global expansion is facilitated as smoothly as possible.

Management that Always Values its People

At Tamron, we believe that by pursuing management that always values its people our employees will be empowered to fulfill customer needs and make proactive contributions to society. We also recognize the importance of diversity in globalization and especially the contributing role of women in the workplace. This is why we are working to make our workplaces more female-friendly, provide even greater career advancements to female employees and increase the ratio of females in management positions. In addition, we have established an international study abroad program to provide our up-and-coming employees with the language skills and creative thinking needed to succeed in international business.

Supporting the 10 Principles of the U.N. Global Compact

Tamron continues to be an active supporter of the 10 principles laid out in the U.N. Global Compact as part of its global expansion. We recognize these 10 principles represent guidelines that truly multinational corporations must put into practice and as such we have reflected these principles in our Action Declarations and educate our employees on the principles. As mentioned previously, we place particular emphasis on "human rights" and "labour" to ensure our business activities comply fully with local customs as well as laws and regulations. In compiling this CSR Report, we focused on engagement with stakeholders. We would greatly appreciate your comments and suggestions for how we can further improve our CSR management.

1. EISA is an acronym for European Imaging and Sound Association. This organization is a unique association of 50 special interest magazines from more than 18 European countries covering cameras, video or audio related topics. The organization sponsors the EISA Awards which recognize leading products in the fields of photography and audio visual.

Tamron's CSR Management

Enhancing Corporate Value

Tamron's CSR management is conducted under our corporate philosophy of contributing to the economy, society and environment as eyes for industry. Tamron also pursues CSR management through stakeholder engagement based on the Action Declarations, which define the stance the company should take toward stakeholders divided into the five categories of "customers," "employees," "shareholders," "business partners," and "society," and the Action Codes, which show how all Tamron employees should conduct themselves.

Tamron's Action Declarations

- **From the customer perspective**
Recognizing that customer satisfaction is of the highest importance, Tamron will contribute to society by supplying safe, high-quality original products and services.
- **From the employee perspective**
 - In order to become self-reliant, each employee at Tamron works with a challenging spirit, maintains good communications with fellow workers for creating a lively work environment, and strives to yield the best possible results at all times while observing laws and regulations.
 - Each and every employee at Tamron respects human rights to support society as a good corporate citizen.
- **From the shareholders/investor perspective**
Everyone working at Tamron strives to enhance corporate value through faithful management, to proactively engage stakeholders, and to enhance stakeholder confidence to be a company worthy of stable investments.
- **From the business partner perspective**
By respecting human rights, complying with laws and carrying out fair and transparent business transactions, Tamron will ensure that it can build relationships with its business partners so that they deliver quality materials and services, achieve mutual growth and contribute to society.
- **From the society perspective**
 - Maintaining good communications with local communities, Tamron will strive to contribute to their growth while upholding their tradition and culture as a good corporate citizen.
 - Tamron will observe laws and regulations, aiming to earn confidence from society as a good corporate citizen.
 - Tamron take a resolute stance against all anti-social forces and organizations that pose threats to the public order and safety of our civil society.
 - Tamron will work hard in NGO and NPO projects to establish a good society.

Communicating for CSR Promotion

Tamron's CSR Committee meets monthly to closely monitor the progress of CSR activities. The committee is an organization under the direct control of the President and CEO. Representatives from all divisions at the head office and plants in Japan and overseas meet through video-conferencing.

Tamron also provides CSR training to employees at its overseas subsidiaries, Tamron Optical Foshan and its plant in Vietnam. In 2013 we provided an e-learning program on conflict minerals, with some 1,589 employees taking part. In addition, 91 employees participated in a training program on Tamron's CSR system as well as the progress and issues related to the twelve themes.

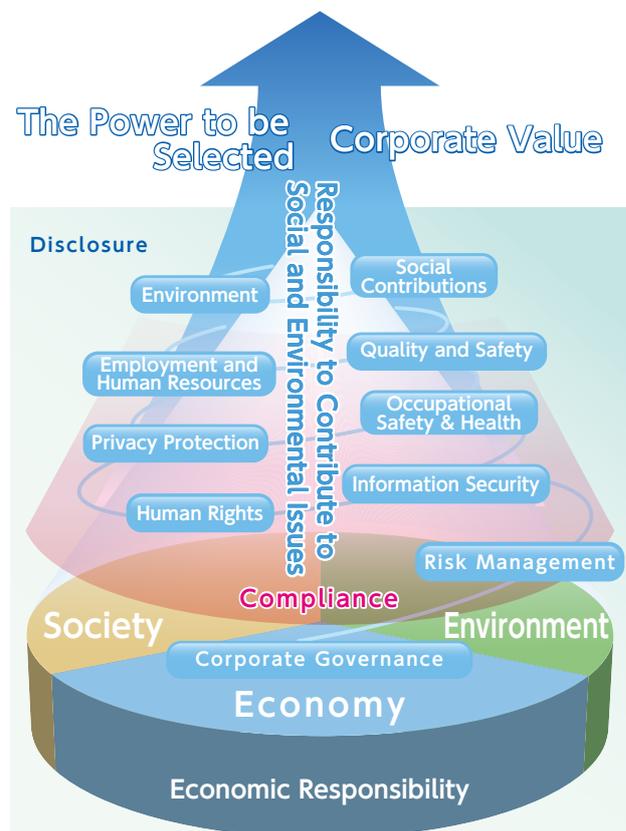
Twelve Themes for Enhancing CSR Management

We have been working on our business operations under twelve themes established for being a company acknowledged by stakeholders. Through addressing these themes for CSR management, we are carrying out our responsibilities to contribute to the economy, society and the environment, for being a company our customers select as a reliable supplier. In other words, our goal is to be a company that has the power to be selected by customers¹.

1. This is one of our corporate objectives, showing that we have the power to be selected and supported by customers.

Twelve Themes Association table

Twelve Themes	Relevant page
Compliance	P6, 14
Corporate Governance	P6
Risk Management	P13
Environment	P10, 14 ~ 18
Disclosure	P6
Quality and Safety	P8 ~ 10
Occupational Safety & Health	P11 ~ 12
Employment and Human Resources	P11 ~ 12
Human Rights	P7, P11 ~ 12
Social Contributions	P19 ~ 20
Information Security	P6
Privacy Protection	P6



Twelve Themes for Enhancing CSR Management

Aspiring to be a Company Trusted Globally

Special Feature

Tamron abides by the 10 principles outlined in the U.N. Global Compact at all of its operations in Japan and overseas in order to become a company that complies with laws and regulations and is trusted by stakeholders around the world.

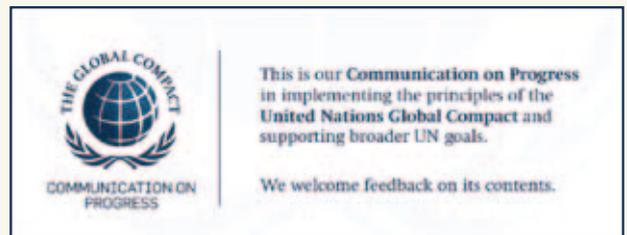
Participation in the U.N. Global Compact

Tamron has operations around the world, including a production base in China and subsidiary sales companies in Europe and the United States. Agreeing to the Global Compact (GC), in August 2007 Tamron became a supporter of this international initiative proposed by the United Nations to support the Ten Principles related to human rights, labour, the environment and anti-corruption. The Ten GC Principles became pillars for establishing our CSR promotion structure. (Please see page 4 of the COP report for a definitions of the 10 principles.)

When expanding overseas, we must take steps to ensure that we do not violate the various rights of local communities, consumers, employees and other stakeholders, while also gaining stakeholder understanding and acceptance about our businesses. As part of this process, we have a mechanism in place to ensure compliance with laws and regulations as well as to incorporate the four main areas of the U.N. Global Compact: human rights (civil rights inherent to all stakeholders including local communities), labour standards (the rights of employees), environment (measures to prevent local and global environmental issues), and

anti-corruption (prohibition of bribery and corruption). Moreover, in recognizing differences in culture and customs, we adopted employment rules and a human rights protection and labor standards regulations at Tamron Optical Foshan that are more in tune with local needs. We also check to make sure our marketing and advertising tools use appropriate language based on the local culture and customs of the areas where we sell our products.

Tamron will continue to abide by the 10 principles of the U.N. Global Compact and strive to carry out corporate activities that are considerate of local religion, ethnicity, and culture, and that are accepted by the local community.



For further details about the GC, please visit the United Nations website at:

[WEB http://www.unglobalcompact.org/](http://www.unglobalcompact.org/)

Opening of New International Business Sites

Tamron has opened a number of new international business sites as show in the table below. In addition to its existing sales subsidiaries in the United States, Germany, France, Hong Kong and Shanghai, Tamron recently opened new sales subsidiaries in Russia in 2012 and India in 2013. Tamron also operates a manufacturing base in Foshan, Guangdong Province in China and

Overseas sites opened since 2012

Name of business site	Locations	Business lines
TAMRON (Russia) LLC.	Moscow, Russia	Importing, sales and after-sales services for precision optical equipment
TAMRON INDIA PRIVATE LIMITED.	Gurgaon, Haryana State, India	Marketing and after-sales services for precision optical equipment
TAMRON OPTICAL (VIETNAM) CO., LTD.	Hanoi, Vietnam	Manufacturing and sales of precision optical equipment

opened a new plant in Hanoi, Vietnam during 2013. Personnel from the head office, our three plants in Aomori Prefecture and Tamron Optical Foshan provide support whenever a new sales subsidiary or plant is launched. Afterwards, locally hired employees take the helm and commence operations. This approach to localization gives greater consideration to our employees and energizes communication.



Exterior view of our plant in Vietnam



A clean room at our plant in Vietnam

Activities under the Global Compact Japan Network

Tamron is an active member of the Global Compact Japan Network (GC-JN), the local network in Japan for the U.N. Global Compact. The GC-JN serves as a dynamic learning platform for achieving sustainable growth by helping to solidify the network of companies participating in the U.N. Global Compact. The GC-JN has organized working groups for sustainable development themes based on the activities being carried out by its members. Tamron participates in the CSR Reporting Working Group, ISO26000 Working Group and the Supply Chain Working Group. Working group meetings are held regularly, while seminars are held on common challenges and information sharing also takes place with regard to the initiatives of participating companies. Details of activities introduced during the Supply Chain Working Group meetings are actually used as reference for our CSR procurement practices and actually put to use at Tamron. Discussions at working group meetings are summarized and

published as recommendations or used in other learning tools to ensure that this information can be utilized by other companies not participating in the GC-JN. In 2013, the Supply Chain Working Group published a set of recommendations called A Vision of Desirable CSR Activities in the Supply Chain, which presents procedures on CSR procurement and other useful information.



Use the following links to access A Vision of Desirable CSR Activities in the Supply Chain.

WEB Japanese version : <http://www.uncjcn.org/activities/topics/detail.php?id=99php?id=99>
English version : <http://www.uncjcn.org/activities/releases/detail.php?id=117>

COP Report (Communication on Progress)

The following table describes Tamron's accomplishments and efforts during 2013 in line with the Ten Principles.

	Principles	Tamron's Policies	Results for 2013	Relevant page	
Human Rights	1 Business should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> We support basic human rights in our Action Declarations. 	<ul style="list-style-type: none"> Carried out operations based on the Human Rights Protection & Labor Standard Management Regulations. Clarified management items for operations and strengthened checks and balances (Japan and Tamron Optical Foshan). 	P2	
	2 Business should make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> We declare respect for human rights and elimination of discrimination in our Compliance Regulations. We clarify management items for operations and strengthen checks and balances (established the Human Rights Protection & Labor Standard Management Regulations for Japan and Tamron Optical Foshan). 		P11 ~ P12	
Labour	3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> We declare respect for the right of our employees to organize in our labor organization memorandum. 	<ul style="list-style-type: none"> We provide our employees with an opportunity to learn more about the 12 CSR themes (held once for 91 employees) employees). Held in-house training on conflict minerals: 1,589 participants. 	<ul style="list-style-type: none"> Periodically provided opportunities to discuss labor-management issues including joint management council meetings and annual plan rollout meetings (head office). Held social gatherings involving the President and female employees (head office). Established labor union (Tamron Optical Foshan in China). 	P12
	4 Business should uphold the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none"> We stipulate the importance of complying with labor-related laws and regulations and maintaining a proper work environment for our employees in our Compliance Regulations. 		P11~ P12	
	5 Business should uphold the effective abolition of child labour.	<ul style="list-style-type: none"> We vow not to use child labor. We do not employ workers under the age of 15 which is stipulated in our employment rules. 		P11~ P12	
	6 Business should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> We have targets for employing persons with disabilities and a policy to increase the ratio of female managers in order to realize a diversified work place. 		P12	
Environment	7 Business should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> We have a provision in our consolidated management policy to prevent environmental deterioration through efforts such as the following: <ol style="list-style-type: none"> Reducing CO₂ emissions; Reducing industrial waste; Finding alternatives to harmful chemical substances; and Conserving biodiversity 	<ul style="list-style-type: none"> Incidents of non-conformity to hazardous chemical regulations: Zero Held training sessions on environmentally-conscious designs and reducing CO₂ emissions: One session each (total of 140 participants) Supported ecosystem protection efforts (head office). 	P10 P13~ P18 P20	
	8 Business should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> We have a policy to clearly establish environmental objectives and targets for the following: <ol style="list-style-type: none"> Reducing CO₂ emissions; Reducing industrial waste emissions to ultimately achieve zero emissions; and Promoting environmentally-friendly designs. 		P10	
	9 Business should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> We have a our policy to regulate acts of endowment and political donations and terminate ties with anti-social forces in our Compliance Regulations and Action Declarations. 		P16~ P18	
Anti-Corruption	10 Business should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> We have a our policy to regulate acts of endowment and political donations and terminate ties with anti-social forces in our Compliance Regulations and Action Declarations. 	<ul style="list-style-type: none"> The Compliance Promotion Committee held workshops for employees to learn more about compliance. 	P6	

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Editorial Policy

This report was issued to keep stakeholders, including customers, employees, shareholders, investors, business partners, local communities, public institutions, NGOs and NPOs, abreast of Tamron's activities for protecting the environment and carrying out its social responsibilities.

This report covers activities across the entire Tamron Group, including Tamron Co., Ltd., Tamron Optical (Foshan) Co., Ltd., and overseas sales subsidiaries, excluding certain environmental data and other information.

Guidelines mainly referenced in compiling this report:

- Environmental Report Guidelines (Ministry of the Environment) (2012 version)
- Greenhouse Effect Gas Measuring & Reporting Manual Version 3.4 (Version 2.4 2009 used for emission coefficient factors)
- Environmental Accounting Guidelines (Ministry of the Environment) (2005 version)
- The GRI Sustainability Reporting Guidelines and ISO 26000:2010 Manual on Business Entities' Social Responsibility were also referenced to identify important information that should be disclosed to stakeholders.
- We made efforts to disclose information based on stakeholder perspectives, by referencing the warranty processes in the AA1000 Warranty Standard.
- The cover design was selected to express our stance toward contributing to the environment and achieving harmony with all stakeholders through our lenses.

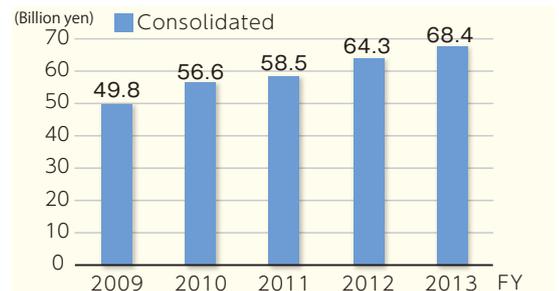
Company Profile

Trade name	Tamron Co., Ltd.
Head office	1385 Hasunuma, Minuma-ku, Saitama-shi, Saitama, Japan
Tel.	+81-48-684-9111
Founded	November 1, 1950
Incorporated	October 27, 1952
Capital	6.923 billion yen
President & CEO	Morio Ono
Employees	2,545 (consolidated; excluding 4,090 temporary employees)
Net sales	68.453 billion yen (consolidated; as of December 31, 2013)
Listed	First Section of the Tokyo Stock Exchange
Domestic plants	One each in Hirosaki, Namioka and Owani in Aomori
Overseas plants	Foshan, China and Hanoi, Vietnam
Consolidated subsidiaries	United States, Germany, France, Hong Kong, China(Shanghai), Russia, and India

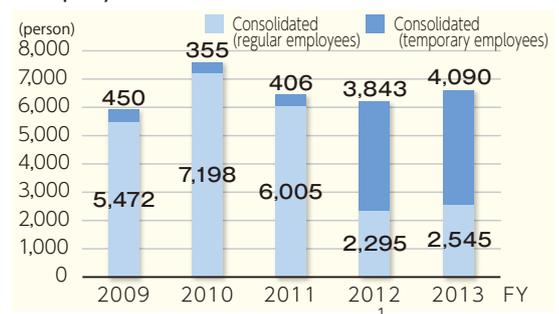


Head Office (Saitama City, Saitama Prefecture)

《Net Sales for the Previous Five Years》

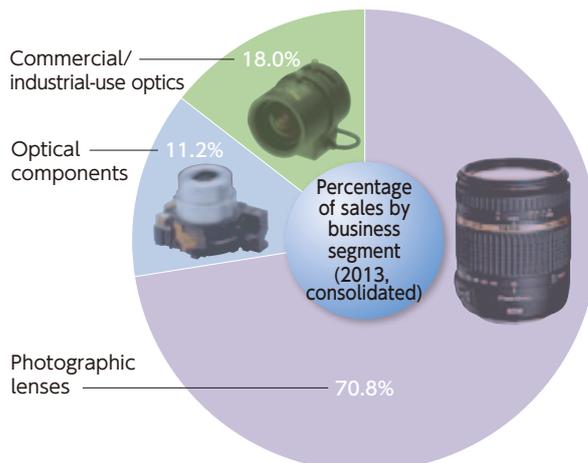


《Employees》



1. The increase in temporary workers during 2012 was attributed to changes in employment format made primarily at Tamron Optical (Foshan) Co., Ltd., our manufacturing subsidiary in China. Temporary workers at Tamron Optical Foshan will soon be switched to regular employees per changes in China's labor laws.

Outline of Business Operations



Relationship with Shareholders and Investors

We are committed to fair and transparent management practices as well as enhancing corporate value, which is achieved by strengthening corporate governance to build up trust with shareholders and investors.

Corporate Governance

Basic Policy

We at Tamron have constantly pursued fair and transparent management practices under our management philosophy and in line with our brand message, "Contributing to Society by Creating Eyes of Industry" as well as by respecting the rights and equality of our shareholders and working diligently to maintain a sound relationship with all stakeholders.

Corporate Governance System Overview

Tamron has employed the Executive Officer System to speed up decision making and improve efficiencies, which has enabled it to establish a management structure capable of making accurate and strategic decisions. External Directors with expertise in their respective field carefully monitor and advise the company regarding its execution of operations from an independent and fair standpoint. At the same time, Independent Auditors with expert knowledge of finance, accounting and legal affairs as well as Corporate Auditors well versed in Tamron's operations work together with the Accounting Auditor and Internal Audit & Supervision Board to carry out rigorous audit programs. Tamron appoints 14 Directors, of which 2 are External Directors, and four Corporate Auditors, of which 3 are Independent Auditors.

(1) Board of Directors

Meetings of the Board of Directors are held twice a month, in principle, attended by all Directors and Corporate Auditors, for reviewing the execution of duties by the Directors and deciding on important issues as set forth in the basic policy of the company and related laws and regulations. In 2013, Board of Directors met 26 times.

(2) Board of Auditors

The Board of Auditors audits the processes of decision making by the Board of Directors and the execution of duties of Directors by attending the Board of Director meetings and checking approval documents. The Board of Auditors meets monthly, in principle. In 2013, Board of Auditors met 14 times.

(3) Executive Officer System

Tamron has employed the Executive Officer System to ensure separation between management and the execution of operations. Executive Officers carry out their duties and responsibilities following the basic policy determined by the Board of Directors.

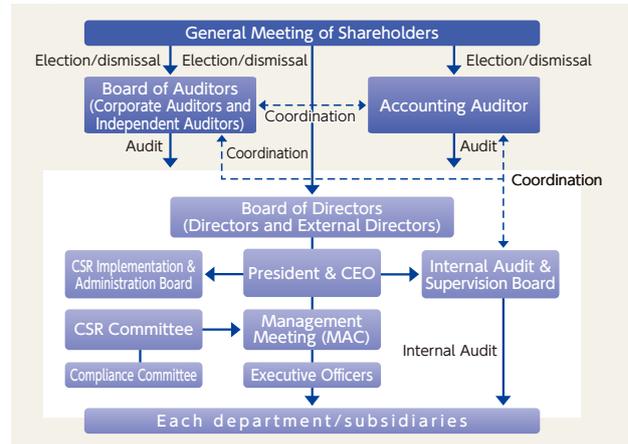
(4) Internal Control through Committee Meetings

We regularly hold monthly management (MAC) meetings attended by all Directors, full-time Corporate Auditors and Executive Officers to discuss management issues and respond to the fast-changing management environment.

(5) Accounting Auditor

Tamron has concluded an auditing agreement with Wako Audit Corporation and receives audit from this firm in its capacity as accounting auditor.

Corporate Governance Structure



Shareholder and Investor Engagement

In 2013 Tamron held two earnings presentations as well as hosted meetings and plant tours for institutional investors and securities analysts.

In addition, Tamron continues to participate in conferences for domestic and international investors organized by securities companies. We also hosted four briefings mainly in the Saitama Prefecture areas for individual investors.

We are committed to actively engaging our shareholders and investors through dynamic IR¹ activities.



IR conference for institutional investors and securities analysts

1. IR stands for investor relations and means providing shareholders and investors with information such as financial standing that is necessary for investors to make investing decisions.

Compliance

In accordance with our Compliance Rules, we carry out compliance promotion activities through the Compliance Committee, comprising members of the executive management team, and under this the Compliance Promotion Committee, comprising members selected from each business division.

In 2013, compliance activities addressed pertinent issues of today, including transactions involving cartels or anti-social forces and improper employee conduct on social networking sites, in addition to commentary provided on Tamron's compliance action guidelines and important laws and regulations. Tamron also raises awareness among its employees not only about the importance of compliance as a corporate organization, but also as individuals.

We have been carrying out compliance promotion activities at our overseas subsidiaries for some time and in the future greater attention will be paid toward promoting these activities on a group-wide basis in line with efforts to strengthen our production bases and sales systems outside of Japan.

Relationship with Business Partners

Tamron respects human rights, ensures compliance with laws and regulations, and establishes good relationships with business partners to grow and contribute to society together.

Summary of Activities in 2013

- Began tracking investigations for conflict minerals
- Continued rigorous management of chemical substances

Tasks for 2014

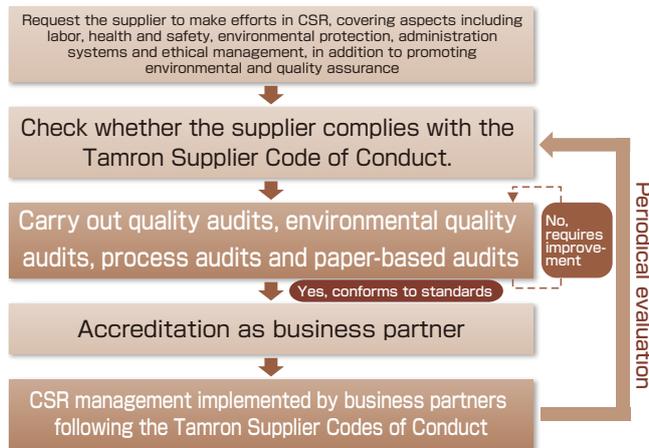
- Further reinforce CSR procurement with business partners (conduct questionnaire)

Business Partner Accreditation Program

In order to contribute to society in accordance with its CSR policy, Tamron works together with its business partners to comply with laws and regulations, and continually aspires to serve as a partner that delivers high quality products and services. For product and environmental quality¹, we conduct surveys to check the status of our suppliers through on-site and paper-based audits in accordance with our assessment standards. We also request suppliers' CSR activities comply with the Tamron Supplier Code of Conduct and monitor if they do so. Tamron only does business with companies that act in accordance with these standards.

1. "Environmental quality" means regulating the use of harmful chemical substances in products our suppliers deliver to us to ensure they fall below the threshold level stated in our standards.

Procedures for Selecting Suppliers



CSR Efforts in the Supply Chain

Promoting CSR Procurement

To promote CSR procurement, Tamron engages in activities through its CSR Procurement Subcommittee, a cross-functional organization that includes participation from Tamron in Japan and Tamron Optical Foshan (TOF). Since 2008, Tamron has asked its suppliers to follow the Tamron Supplier Code of Conduct, which includes provisions prohibited child labor and forced labor. In turn, suppliers perform self-evaluations of their compliance efforts. In 2013, we examined ways to improve the accuracy of checks and updated questionnaires based on the EICC Standard³. In 2014 and beyond Tamron will use these questionnaires to continually monitor the CSR activities of its business partners.

3. EICC stands for Electronic Citizenship Coalition, which adopted a code of conduct applicable to all member companies for ensuring labor safety, human rights protection and environmental protection throughout their supply chains.

History of Our Activities

- 2008 Requested all business partners to comply with the Tamron Supplier Code of Conduct
- 2009 Requested respective business partners to perform self-evaluations
- 2010 Introduced case examples on particularly important aspects such as "occupational health and safety" and "human rights protection"
- 2011 Held CSR Procurement Workshops for all business partners in Japan and abroad
- 2012 Continued to work on improving methods for checking business partner compliance with the Tamron Supplier Code of Conduct
Held internal training sessions and in-house hearings
- 2013 Prepared questionnaire referencing the EICC Standards

Response to Conflict Minerals

A portion of the minerals (tantalite, tin, gold and tungsten) produced in the Democratic People's Republic of the Congo and neighboring countries of Africa are being used to fund armed militants that violate human rights and cause environmental destruction. These minerals are now collectively referred to as conflict minerals and regulated.

Tamron has declared a policy⁴ not to use illegal conflict minerals related to the violation of human rights or environmental destruction in order to fulfill its corporate social responsibilities within its procurement activities. In 2013 we initiated tracking investigations covering conflict minerals used in the parts we purchased during the first quarter and received assistance from about 90% of our entire supply chain. As a result, it was found that 98% of the products we purchased did not contain conflict minerals. In 2014, we will pursue further tracking investigations into the remaining 2% of parts as well as carry out investigations on parts purchased after April 2013.

4. Please see our corporate website for this policy. <http://www.tamron.co.jp/envi/top/index.html> (available only in Japanese)

Working Together with Business Partners to Manage Chemical Substances

Tamron maintains a policy to avoid the use of harmful chemical substances in the materials used to make its products. We use a system to check substances regulated by the EU's RoHS Initiative based on environment data obtained from our suppliers². We continued to internally implement analytical work with advanced equipment including Inductivity Coupled Plasma Atomic Emission Spectrometry (ICP-AES) and Gas Chromatography Mass Spectrometry (GC-MS) to ensure only the safest most secure products are delivered to customers. We also request business partners to manage chemical substances according to our environmental quality assurance standards and check to see if indeed they are fulfilling these standards. In 2014, these efforts will be strengthened further by consolidating certain environmental quality assurance activities. We also manage substances with our business suppliers in accordance with REACH, with relevant information in turn passed on to customers and consumers.

2. Such data and documents as the certificate of non-use of harmful chemical substances, ICP analysis data and MSDS

Relationship with Customers

Tamron is committed to contributing to society by supplying customers with safe, unique and quality products and services, putting the highest priority on satisfying customers, dealers and OEM customers.

Summary of Activities in 2013

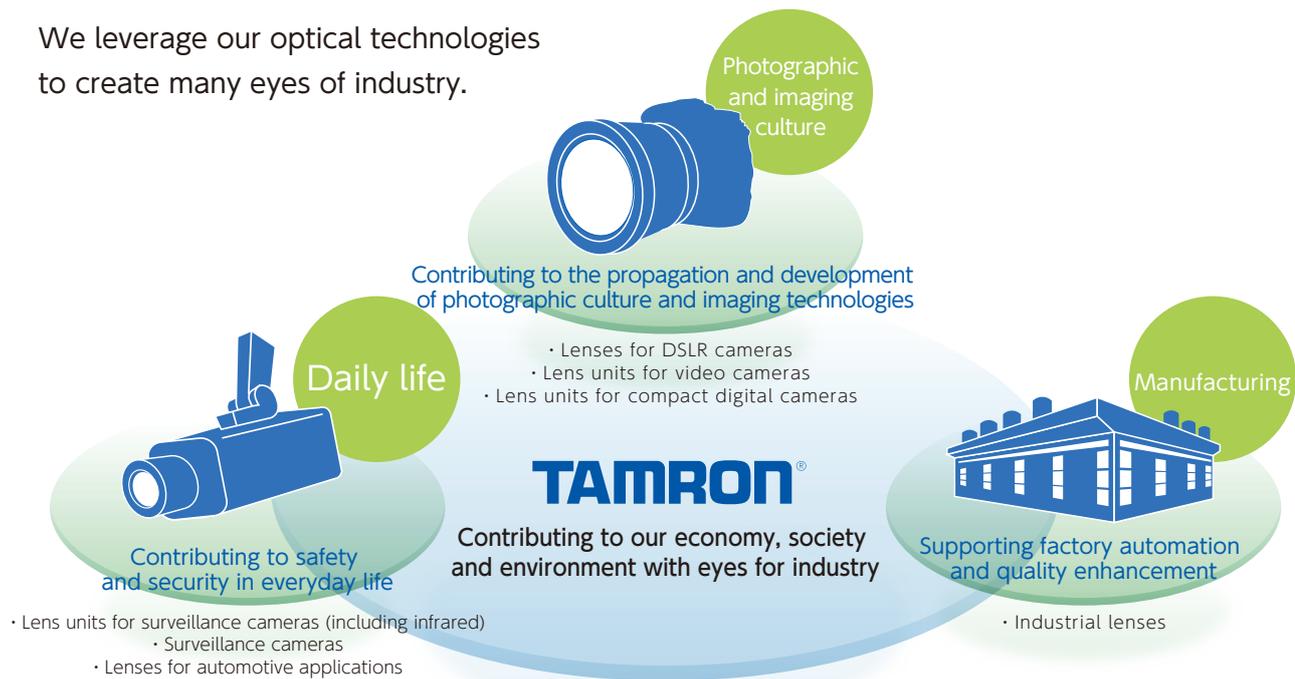
- Manufactured products in various fields, including traffic monitoring lenses
- Expanded the number of after-sales service outlets

Tasks for 2014

- Create unique products that customers appreciate
- Pursue environmentally-conscious designs, such as those that use recycled materials

Tamron Products Familiar to All

We leverage our optical technologies to create many eyes of industry.



Commendations and Recognition

Tamron focuses on developing lenses for DSLR cameras that feature high power zoom capabilities so that both wide angle and telephoto shots can be captured with a single unit that never needs to be changed. In 2013, Tamron President Ono received the Technical Achievement Award from the PMDA¹ for technological innovations and new market creation achieved through the development and launch of Tamron's compact high power zoom lenses. In addition, two lens models released in 2012 and 2013 won the awards noted in the table below. The SP 90mm F/2.8 Di MACRO 1:1 VC USD (Model: F004) features the newly developed eBAND coating and delivers clear and crisp images, while also offering moisture-resistant

construction, an ultrasonic motor (USD) capable of quick auto focusing, and a vibration compensation (VC)² image stabilization mechanism. The SP 70-200mm F/2.8 Di VC USD (Model: A009) features the smallest-in-class³ fast aperture zoom lens that offers excellent resolution images, while its USD motor delivers quick and silent auto focusing.

Furthermore, Tamron was selected as a top 10 brand by A&S of China (security magazine publisher) in recognition of being an excellent supplier of specialty lenses for surveillance cameras to Chinese corporations.

《Lens Awards》

Category	Model	Award	Awarding Organization
Imaging (Camera lens)	F004	EISA Award European Lens 2013-2014 ⁴	European Imaging and Sound Association(Europe)
	A009	EISA Award European Zoom Lens 2013-2014 ⁴	European Imaging and Sound Association(Europe)

1. PMDA stands for the Photoimaging Manufacturers and Distributors Association.

2. VC stands for Vibration Compensation, which helps prevent blurry images. Tamron lenses for Sony cameras do not offer Tamron's VC mechanism because Sony includes an image stabilizing mechanism in the body of its DSLR cameras.

3. Among fast aperture telephoto lenses with an image stabilizing mechanism and ultrasonic motor used on full-frame 35mm DSLR cameras. Based on Tamron research; as of January 2014.

4. Tamron lenses have received an EISA award for eight consecutive years since 2006.

Quality Management System

Tamron manufactures products using an integrated quality management system¹. Before being delivered to customers, products go through various processes, from product planning based on customer needs to design, metal mold fabrication for plastic components and prototype manufacturing to name just a few. A design review is carried out at every stage in order to check if the products have been completed exactly as specified during each respective process. In addition, temperature, endurance and other tests, as well as sequential sampling, are performed before the final products are delivered to customers.

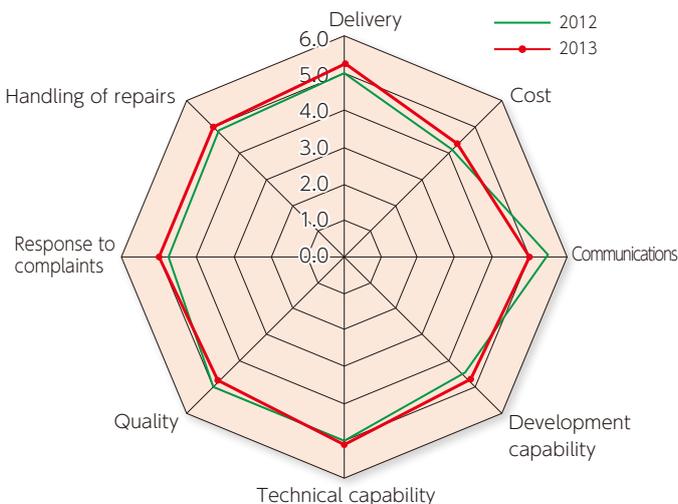
1. Please refer to page 13 of this report for further details about Tamron's integrated quality management system.

Commendations from Distributors and OEM Customers

Every year we ask our OEM customers and Tamron brand distributors to complete a customer satisfaction survey. In 2013, positive improvements were observed in scores for survey items that had negative growth in 2012, including delivery, cost, handling of repairs and response to complaints. Compared to last year, however, scores for quality were down 0.2 points and communications also dropped 0.5 points compared to last year. As for quality, the negative effects of quality troubles in the first half of the year were eliminated by the second half and sound quality has since been maintained. The dip in our score for communications required that we more actively collaborate to address changes taking place in the market, and as such, we are currently examining improvement measures. Individual requests were forwarded to the relevant sales departments, which carried out improvements.

《Results of Customer Satisfaction Survey》

The survey was conducted at 17 companies.



1. Very dissatisfied 2. Dissatisfied 3. Slightly dissatisfied
4. Slightly satisfied 5. Satisfied 6. Very satisfied

	Delivery	Cost	Communications	Development capability	Technical capability	Quality	Response to complaints	Handling of repairs	Overall
FY 2012	5.0	4.1	5.5	4.6	5.1	5.1	4.8	4.8	4.9
FY 2013	5.2	4.3	5.0	4.8	5.2	4.9	5.0	5.0	4.9
Gap	+0.2	+0.2	-0.5	+0.2	+0.1	-0.2	+0.2	+0.2	0

Expanding After-sales Services Globally

In 2013, we continued with our goal to complete repair work within three days and provided after-sales services to customers in 64 countries using 42 sites located around the world.

We began operations at a hub in Russia in May and quickly achieved this goal. To ensure our new hub in India could begin operations at the start of 2014 and quickly achieve the less than three-day turnaround time for repair work, a training program for local persons in charge was held at our Hirosaki Plant in Japan. Such training programs help to speed up the launch of repair hubs and also foster greater communication with Tamron's sites in Japan. Tamron also organized a skills building training program for distributors that expect to see an increase in sales so that they too can achieve a consistent three-day turnaround time locally.

In addition, in 2013 we began sending out an email magazine to registered customers in Japan beginning in December, launched an online service that enables customers to request repair work and check progress, and set up a dedicated telephone hotline for customers. Going forward, we plan on continuing to improve customer convenience and to deliver truly satisfying after-sales services.



After-sales service

《Incorporating Customer Feedback》



Environmentally-friendly Designs

We perform product assessments starting from the design stage to ensure we deliver products that are environmentally-friendly. There are nine factors to consider in assessing designs, with light weight and compact designs are particularly important goals. In 2012, we reduced the overall weight of all models produced by 2% and overall compactness by 2%¹. To reduce impacts to human health and the environment, we constantly manage harmful chemical substances based on our Environment-related Substance Management Regulations, which our own internal regulations based on RoHS and the REACH Initiative. Products with environmentally-friendly designs wear the Tamron Eco Label and are reported on our website. In order to reduce waste from manufacturing processes, we make rear caps for our DSLR camera lenses from 100% recycled plastic runner materials². We started using these plastic runner materials in 2010 and since then we have used some 71 tons of recycled materials up to 2013 (3.24 million rear caps). We are currently examining the best mixture of recycled and virgin materials to ensure functionality and quality with the hopes of expanding this initiative to other parts as well. In 2014, we will continue to research the commercial viability of these efforts.

1. Calculated using production volume from 2013 comparing conventional models.
2. Waste material that occurs when pouring plastic resin during the production process.

WEB <http://www.tamron.co.jp/en/envi/top/index.html>



Tamron Eco Label:

The label was designed to resemble an eye gently looking at our economy, society and environment. The eyebrow symbolizes a flowing stream of air and water, the pupil represents the green in the earth, and the tree in the pupil stands for our work for the three Rs of "reduce," "reuse" and "recycle".

Enhancing Our Technological Development Capabilities

Our Namioka plant has established coating technologies for the lenses it mass produces. Lens coatings are used on wide range of lens products, including camera lens units, surveillance camera lenses, automotive camera lenses and illumination optics.

Lens coatings are also referred to as antireflective coatings because they reduce the amount of light that reflects on the surface of the lens, which enables more light to make it through to the imaging element³ or film surface. Coatings are available in single coats or multicoats and are also used to adjust the color contrast (CCI)⁴, eliminate ghosting⁵, and reduce flaring⁶. In 2013, we developed and began mass producing eBAND Coating, a super anti-reflective lens coating that greatly improves lens and camera functionality. This technology is used on lenses to guarantee optical performance. Going forward, we will continue to push forward with similar development initiatives to enhance customer satisfaction even further.

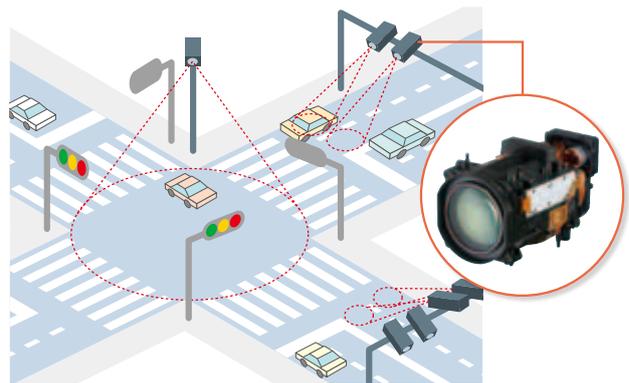
3. The main forms of fixed imaging elements include charge-coupled devices (CCD) and complementary metal oxide semiconductors (C-MOS). These elements store light as an electronic signal.
4. Refers to the color reproduction characteristics of the subject in photographs taken with a lens unit. The lens color balance is compared to ISO standards using green and red CCI values.
5. A phenomenon that occurs where light reflected in the inside of the lens creates a false image when taking pictures of strong light sources.
6. When strong light makes a photograph appear white or when light blurs.

Making Motorized Society Safer Traffic Monitoring Camera Lenses

Traffic monitoring systems records images on roads using cameras and lenses and mine information using imaging processing technologies tailored to each application. Using this information, road administrators can control traffic volume and catch speed limit violators, which helps to enhance the safety of motorized society.

Most traffic monitoring systems use single focus lenses, but Tamron has developed and launched the DE005 (1/1.8 Type 15-50mm F/1.4) zoom lens for traffic monitoring systems. As a result, the multiple lenses required of conventional systems can now be consolidated into a single lens unit⁷. The DE005 also features an electronic zoom and focus control mechanism. This enables auto focusing and remote operations, reduces installation work time, and improves convenience.

7. Zoom lenses for traffic monitoring can easily be adjusted for roads with multiple lanes and differing shooting distances.



Interview with a Product Designer

Senior Engineer
Dept. #2, Optical Design &
Engineering R & D Unit
Lai Wei



We have designed lenses for traffic monitoring systems before, but this time we developed a zoom lens not available anywhere else. This lens offers variable focus lengths in a single unit, making it possible to take pictures of a driver's face or the car's license plate, which can enhance the accuracy of traffic monitoring systems greatly. For this particular project we mulled over how exactly to develop a high resolution zoom lens within the short lead time required by the customer. To shorten lead time, we carried out simulations, which made it possible for us to meet the required specifications in an efficient manner. The surveillance monitor now delivers 4K2K⁸ high resolution images and sensor sensitivity has also been increased as a result. Moving forward, I hope to develop new even higher resolution lenses.

8. 4K2K refers to high resolution imaging/display technologies measuring 4,000 x 2,000 pixels.

Relationship with Employees

Tamron fosters self-disciplined employees with a challenging spirit and strives to provide positive workplace environments grounded in fair evaluations and compensation as well as mutual understanding.

Summary of Activities in 2013

- Examined ways to more actively utilize female employees
- Established labor union at Tamron Optical Foshan

Tasks for 2014

- Further develop globally-minded human resources and engineering-related human resources

Human Resource Development

Tamron fosters self-disciplined employees with a challenging spirit by fully capitalizing on its rank-based training programs, which build employee skills after they have been with the company for a certain period of time, occupational-based training programs, which develop necessary competencies for engineers, sales reps and administrative staff, and company-wide training programs, which aim to build individual skills.

Tamron focuses in particular on engineering training courses within its broader occupational-based training programs. In 2013 three new courses were held primarily for electronic designers. These included "Software Design Theory," "Communication Basics for Cameras with Interchangeable Lenses," and "The Basic Principles of Actuators¹".

With digitization bringing about technological advancements, the technologies used in camera lenses continue to evolve in various ways. Today, most photographic lenses and surveillance camera lenses now use electronic controls instead of conventional mechanized controls and importance

of lens control software grows immensely with each passing year. Therefore, software design represents an increasingly more important part of the pre-design phase for lens structures. The Software Design Theory course was a very meaningful platform for sharing basic information about the field, which even benefitted lens mechanism designers.

The Communication Basics for Cameras with Lens Units course provided basic knowledge about relevant lens development practices for camera-lens communication, which has grown quite complex to accommodate video recording capabilities.

The Basic Principles of Actuators course fostered greater understanding in the basic principles, performance and control of DC motors².

This heightened focus on electronics in a systematic learning environment was welcomed by training participants. Tamron will continue to use employee feedback to expand the realm of its training programs so as to focus even greater efforts on training its pool of engineering talent.

《Training System Diagram》



《Training for Electronic Designers》

Name of course	Curriculum
Software Design Theory	Provided an overview of software design methods
Communication Basics for Cameras with Lens Units	Provided an overview of camera-lens communication and the movements of the latest interchangeable lenses
The Basic Principles of Actuators	Provided information on the general performance, selection and controls of DC motors

1. An actuator transforms various forms of energy into mechanical energy, such as rotational movements and straight-line movements.
 2. A direct-current (DC) motor generates torque.

Creating Safe and Comfortable Workplace Environments

Tamron works hard to ensure safety, to enhance the mental and physical health of employees and to create comfortable workplace environments. Recognizing the importance of administrating occupational safety properly, Tamron drew up its Occupational Health and Safety Regulations, organized the Occupational Health and Safety Committee and started patrols with health and safety administrators to help prevent labor accidents. Furthermore, health and safety managers from each workplace carry out patrols, 5S (sort, systemize, sweep, standardize, and self-discipline) patrols are also organized, while previous near accidents are shared with the production floor to prevent future reoccurrences. Each of these efforts helps us to prevent occupational accidents before they happen.

In 2013, there were two occupational accidents and six commute-related accidents in Japan, as well as three occupational accidents and one commute-related accident at Tamron Optical

Foshan. Most occupational accidents are minor incidents that occur on the production floor, while commute-related accidents involve mainly automobile or bicycle traffic accidents. We strive to prevent similar accidents from happening again by analyzing the causes, providing safety education and raising awareness about safety. Tamron also organizes an annual training session on CPR and other emergency responses (31 employees participated in 2013) to prepare employees for emergencies and to minimize injuries and damages.

For mental health issues, we hold seminars led by professional organizations one or two times each year so that employees may learn more about mental health care. In 2013, a total of 100 employees participated in the seminars. We will continue to support employees' mental health and help prevent mental illnesses by offering health consultations with industrial physicians and follow-up interviews with personnel department staff.

Achieving Diversity

A diverse, self-disciplined pool of human resources and comfortable workplace environments are absolutely essential to Tamron's future growth as a company. Tamron recognizes that providing positive workplaces where female employees can work a longer career and offering an employment environment tailored to local conditions in each country where it operates are urgent issues that need to be addressed to achieve greater diversity.

Positive Use of Female Employees

The total number of female employees at Tamron in Japan was 204 as of December 31, 2013, accounting for 19% of the company's workforce.

Tamron has positively employed female employees for many years. In the future we will continue to hire female employees so as to raise the ratio of female employees further and we will also aim to increase the ratio of female managers as well. We recognize the need to have a system in place that supports a work-life balance between their professional careers and their personal life, which may involve raising children, to help ensure female employees are comfortable working at Tamron for an extended period of time. Of our female employees in Japan approximately 50% are married and 45% have children, while nearly 100% of all eligible female employees take maternity leave. As such, we believe there will be a steady rise in the number of female employees that continue to work while raising a family. Tamron plans on opening an on-site daycare facility at its head office in 2015 as part of its measures to support a work-life balance, and in November 2013 an in-house project team was set up to facilitate the opening of the daycare. All of Tamron plans on further expanding support measures for a work-life balance with the hope of creating even friendly workplaces for female employees.

The social gathering held between our president and female members of the labor union in January 2014 served as a meaningful platform for the exchange of information and viewpoints. Plans call for this social gathering to be held again next year.

Interview with a Tamron Optical (Foshan) Manager

Manager

Technology Development Center

Mingjian Huang



Under the president's policy of focusing development on automation equipment, the Technological Development Center headed up these development efforts which focused on general purpose automation and energy saving equipment, large-scale automation equipment, quality stabilization equipment, defect outflow prevention equipment, and a traceability system. In 2013, automation equipment was rolled out and quickly helped to reduce work hours and defects. The overall effect of this new equipment helped reduce work hours by the equivalent of 54 persons monthly work hours.

I believe measures to secure consistent product equality and enhance work efficiency should focus on improving equipment and tools through automation to prevent defects, rather than relying on worker-focused measures such as coaching.

In 2014 we will continue to focus on developing automation equipment to achieve even greater cost savings and quality improvements during production.

Relationship with Employees at Tamron Optical (Foshan)

Tamron Optical (Foshan) (TOF) continues to work on creating a comfortable, rewarding and employee-friendly workplace environment.

Human Resource Development and Training Programs

Tamron Optical (Foshan) carries out human resource training programs based on rank in order to enhance manager's leadership skills and improve production technologies. In 2013, training sessions were held on six occasions covering the subject matter of management knowledge and production technologies in order to develop candidates for executive management positions. A total of 119 employees took part in these sessions, including 14 assistant managers, 80 team leaders, and 25 other employees. Some 98% of participants have been able to use what they learned in these sessions to make improvements in operating processes.

Labor Union Activities at Tamron Optical (Foshan)

The Tamron Optical (Foshan) Co., Ltd. Labor Union (below, "the Union") was formed in September 2013 at the recommendation of the government in order to improve employee welfare. Today, the Union comprises a Leadership Committee of 9 members, Expense Audit Committee of 3 members and nearly 2,900 other active members. The Union is being managed responsibly according to the following basic policies, with the goal of eventually expanding its reach further.

1. We will serve as a bridge to the company and build a harmonious labor relationship by providing consulting and advice based on the reasonable needs of employees.
2. We will summarize reasonable proposals from employees and cooperate to make improvements in the workplace environment and living environment based on these proposals.
3. We will organize various cultural and athletic activities to enrich the mental health of employees.
4. We will build a mutual support system among employees and provide mental/physical healthcare or financial assistance to employees in need.
5. We will check the conditions of wages, welfare, occupational health and safety, and social insurance and cooperate to make improvements.
6. We will organize employee training opportunities and skills competitions to enhance corporate competitiveness.
7. We will establish the Union and focus on improving sound democratic systems and improving democratic ways of living.
8. We will manage the Union's budget and spending and protect its assets.

The Union's Leadership Committee and active members recently helped organized the first knowledge sharing meeting, and beginning in 2014 the Union plans on offering courses on mental health coaching, providing assistance to employees in need, and carrying out employee training. This newly established labor union is expected to help stabilize employee livelihoods, improve company benefits, and help both the company and employees grow.



Establishing the Union



The Union's first knowledge sharing meeting

Management Systems

Tamron strive to enhance our product and service quality while reducing environmental impacts through our integrated management system. Additionally, we ensure the continuity of our business by avoiding various management risks using our risk management system.

Integrated Management System

Tamron has obtained blanket ISO9001 (quality) and ISO 14001 (environment) certification applicable to the entire Tamron Group's integrated management system, including Tamron Optical (Foshan) in China as well as Hirosaki Plant, Namioka Plant and Owani Plant and other sites in Japan. Under this integrated management system, we will continue to produce high quality products that are safe and satisfy our customers, while paying greater attention to the environment.

Integrated Management Policy

As a member of the international optical industry, we will continue to manufacture products that deliver customer satisfaction and help achieve our goal of Contributing to Society by Creating Eyes for Industry, while being considerate of environmental conservation.

1. We will supply our customers with high quality and reliable products by using our originality, ingenuity and technology, pursuing sustainable growth with profits arising out of customer delight and satisfaction.
2. In running our business, we will comply with all related laws, standards and treaties at home and abroad, respecting the requests and demands made by our customers and the local community.
3. We will work on preventing environmental contamination through reducing CO₂, waste emissions and harmful chemicals, while seeking alternatives and keeping biodiversity intact.
4. We will continue to work on improving the effectiveness of our integrated management system.
5. To achieve this management policy, we will establish specific objectives and targets, periodically evaluating our progress.
6. To enhance recognition of our integrated management, we will maintain good communications while providing sufficient education and training to all people working for Tamron.
7. We will closely cooperate with society in all countries and regions where we operate and disclose information as necessary on our quality assurance and environment conservation efforts.

December 7, 2009
Morio Ono
President & CEO

Audit System and Identifying Problems

Tamron regularly performs internal quality and environmental audits covering the head office and three Aomori plants. In addition to the internal audit, the Head Office and three Aomori plants audit each other to check their systems and manufacturing processes. We periodically arrange to receive audits from external audit organizations to maintain certifications while continually improving the integrated management system. As a result of external audits implemented in 2013, the effectiveness of the policy and management processes adopted at our domestic sites was assessed at level-4 on a scale of one to five, while the effectiveness of processes used at Tamron Optical (Foshan) was rated at level-4. Issues pointed out through this triple audit system are promptly remedied, and these improvements are in turn rolled out at our other locations within the Tamron Group to continually improve activities.

Risk Management System

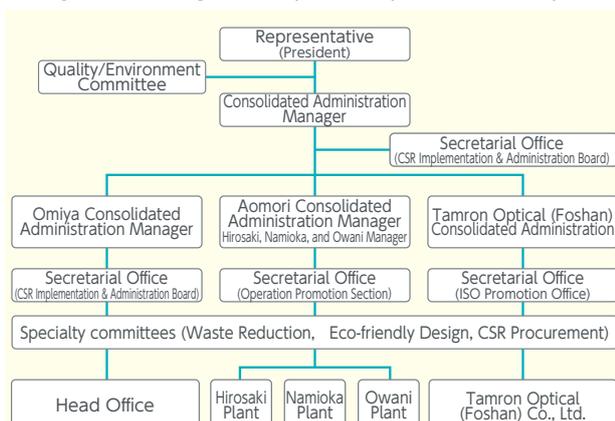
Tamron's risk management system covers 10 specific themes in accordance with its Risk Management Policy, which include compliance, employment and human resources. We have also completed our business continuity plan (BCP) for our head office as well as our three plants in Aomori Prefecture. At the same time, we completed the seismic review of our plants and made changes to alternative plans currently being used with regards to the necessary personnel to restore operations in the event of an earthquake, the seismic strengthening of manufacturing facilities and information systems, and component procurement and assembly. As for the server that powers the information system installed in the new head office building, we used an aseismic structural design for the server room and installed an emergency back-up generator to ensure the server will continue to be powered even during a loss of power. Tamron has also established a remote back-up system as part of efforts to reinforce its crisis management system for handling major disasters that may occur in the future.

Tamron's Risk Management Policy

In recognizing all possible risks that may affect our business, Tamron is committed to all possible prevention measures in order to minimize damage to the economy, society and environment. In emergencies, we work to minimize damage and promptly restore operations by acting responsibly, providing continuous services to our customers, ensuring continuous growth. We aim for safety and peace of mind for all stakeholders including our employees, shareholders, customers and business partners. We will continue to provide opportunities for learning about risk management to all employees so that they may work on risk management from a CSR perspective built on properly recognizing the importance of the policy and their mission.

September 30, 2009
Morio Ono
President & CEO

《Integrated Management System Implementation System》



*Integrated Internal Auditors work at our all sites, while Integrated Management Promotion Committee members are fulfilling their missions at all domestic sites.

Environmental Management Systems

Compliance with Laws and Regulations

In 2013, work environment readings taken regularly inside the Hirosaki Plant in accordance with the Industrial Safety and Health Act found that measured values temporarily exceeded statutory requirements at the start of the year. The Hirosaki Plant uses organic solvents when assembling products and these findings necessitated inspections and improvements as required by law. The Hirosaki Plant immediately required all workers to wear protective masks and to carefully follow the existing rule to dispose of all paper exposed to organic solvents be disposed of in a receptacle with a lid. In addition, the plant added three new exhaust fans and one ceiling fan, which has improved the work environment.

In addition, Tamron carefully stores and fully reports PCB¹ wastes to government agencies in accordance with the Act on Special Measures concerning Promotion of Proper Treatment of PCB Wastes. In 2013, one capacitor stored at the Hirosaki Plant that contained PCBs was disposed of responsibly.

The following table contains information on Tamron's compliance with important laws and regulations, including those mentioned above. In 2013, Tamron complied with the expanded scope of REACH substances and also verified that its use of substances of very high concern (SVHC) were within reporting guidelines.



Disposing of PCB waste (Hirosaki Plant)

1. PCB is an abbreviation for poly chlorinated biphenyl. PCB was generally used in the insulation oil of electronic equipment and thermal catalysts used in heat exchangers. Chronic exposure to PCB can lead to a build-up of the substance in the body, which has led to reported health problems.

《Compliance at Respective Sites》

- Compliance △ Exceeded standard temporarily
- × Administrative action as a result of violation of law/regulation

	Head office	Aomori plants	Tamron Optical (Foshan) ⁴
Energy saving (Energy Saving Act)	○	○	—
CO ₂ reduction (Act on Promotion of Global Warming Countermeasures)	○	○	—
Chemical substance management ²	○	○	○
Air	○	○	○
Water quality	○ ³	○	○
Soil	○	○	○
Noise	○	○	○
Vibration	○	○	○
Odor	○	○	○
Occupational health & safety	○	△	○
Waste management	○	○	○

- 2. Laws related to managing and investigating chemical substances apply to domestic sites; international directives including RoHS and REACH apply to the entire group.
- 3. Values for groundwater temporarily exceeded certain standards, but our treatment measures prevented contamination from spreading outside our facilities.
- 4. Compliance with related laws and regulations enforced in China as well as international directives such as the RoHS and REACH.

Environmental Training

Tamron regularly holds training on the environment. In 2013, we provided training on energy conservation activities for members of the Integrated Management Promotion Committee who serve as environmental leaders at their respective workplaces. The Integrated Management Promotion Committee comprises 49 members who in turn shared training curriculum with their workplaces as well as carried out and promoted energy conservation activities, such as more closely controlling air conditioning.

In addition, the third Friday of every month has been designated No My Car Day, while certain days in the summertime and wintertime are designated Eco Life Day (organized by Saitama Prefecture), as part of the company's efforts to raise awareness about the environment among all of its executive officers and employees at the head office⁵.

5. Approximately 14 tons of CO₂ emissions were reduced as a result of No My Car Day and Eco Life Day in 2013.

Environmental Accounting

Tamron's environmental accounting in 2013 is presented in the table below. In 2013, we invested 300 million yen as global environment protection costs. This covered the installation of high-efficiency air conditioners and LED lighting as part of the head office reconstruction project. Management activity costs total 16.79 million yen and included greenery initiatives for rooftops and areas surrounding Tamron's business sites (Please see page 17 of this report for more information about the energy saving effects of Tamron's head office reconstruction project). In addition, pollution prevention costs totaled 1.16 million yen for installing exhaust fans and ceiling fans at the Hirosaki Plant to improve the workplace environment.

(Unit : thousand yen)

Category	Environmental costs		Details of main activities	Economic effect	Environmental conservation effect	Relevant page
	Investment	Expense				
Cost within business area	Pollution prevention costs	1,164	7,264	- Installed exhaust fans and ceiling fan (Hirosaki Plant)	—	Complied with environmental standards P14 P16
	Global environment conservation costs	301,351	21,646	- Installed high-efficiency air conditioners for reconstruction project (head office)	—	- Reduced electricity usage P7 P14 ~17
	Resource cycling costs	0	15,908	Reduced waste and recycled	330	Raised recycling rate P18
	Subtotal	302,515	44,818	—	330	—
Upstream and downstream costs	0	1,287	Green procurement	—	Carried out environmental quality audits at business partners P7	
Management activity costs	16,788	28,466	Run and maintain environmental management system - Environmental training - Greenery	—	Achieved environmental goals/targets P16	
R&D costs	0	145,805	Made efforts in environmentally-friendly designs	—	Promoted environmentally-friendly designs P10 P18	
Social activity costs	0	932	- Supported nature restoration in the community (head office) - Carried out neighborhood clean-up activities	—	Reduced littering —	
Cost to prevent environmental damage	0	0	—	—	Number of environmental pollution incidents: 0 P14	
Total	319,303	221,308	—	330	—	

*Scope of Environmental Accounting
 Period: From January 1 through December 31, 2013
 Premises covered: head office (including sales offices in Tokyo and Osaka) and the three Aomori plants.
 *Labor costs are calculated based on the average wage.
 *The economic effect of resource recycling costs is represented by profits from the sale of metal waste sales.
 *Depreciation is not calculated as an expense.

Relationship with the Environment

Tamron is considerate of the environment in all aspects of its business operations and constantly works to be in harmony with the environment.

Summary of Activities in 2013

- Began identifying environmental impacts at Tamron Optical (Vietnam)
- Reduced CO₂ emissions thanks to improvements in logistics

Tasks for 2014

- Examine ways to reduce CO₂ emissions further
- Establish environmental management system at Tamron Optical (Vietnam)

Environmental Impacts

In Japan, Tamron carries out design work, creates prototypes and fabricates metal molds at its head office plant located in Saitama Prefecture, while the Namioka Plant manufactures lenses, the Owani Plant molds plastic components, and the Hirosaki Plant assembles products. Tamron manufactures parts and assembles products at Tamron Optical (Foshan) in China and at Tamron Optical (Vietnam).

These sites use electricity, heavy oil, kerosene and other energy sources for developing, designing and manufacturing, which produce CO₂. Our plants in Namioka, Foshan and Vietnam also use water for polishing and cleaning lens elements.

The Owani Plant and Tamron Optical (Foshan)

manufacture plastics used to make peripheral components for lenses, and these processes produce runner materials ¹ and other waste.

Air cargo, marine shipping, and trucks are used to transport components and products between plants, which results in CO₂ emissions from the burning of fuel.

1. Waste material that occurs when pouring plastic resin during the production process.

Inputs

Energy		Water	
Electric power	71,317,000kWh	Clean water	699,000m ³
Heavy oil	218kℓ	Groundwater	132,000m ³
Kerosene	17kℓ	Total	831,000m ³
Diesel	21kℓ	Raw/auxiliary materials	
Gasoline	1kℓ	Metal (brass and aluminum)	
LPG	1,000kℓ	Glass	
Natural gas	112,000m ³	Plastic	
Total	657,000GJ	Chemicals (drugs, solvents, and cleaners)	
Paper		Gas (nitrogen, oxygen, and argon)	
Copy paper	18t	Electrical components	
		Cardboard	

Transportation energy ²	
Diesel	215kℓ
Gasoline	61kℓ
Total	276kℓ

Sites covered: Head office (including Tokyo Sales Office and Osaka Sales Office), the three plants in Aomori Prefecture, Tamron Optical (Foshan) and Tamron Optical (Vietnam). However, Tamron Optical (Vietnam) only includes energy for inputs and CO₂ for outputs.

2. Data for transportation covers energy used to transport parts and finished products by ground and commercial vehicles connecting Tamron's five satellite offices in Japan. Tamron Optical (Foshan) data covers company-owned vehicles.

Site coverage: 96%

Manufacturing of raw materials/ components at suppliers

Development, design and production at Tamron

Transportation between factories and distributors (logistics/commercial vehicles)

Use by customers

Outputs

CO ₂		Recycling	
CO ₂	37,085t-CO ₂	Plastic	316t
Electric power	591t-CO ₂	Cardboard	289t
Heavy oil	41t-CO ₂	General waste (thermal recycling)	185t
Kerosene	55t-CO ₂	Waste liquid	172t
Diesel	3t-CO ₂	Waste oil	113t
Gasoline	7t-CO ₂	Metal	94t
LPG	234t-CO ₂	Paper	44t
Natural gas	234t-CO ₂	Polishing sludge	11t
Total	38,016t-CO ₂	Other	11t
		Total	1,235t
Waste contracted for intermediate processing		Products	
Industrial waste ³	812t	Total for products	1,614t
General waste	704t		
Total (Japan)	1,516t		

CO ₂ emissions during transport ²	
Diesel	565t-CO ₂
Gasoline	142t-CO ₂
Total	707t-CO ₂

Reference guideline: Manual for Calculating and Reporting Greenhouse Gas Emissions Ver. 3.4 (Ministry of the Environment) (Ver. 2.4 used for emission factor)

3. Industrial waste includes 4 tons of Pollutant Released & Transfer Registered (PRTR) substances. One ton of a PRTR substance (xylene) was also released into the atmosphere.

Environmental Objectives and Targets Achieved

In 2013, we worked toward achieving the environmental objectives and targets for the first year of our phase-five environmental protection program, and achieved our CO₂ reduction targets.

Environmental Objectives and Targets Achieved in 2013

The Tamron Group has established a target to reduce its CO₂ emissions compared to its benchmark year of 2012 by 1% per year on average in terms of basic unit per sales¹ and also a mid-term environmental target to reduce emissions 7.7% by 2020.

In 2013, we achieved a 9.6% reduction in CO₂ emissions versus 2012 compared to the target of 1% (basic unit per sales). Although 2013 sales and CO₂ emissions both increased compared to 2012, improvements were made in the basic unit versus 2012 (please see page 17 of this report for more data on our CO₂ emissions).

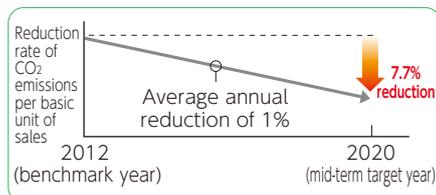
Tamron Optical (Vietnam) began operating in the summer of 2013 and first we identified the amount of CO₂ it was producing. In 2014, we will bolster our management of these emissions now that targets have been set for the entire Tamron Group, including Tamron Optical (Vietnam). As for environmental impacts other than CO₂ emissions, each site has set individual targets because of each site manufacturers a different category of products. In 2013,

the three plants in Aomori Prefecture did not achieve their targets for increasing the material recycling rate for waste plastics². This was attributed to the fact that production at the three plants was cut back compared to the initial plan at the outset of the year, which in turn reduced the amount of materials for recycling (please see page 18 of this report for more data on our waste reductions).

In 2014, Tamron's Waste Reduction Sub-committee will handle matters related to the reduction of industrial waste, while the Integrated Design, Engineering and Production Sub-committee will address the promotion of environmentally-friendly products. These sub-committees manage horizontal targets and carry out their activities throughout the manufacturing process.

The organizational chart for each sub-committee is provided in Integrated Management System Implementation System diagram on page 13 of this report.

《2013 to 2020 Mid-term Environmental Targets》 《Progress in 2013 and Targets for 2014》



	2013	2014
CO ₂ reduction target (versus 2012 basic unit of sales; cumulative annual average)	1% reduction	About a 2% reduction
Results	9.6% reduction	—
Status	○	—

《Environmental Targets Achieved in 2013》

Environmental targets	2013 targets		2013 results	Status
Reduce industrial waste	3 Aomori plants	Material recycling rate for waste plastics Increase 3% compared to 2012 (59%)	45%	×
	Tamron Optical (Foshan)	Reduce 2.5% compared to 2012 (basic unit of sales)	4.2% reduction	○
Promote environmentally-friendly products ³	All sites	<ul style="list-style-type: none"> Promote environmentally-friendly designs Incidents of environmental non-conformity: 0 	<ul style="list-style-type: none"> Promoted environmentally-friendly designs Lightweight: 2% reduction Compact: 2% reduction (compared to conventional models; calculated based on 2013 production volume) Incidents of environmental non-conformity: 0 	○

《Environmental Targets for 2014》

Environmental targets	2014 targets	
Reduce industrial waste	Tamron Optical (Foshan)	Reduce 2.5% compared to 2013 (basic unit of sales)
Promote environmentally-friendly products ³	All sites	<ul style="list-style-type: none"> Promote environmentally-friendly designs Incidents of environmental non-conformity: 0

1. Basic unit per sales: $\frac{\text{Total CO}_2 \text{ emissions (t-CO}_2\text{)}}{\text{Consolidated sales (million yen)}}$

2. Material recycling refers to the collection and utilization of used products and waste generated from production processes as raw materials to make new products. Tamron recycles runner materials as waste plastics and prioritizes material recycling over thermal recycling so that recycled materials can be reused onsite.

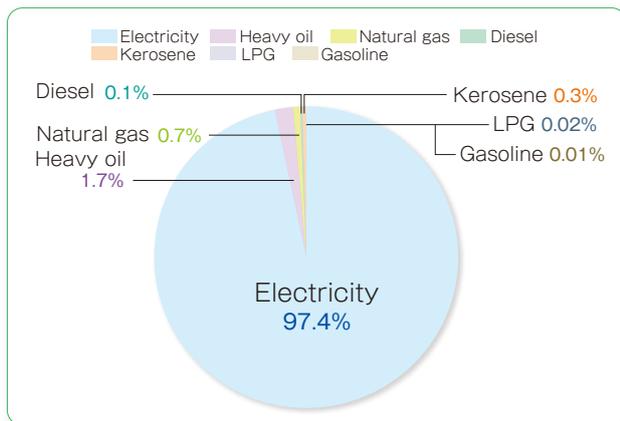
3. Promoting lightweight, compact designs and the use of recycled materials in line with our product assessment regulations

Reducing CO₂ Emissions and Electricity Consumption

Tamron strives to reduce CO₂ emissions and electricity consumption at plants using its integrated management system.

Sources of CO₂ emissions

Looking at sources of CO₂ emissions from the head office, the three Aomori plants and Tamron Optical (Foshan) in China, electricity accounts for 97%, heavy oil 2% and natural gas, diesel oil, kerosene, LPG and gasoline collectively 1%. Given this breakdown, our energy saving activities focus on reducing electricity consumption.



Reducing CO₂ Emissions through Improvements in Logistics

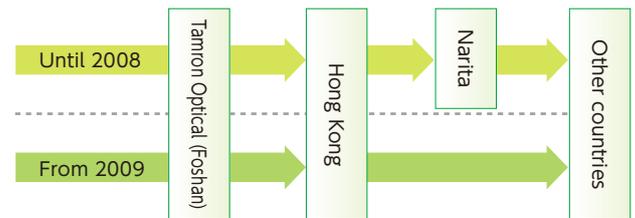
Tamron primarily manufactures its products at Tamron Optical (Foshan) in China, which are in turn delivered to its sales subsidiaries, distributors and retailers around the world. Up until 2008 products were shipped by air internationally via Narita Airport, but starting in 2009 we made changes to our logistics network in which our logistics hub was shifted to Hong Kong to increase the number of direct shipments by air sent from there. These improvements in our logistics scheme helped reduce CO₂ emissions by 2076t-CO₂² between 2009 and 2013.

Beginning in October 2013 we established a new logistics route for our products shipped from Tamron Optical (Vietnam) that first passes through our hub in Hong Kong.

In addition, we have carried out a modal shift to further enhance logistics efficiencies based on delivery needs, which includes shipping products bound for Europe first by ship to Dubai.

In 2014 and beyond we will examine ways to make further improvements in our shipment route from Tamron Optical (Vietnam).

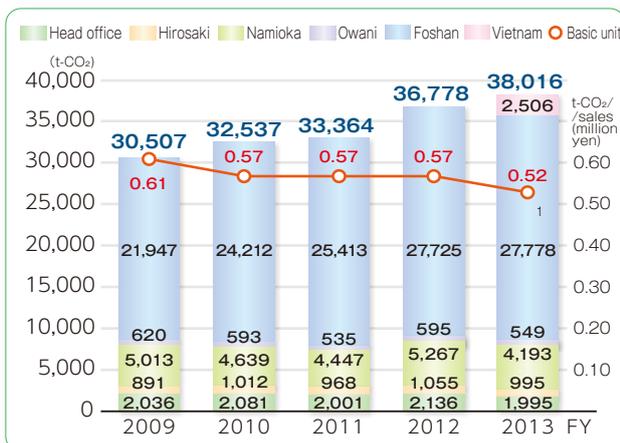
《Summary of Logistics Improvements》



2. The number of flights between Hong Kong and Narita Airport was reduced. As a result, this amount was calculated based on transport volume.

Trends in CO₂ Emissions

Over the past five years CO₂ emissions from the head office, three Aomori plants, and Tamron Optical (Foshan) has been on the rise, and in 2013 the total volume of CO₂ emissions from the company rose 3% compared to 2012. Viewed by geographic location, our sites in Japan saw a 15% decrease, while Tamron Optical (Foshan) remained largely unchanged, and the launch of operations at our new plant in Vietnam added additional CO₂ emissions. With the exception of Tamron Optical (Vietnam), production volume fell at our domestic sites and Tamron Optical (Foshan) and CO₂ emissions were reduced by 4% thanks to a shift to energy efficiency compressors and air conditioners at the Hirosaki Plant and the utilization of an energy saving system for better visualizing electricity usage. Furthermore, CO₂ emissions in terms of a basic unit of sales were reduced 9.6% compared to 2012. In 2014, we will examine ways to improve production efficiency and make production facilities more energy efficient, including at Tamron Optical (Vietnam).



1. Tamron Optical (Vietnam) commenced operations at its plant in the second half of 2013. As a result, its data has not been included in the 2013 results of CO₂ emissions per basic unit of sales.

Energy Saving Promotion through the Head Office Reconstruction Project

Tamron's head office carried out the following energy saving measures on occasion of its reconstruction project completed in November 2013

	Anticipated energy usage reduction effect (Converted to crude oil)
1. Installed high-efficiency air conditioners	9.0kℓ /year
2. Installed high-efficiency lighting (LED)	8.8kℓ /year
3. Installed motion activated light switches	0.2kℓ /year
4. Installed light dimming switches	1.7kℓ /year
5. Installed CO ₂ controls on air conditioners that process outdoor air	15.0kℓ /year
6. Installed a BEMS ³	31.0kℓ /year

3. BEMS: Building Energy Management System. A system used to reduce energy consumption through the controlled management and operations of a building's facilities.

All lighting in the building uses high-efficiency LED to cut electricity consumption, while the BEMS helps to visualize electricity consumption and controls electrical facilities by turning them on or off based on demand.



LED lighting in the North Wing of the new head office building



Electricity monitoring in progress

Reducing Waste and Water Consumption

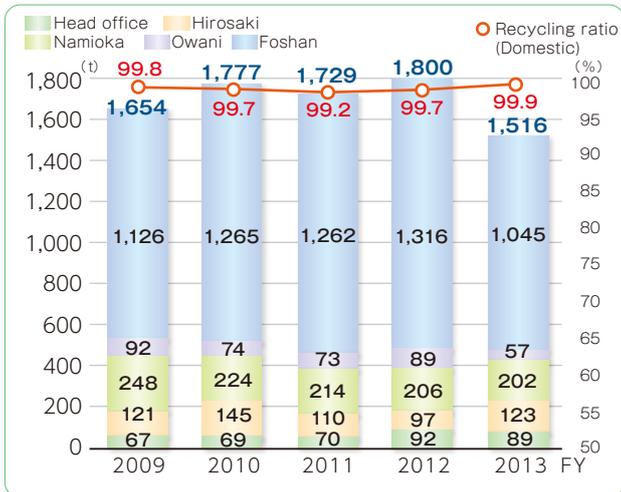
Tamron is working to reduce waste and water consumption by improving the way in which business division operates.

Trends in Waste Volume

Tamron's total volume of waste emitted by the entire group in 2013, including Tamron Optical (Foshan), dropped 16% compared to 2012, while in Japan waste volume was reduced by 3%.¹

In 2013, Tamron Optical (Foshan) alone was able to cut the amount of waste it produced by 21% versus 2012. This was partly attributed to a reduction in production volume, but the plant's efforts to reuse trays and recycle them as rear caps in order to reduce waste plastics also played an important role.

In addition, general waste accounted for 60% of all the waste generated by Tamron Optical (Foshan), which is much higher than the 25% figure typically seen at our sites in Japan. As a result, the plant devised strategies to trim down this general waste and achieved a 20% reduction in 2013.



1. Waste from Tamron Optical (Foshan) includes converted data for types of waste that cannot be measured.

Waste Reduction Initiatives

The Waste Reduction Sub-committee is working diligently to reduce waste and recycle more in order to reach its zero emissions target². The Hirosaki Plant and Namioka Plant are making efforts to raise their material recycling rate³ by contracting out the recycling of plastic packaging trays that had normally been disposed of as waste to an external provider. This activity will be expanded to other plants beginning in 2014 to help expand the types of plastics that can be recycled as materials. In addition, the Integrated Design, Engineering and Production Sub-committee is promoting the reuse of waste plastics in Tamron products to help reduce plastic waste (please see page 10 of this report for more details.). These initiatives are helping us to reduce waste with confidence.

2. Tamron's definition of zero emissions is recycling more than 98% of the industrial waste it produces.

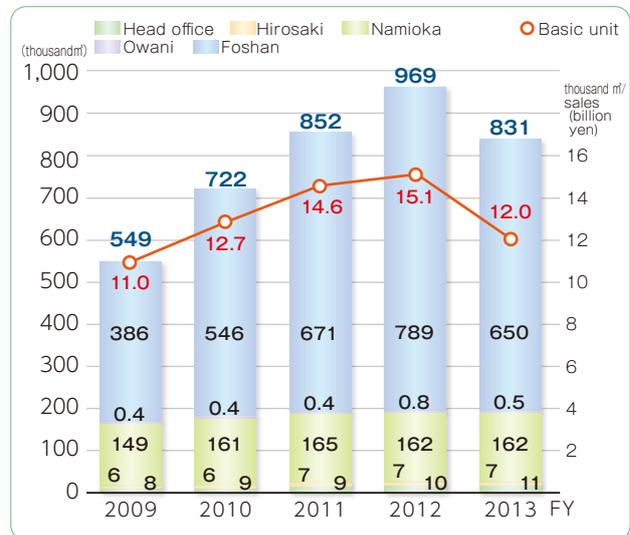
3. Material recycling refers to the collection and utilization of used products and waste generated from production processes as raw materials to make new products. Tamron recycles runner materials as waste plastics and prioritizes material recycling over thermal recycling so that recycled materials can be reused onsite.

Trends in Water Consumption

Tamron's total water consumption volume by the entire group in 2013, including Tamron Optical (Foshan), dropped 14% compared to 2012, while in Japan it remained relatively unchanged. Water consumption also fell per basic unit of sales.

Tamron uses the largest volume of water during the lens polishing process, which means production volume greatly impacts water consumption. As a result, we are developing plastic lenses and molded lenses⁴ that do not require polishing to help reduce water usage.

In 2014, we will regularly monitor our water consumption and investigate as well as remedy the situation if increases are found.



4. A molded lens refers to a lens made using a metal press after glass and other materials are heated to a workable temperature.

Interview with an Environmental Manager

Operations & Administration
Section, Section Manager
Factory Management Dept.
Production Management &
Administration Unit

Kiyonori Imai



Tamron's three manufacturing plants in Aomori Prefecture are working hard to increase waste recycling. The Hirosaki Plant has been rigorously sorting its waste plastics since 2012 and has shifted from conventional thermal recycling to material recycling. In 2013 the Namioka Plant started these same activities.

In 2014 the Owani Plant will begin full-scale material recycling activities for runner materials produced during the molding process. Going forward we will aim to ensure that recycling activities gain a foothold at all Tamron sites.



Relationship with Society

Tamron supports activities that contribute to photographic and imaging culture, while its employees are actively involved in their local communities, which helps them to recognize the importance of their work and close connections with society. In this way, Tamron is aspiring to be a company beloved by the local community.

Contributions to Photographic Culture

The 6th Railroad Scenery Photo Contest

Tamron sponsors the Railway Scenery Photo Contest in order to promote train culture and local revitalization in Omiya, known as an important railroad town in Japan and also site of our head office. As part of this contest, a photo exhibition is held at the Omiya Sogo Department Store showcasing the winning entries. This local event is made possible with the support of the City of Saitama, the Saitama Chamber of Commerce and Industry and the Saitama City Board of Education. The 6th Railroad Scenery Photo Contest received strong support from a host of different individuals, including amateur photographers and railway fans. A total of 6,584 submissions were received for the general and student divisions, which was higher than the 6,211 entries received the previous time.

WEB <http://www.tamron.co.jp/special/train2013/result.html>
(available only in Japanese)



General Division Grand Prize (Saitama City Mayor's Prize) **Mr. Mitsuhiro Chiba** Summer Ending
My goal was to capture the Shinkansen the exact moment it passed. It took two different cameras and nearly three hours to get this shot.



Humorous Photo Contest Award
(Saitama City Chamber of Commerce and Industry President's Award)
Ms. Natsuko Chiba
Slanted Eye Brothers

I took this picture of a senior colleague who imitated the Shinkansen on a poster in front of the Omiya General Rolling Stock Center.



Student Division Grand Prize (Saitama City Board of Education Superintendent's Award)
Mr. Syunsuke Nakano
Water Mirror

It was tough to get the timing down so that both the train and Mt. Fuji were in the shot, but I think I nailed it with this one.

10th Macro Lens Photo Contest

This photo contest accepts entries shot from any macro lens, regardless of manufacturer. For the tenth contest a total of 5,477 entries were received, marking a slight increase over the 5,429 from the previous time. The contest has two categories: the Nature Division for nature enthusiasts that enjoy taking pictures of plants and insects and the Genre-Free Division for amateur photographers using DSLR cameras to take pictures of food, their children or pets. Many of the entries featured beautiful, warm natural scenes captured delicately in only ways a macro lens can.

WEB <http://www.tamron.co.jp/special/macrocon2013/result.html>
(available only in Japanese)



10th Macro Lens Photo Contest Grand Prize
Mr. Minoru Yamasaki
Jewel of the Forest

Growing Together with Local Communities

Contributions of the Three Aomori Plants

Each of Tamron's three plants in Aomori Prefecture carry out local clean-up activities as part of their support for the local community. These activities take place between April and November every year in predetermined areas of the community. The first clean-up activity of the spring usually yields a large amount of trash, as no clean-ups are carried out during the winter. The three Aomori plants have also collected pull-tabs since 2005, an initiative they continue today.

The plants also sponsor local festivals. The Hirosaki Plant continues to update its certification as an Eco Office¹ by the City of Hirosaki.

1. Hirosaki Eco Office certification recognizes companies that take part in certain volunteer community clean-up activities and actively promote the collection recyclables.

Supporting Adaptive Athletes

Tamron sponsors wheelchair track and field athletes Wakako Tsuchida and Kota Hokinoue and in 2013 began sponsoring prosthetic-legged runner Saki Takakuwa. While physically challenged, these athletes have been working hard day in and day out to realize their dreams to become international athletes, giving strength to and inspiring many people. Tamron is committed to supporting the activities of these athletes going forward.



Ms. Tsuchida



Ms. Takakuwa



Mr. Hokinoue

Supporting Nature Restoration

Tamron's Omiya head office continues to support the nature restoration project carried out by the Ecosystem Conservation Society-Saitama together with local citizen groups at the Shibakawa Daiichi Flood Control Reservoir and surrounding areas. Many years ago the Minuma Tambo area of the reservoir area was an abundant wetland with white herons. Today the reservoir continues to see a number of wildfowl such as swans and even short-toed eagles visit the area to feed.



Shibakawa Daiichi Flood Control Reservoir

Participation in the Saitama City CSR Promotion Council

Tamron's head office was a member of a CSR promotion council organized by the City of Saitama, which instituted a CSR Certification program and established the CSR Promotion Council in order to heighten CSR activities being undertaken by small and medium-sized enterprise in the city. The CSR Promotion Council creates standards for the city's CSR Certification program as well as provides advice on screening methods and CSR activities. As a member of this organization, Tamron sought to foster greater dialogue and engagement with other local companies.

Science Classes for Children

Tamron has organized science classes for children at local public halls and elementary schools since 2008. These interactive classes are intended to spur interest in the sciences and teach about the importance of maintaining harmony between people and the environment. In 2013, we held eight science classes at local public halls and elementary schools, with a total of 263 children in attendance.



Science class

Supporting the Cookie Project

Tamron provided advertising support and donations to Cookie Bazaar 2013 held in Saitama City in February 2013 and organized by the Cookie Project. This organization was established to help the disabled live independent lives and seeks to increase opportunities for community workshops to sell the cookies they make.



Cookie bazaar

Interview with the Representative of the Cookie Project

Cookie Project Representative / Hot Lounge Director

Mr. Yasuo Noguchi



The Cookie Project is in its sixth year and thanks to the support of many people we have been able to increase the visibility of our activities. The greatest joy for those at our partner community workshops, who are disabled and have few opportunities to interact with the outside world, is to meet and become inspired by professional confectioners, officials from confectionery schools and packaging experts. Because of their involvement in this project, these individuals continually dedicate themselves to improving the taste of their products and tackle cookie making with a sense of advancement. I hope that our partner companies will develop a greater interest in the issues and welfare needs of the local community and increase their involvement going forward.

Activities at Tamron's Overseas Subsidiaries

Tamron's subsidiaries outside Japan continue to strengthen their relationship with local communities.

Tamron Europe GmbH

Germany has a high photovoltaic (PV) system penetration rate compared to other countries and Tamron Europe is no exception. In February 2011 when adding on to its head office building, Tamron Europe installed 344 PV panels on the rooftop to generate its own power and reduce CO₂ emissions. In 2013, this PV system generated some 61,359kWh of power and reduced the company's CO₂ emissions by about 43 tons per year. Since being installed the system has produced a total of 186,000kWh of power and reduced CO₂ emissions by 129 tons.

Tamron Europe also purchases UNICEF Christmas cards every year and contributes to a pediatric cancer support organization in Cologne, Germany as part of its commitment to giving back to society. In 2013, Tamron Europe supported a school in Columbia through a donation to an organization that provides educational assistance. The impetus for this donation came in 2011 when a Tamron Europe employee visited an elementary school newly built by this organization in Columbia to document the organization's activities with a Tamron interchangeable lens (model B008). These photographs were in turn used to raise awareness of the organization's activities and promote Tamron's B008 interchangeable lens. Tamron Europe continued to work with this organization, which led to the donation in support of its activities in 2013.



Rooftop PV panels at the Tamron Europe head office in Germany



School in Columbia

Tamron Optical (Shanghai)

To promote photographic culture to the younger generation, Tamron Optical (Shanghai) has held a photo contest and photography classes for four consecutive years since 2010. The photo contest is open to university students across China, selecting noteworthy entries for awards, which has helped to spur excitement in photography. The photography class is held in collaboration with university photography clubs to provide students with an initial interest in photography the chance to use a DSLR camera to learn about the features of the camera and lens and how to take pictures. Students that are already camera aficionados learn about advanced photography techniques directly from the instructor to improve their camera skills.

In addition, in April 2013 a major earthquake registering a magnitude 7.0 struck Lushan County in Sichuan Province, affecting some 2.3 million people. The Tamron Group donated 300,000 renminbi (approx. 5 million yen) to help fund emergency disaster relief activities through the Sichuan Province Philanthropic Association for those communities and people most in need.



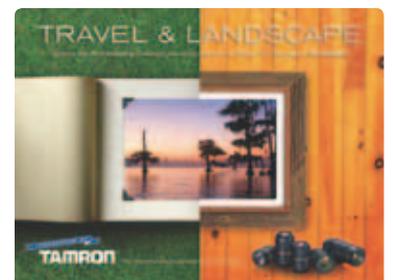
Photography class held by Tamron Optical (Shanghai)



Letter of appreciation for charitable donation

Tamron USA

In efforts to maintain our dedication to Corporate Social Responsibility, Tamron USA has implemented a new environmentally conscious sales and marketing initiative. Tamron USA began publishing a guide to its products and photography as an eBook on its corporate website to replace the printed version. Since the first in July 2013, six versions have been published and accessed widely by consumers not only in the United States, but also other English speaking countries, with more than 1,000 downloads to date. Plans call for six versions to be published every year and even more downloads are expected in the future. Switching to an eBook version has eliminated CO₂ emissions resulting from the printing and delivery processes.



eBook on Tamron-USA.com

Independent Third-Party Opinion



Associate Professor
Yoshifumi Tsuruta

Current Title

Associate Professor
Department of Social-Human Environmentology
Daito Bunka University

Career History

- 2004 Completed coursework without degree at Yokohama National University's Graduate School of Environment and Information Science
- 2008 Guest Associate Professor, Graduate School of Innovation and Management, Hosei University
- 2010 Full-time Instructor, Department of Social-Human Environmentology, Daito Bunka University
- 2013 Associate Professor, Department of Social-Human Environmentology, Daito Bunka University

Academic Societies

Sustainable Management Forum of Japan, Japan Academy of Business Administration, The Academic Association for Organizational Science, Academy of Management, Japan Society for Applied Management, Japan Academy for International Trade and Business, Japan Academy of International Business Studies, The Japanese Association for Environmental Sociology

Environmental Credentials

Eco Action 21 Screener and Environmental Counselor (civic/business)

Areas of Specialization

All aspects of corporate management and sustainability, including environmental management, management strategy theory, CSR, environmental management systems, carbon management

Committees

Review Committee for a Japan-ASEAN Coordinated Transportation Environmental Action Plan (Ministry of Land, Infrastructure, Transport and Tourism; 2009)
Review Committee for Co-benefit Type Global Warming Prevention Measures and CDM (Ministry of the Environment; 2010)
Environmental Management System Assessment Committee (Saitama Prefecture; 2011)
Working Group Committee for the Environmental Communication Awards (Global Environmental Forum; 2013)

Works Authored

Carbon Disclosure (author and editor) published by Zeimu Keiri Kyokai
Sustainability and Business Administration (co-author) published by Minerva Shobo
Modern CSR Management Principles (co-author) published by Soseisha Co., Ltd.

Assuring Confidence in the Supply Chain

I found that this report conveys Tamron's stance to faithfully and fully carry out initiatives under its 12 themes that promote an integrated approach to CSR and its basic corporate philosophy of contributing to the economy, society and environment by supplying customers with quality products that serve as eyes for industry.

Tamron is working diligently to address the issue of conflict minerals and is fulfilling its inherent responsibilities in the supply chain. I commend the fact that it has obtained the assistance of nearly 90% of its suppliers for tracking their use of mineral resources, which is also proof that Tamron has earned the trust and confidence of its suppliers. Tamron has also been managing its use of chemical substances for some time and is able to confirm matters reported

by its suppliers using its proprietary analysis of procured components. Tamron's Business Partner Certification System following the company's own standards functions effectively and Tamron has been able to build sound relationships with its suppliers, which indicates conscientious efforts are being made between suppliers and buyers to fulfill accountability. In terms of business continuity planning, Tamron has made great strides with its back-up measures, including installing generators that will ensure offices can function for up to 48 hours without power and storing important data in an all new server building. However, the fact that more than 95% of the company's energy for production comes from electricity represents a future risk and as such Tamron should take steps to diversify its sources of energy.

Global CSR Management that Values People-to-People Connections

As for global CSR management, Tamron diligently complies with the 10 principles of the UN Global Compact. In 2013 a labor union was established at Tamron Optical (Foshan), which indicates the company is paying special attention to the UN Global Compact principles on labour. Tamron hires local persons to head up management at its overseas subsidiaries and plants, which makes it possible to carry out CSR-management tailored to each local community. This demonstrates the company is making progress toward the realization of a localized overseas human resources and employment strategy advocated by the president of the company. The company's hiring of human resources overseas that have attended university in Japan and understand Japanese culture and customs not only reduces globalization risks, but speeds up the decision making process and makes business execution more

accurate.

In recent years, Tamron is working to globalize its production and organizational governance by clarifying the roles of its domestic and overseas plants. With the launch of full-scale operations at Tamron Optical (Vietnam), Tamron will need to ensure that it can cope with the risks posed by building a global logistics system. The increase in Tamron's overseas sites and growth in the industrial-use optics business will result in a supply chain much different from the current one, so it will be key for the company to develop the human resources necessary for practicing the 12 CSR themes and to build a robust organizational governance mechanism. I anticipate such a corporate system will be a clean combination of management that values the people working at Tamron and rebuilding a governance system better suited for globalization.

Editorial Team's Postscript

This report contains information on Tamron's annual activities as a way to facilitate engagement with our many stakeholders. The 2014 version contains information about our human rights, labor, environment, and anti-corruption activities at our overseas sites in the special feature section. In addition, universal font has been used to ensure even more people have access to this content. We sincerely hope that these initiatives have helped our readers learn more about Tamron.

Going forward, we consider the issues raised in the third party opinion above and will tackle issues of organizational governance and human resources development in order to promote global CSR management. We also encourage readers to share their honest opinions and requests so that we may be able to use these to improve next year's report.



Head office



Tamron Optical (Foshan)



The three Aomori plants



Tamron Co., Ltd. CSR Implementation & Administration Board

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