

Environment

Global warming prevention

Items	Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note	
CO2 Emissions (Scope1、 2)	Group	t-CO2	45,814	42,432	44,114	43,492	43,247	305-1 305-2		
	Head Office		3,065	3,024	3,041	2,906	2,786	305-1 305-2		
	Hirosaki		1,238	1,028	919	826	803	305-1 305-2		
	Namioka		5,965	6,043	5,971	5,928	6,088	305-1 305-2		
	Owani		636	483	369	391	352	305-1 305-2		
	China		27,826	25,630	26,272	25,710	25,177	305-1 305-2		
	Vietnam		7,084	6,224	7,542	7,731	8,041	305-1 305-2		
	Group	t-CO2 /Million Yen	0.637	0.708	0.729	0.704	0.683	305-1 305-2	Basic unit (t-CO2/sales)	
CO2 Emissions (Scope3)	Category 1	Group	t-CO2	—	112,203	110,384	145,507	164,403	305-1 305-2	Purchased goods and services
	Category 2			—	50,939	43,269	39,291	39,975	305-1 305-2	Capital goods
	Category 3			—	2,365	2,871	2,354	2,310	305-1 305-2	Fuel-and energy-related activities excluding Scope 1,2
	Category 4			—	10,378	17,740	15,076	18,059	305-1 305-2	Upstream transportation and distribution
	Category 5			—	3,644	4,736	3,486	678	305-1 305-2	Waste generated in operations
	Category 6			—	328	294	433	451	305-1 305-2	Business travel
	Category 7			—	8,393	8,888	8,446	8,158	305-1 305-2	Employee commuting
	Category 8			—	50	24	21	11	305-1 305-2	Upstream leased assets
	Category 9			—	—	—	—	—	305-1 305-2	Downstream transportation and distribution
	Category 10			—	—	—	—	—	305-1 305-2	Processing of sold products
	Category 11			—	1,274	440	707	1,292	305-1 305-2	Use of sold products
	Category 12			—	4,409	1,979	2,231	2,201	305-1 305-2	End of life treatment of sold products
	Category 13			—	—	—	—	—	305-1 305-2	Downstream leased assets
	Category 14			—	—	—	—	—	305-1 305-2	Franchises
	Category 15			—	—	—	—	—	305-1 305-2	Investments
Energy Consumption	Group	GJ	754,000	699,000	726,000	718,000	713,000	305-1 305-2	—	
Renewable energy usage ratio	Group	%	0.0	0.0	0.2	0.4	0.4	302-1	The amount of solar power generated at the Chinese factory (sold 70,000 kWh of solar power generated at a German sales company)	

※Boundary “Group” scope

Environment(P1-3): Head office, domestic sales offices, domestic production bases (Hirosaki / Namioka / Owani), overseas production bases (China / Vietnam) (excluding CO2 emissions of P1)

Society / Governance (P4-8) and CO2 emissions(Scope3) : Consolidated scope with overseas sales subsidiaries (USA, Germany, France, Hong Kong, China(Shanghai), Russia, India) added to the above range

# TAMRON ESG Databook

## Environment

### Resource saving / recycling

Items	Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note	
Waste Generations	Group	t	2,080	1,933	2,052	1,946	1,990	303-1	—	
	Head Office		85	82	84	114	112			
	Hirosaki		93	99	68	56	61			
	Namioka		263	226	278	298	352			
	Owani		61	40	30	31	28			
	China		1,417	1,283	1,301	1,080	1,081			
	Vietnam		161	203	291	367	356			
Recycling Ratio of Industrial Waste(%)	Japan	%	98.6	98.6	98.2	97.4	97.6	303-1	—	
Environmental Friendly Design	light weight	Group	%	0.3% increase	1.6% increase	0.7% increase	0.6% increase	0.6% increase	—	—
	miniaturization			0.5% decrease	0.6% increase	1.3% decrease	1.3% decrease	0.6% decrease		
Weight of Raw Materials Used	Group	t	—	—	—	—	10,907	301-1	It had not been calculated from 2015 to 2018.	
Energy Requirements for Products and Services	Group	t-CO2	—	—	1,274	707	1,292	302-5	Scope 3 (Category 11)	
Quantity of Recycled Plastic Parts	Group	t	23	15	17	13	13	301-2	—	
Usage rate of Recycled Plastic Parts	Group	%	—	—	—	7.9	13.0	301-2	It had not been calculated from 2015 to 2017.	

# TAMRON ESG Databook

## Environment

### Resource saving / Water

Items	Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note	
Water Usage (Clean / Ground Water)	Group	1000m <sup>3</sup>	849	789	775	846	810	303-1	—	
	Head Office		4	9	9	8	9			
	Hirosaki		8	7	7	7	7			
	Namioka		199	220	226	232	221			
	Owani		0	4	0	1	1			
	China		566	471	455	523	486			
	Vietnam		66	78	78	75	86			
Clean water Usage	Group	1000m <sup>3</sup>	704	609	589	658	631	303-1	—	
	Head Office		4	4	4	3	4			
	Hirosaki		2	1	2	1	2			
	Namioka		65	55	51	55	54			
	Owani		0	0	0	0	0			
	China		566	471	455	523	486			
	Vietnam		66	78	78	75	86			
Groundwater Usage	Group	1000m <sup>3</sup>	144	180	186	187	180	303-1	—	
	Head Office		5	5	5	5	6			
	Hirosaki		6	6	6	6	6			
	Namioka		133	166	175	176	168			
	Owani		0	4	0	0	1			
	China		0	0	0	0	0			
	Vietnam		0	0	0	0	0			
Rainwater Usage	Head Office	1000m <sup>3</sup>	1	0	0	0	0	303-3	—	
Reuse of lens cleaning water	Namioka	1000m <sup>3</sup>	0	0	0	0	0	303-3	Water is filtered with a fifteen tank washing machine and recycled (a fixed amount)	
	China		—	—	3	1	8		—	
Wastewater	Group	1000m <sup>3</sup>	21	19	18	39	485	306-1 306-5	—	
	Sewage		Head Office	9	8	8	8		9	Canteen kitchen drainage drains after passing through grease trap (others are not required)
	Others			1	1	0	1		1	
	Sewage		Hirosaki	8	7	7	7		8	pH neutralization treatment
	Sewage		Namioka	2	2	2	2		1	Only a part of sewer is disclosed (because it has not been measured)
	Sewage		Owani	0	1	0	0		1	Wastewater is treated by precipitation / separation.
	Sewage		China	—	—	—	—		408	Non-treatment(Mainly used for cooling equipment)
	Sewage		Vietnam	—	—	—	22		58	Partial estimation(from 2019)

# TAMRON ESG Databook

## Society

### Diversity

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note	
Employees	Total	Group	Persons	5,829	4,728	4,640	5,046	4,609	102-8 405-1	—	
	Men			2,186	2,068	2,183	2,431	2,036			
	Women			3,643	2,660	2,457	2,615	2,573			
	Gender Ratio		Men	%	37.5	43.7	47.0	48.2			44.2
			Women		62.5	56.3	53.0	51.8			55.8
	Region Ratio		Japan	%	18.3	22.6	23.0	20.9			22.1
			China / Asia		79.0	74.0	73.6	76.0			74.7
			USA		1.1	1.4	1.5	1.3			1.4
			Europe		1.6	2.0	1.9	1.8			1.8
Employees (Japan)	Total	Japan	Persons	1,068	1,069	1,067	1,055	1,060	102-8 405-1	—	
	Men			867	865	865	856	854			
	Women			201	204	202	199	206			
	Gender Ratio		Men	%	81.2	80.9	81.1	81.1			80.6
			Women		18.8	19.1	18.9	18.9			19.4
	Foreigner		Number	Persons	23	21	25	25			26
			Ratio	%	2.2	2.0	2.3	2.4			1.9
	New Employment		Men	Persons	31	25	25	24			33
			Women	Persons	12	12	15	8			14
Retention Rate after 3 Years		%	100	100	93.3	100	100				
Child Care Leave	Women	Japan	Persons	12	16	12	10	12	401-3	—	
				Men	12	17	24	18			11
	Taking Rate		Women	%	100	100	100	100			100
			Men	20.5	31.7	47.5	36.8	33.3			
	Return Rate		Women	%	100	100	100	100			100
Shortened Working Hours for Childcare	Women	Japan	Persons	9	14	16	19	18	401-3	—	
	Men			0	0	0	1	2			
Women in Management Positions	Ratio*	Japan	%	10.53	10.66	10.18	10.04	10.85	405-1	*Women in Management Positions : More than Team Manager	
	Manager Ratio			—	—	—	—	5.7			
Employment rate of persons with disabilities		Japan	%	2.42	2.15	2.31	2.56	2.49	405-1	Legal employment rate : 2.0% in 2014-2017, 2.2% from 2018	
Percentage of local presidents (overseas subsidiaries)		Group	%	88.8	88.8	88.8	88.8	88.8	202-2	—	
Total working hours per full-time employee		Japan	hours	1,905	1,840	1,834	1,828	1,813	—	Target: All employees (including contracts) Calculation: Total annual actual working hours = annual regular working hours + annual non-scheduled working hours	
Average years of service		Japan	Years	14.5	15.0	15.4	15.8	15.8	—	—	

## Society

### Diversity

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Ratios of standard entry level wage by gender compared to local minimum wage	Men	Head Office	%	—	—	—	—	149.7	202-1	—
	Women			—	—	—	—	149.7	202-1	—
Ratios of standard entry level wage by gender compared to local minimum wage	Men	Aomori	%	—	—	—	—	127.5	202-1	—
	Women			—	—	—	—	127.5	202-1	—

### Patents

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Patents registered		Group	Case	51	46	46	27	45	—	—
Patents Held				276	266	258	278	246	—	—

### Compliance

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Compliance Training	Participants	Group	Persons	33	33	32	29	32	205-2	Target : Employees
	Implementation times		Times	12	12	12	12	12		
Incidents of Non-Compliance		Group	Case	0	0	0	0	0	205-3 206-1	Includes legal actions taken for anti-corruption, anti-competitive behavior, anti-trust, and monopoly practices
Monitoring Rate of Compliance with Environmental Quality Standard	New Supplier	Group	%	100	100	100	100	100	308-1	—
	Existing Supplier			100	100	100	100	100	308-2	
Product Assessment Implementation Rate		Group	%	100	100	100	100	100	416-1	Target : Developing new models
Incidents of Non-Compliance with Product Safety Laws		Group	Case	0	0	0	0	0	416-2	—
CSR Survey for Suppliers	Companies	Group	Numbers	0	0	130	0	185	408-1 414-1	Focused on domestic in 2017 and overseas in 2019
Request Rate of Supply Chain Code of Conduct		Group	%	100	100	100	100	100	408-1 414-1	Target : New Supplier
Ratio of expenditure to local suppliers at important business locations		Group	%	—	—	—	80.0	81.0	204-1	—
Number of internal reporting systems used		Group	Case	2	1	1	5	2	—	—

# TAMRON ESG Databook

## Society

### Human resource development

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Participants	Manager Training	Japan	Persons	—	—	—	63	65	404-2 404-3 412-2	We conduct training every year, but we hadn't calculated participant numbers from 2014 to 2017.
	New Employee Training			—	—	—	115	120		
	Technical Training			—	—	—	145	261		
	General Employee Training			—	—	—	253	50		
Training Attendance Rate	Manager Training	Japan	%	—	—	—	95.6	92.0	404-3 412-2	Participants / Target persons
	New Employee Training			—	—	—	96.8	100.0		
	Technical Training			—	—	—	88.1	79.0		
	General Employee Training			—	—	—	90.8	92.0		
Education and Training Costs	Per employee	Japan	Thousand Yen	—	—	—	—	16	404-3 412-2	—

### Customer

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Customer Satisfaction Rating (average)		Group	Point	4.9	5.0	5.0	5.0	5.0	—	Survey on 8 items (delivery date, price, communication, development capability, technical capability, quality, complaint handling, repair handling) (full score: 6 points)

### Social Contributions

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note
Social Contribution Expenses		Group	million yen	39	41	38	50	63	—	Total amount of expenses on donations, photo contests for social contributions, and community contribution projects

# TAMRON ESG Databook

## Governance

### Officer

Items			Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note				
Director	Numbers	Total	Japan	Persons	15	15	15	12	12	102-22	—				
		Internal			Total	13	13	13	10			10			
	Men				13	13	13	10	10						
	(of which, Foreigners)				(0)	(1)	(1)	(1)	(1)						
	Women	0			0	0	0	0							
		External			Total	2	2	2	2			2			
					Men	2	2	2	1			1			
	Women	0			0	0	1	1							
	External Director Ratio				%	13.3	13.3	13.3	16.7			16.7			
	Women Directors Ratio			0		0	0	8.3	8.3						
Auditor	Numbers	Total	Japan	Persons	4	4	4	4	4	102-22	—				
		Internal			Total	1	1	1	1			1			
	Men				1	1	1	1	1						
	Women				0	0	0	0	0						
	External	Total			3	3	3	3	3						
		Men			3	3	3	3	3						
		Women			0	0	0	0	0						
	External Auditor Ratio				%	75.0	75.0	75.0	75.0			75.0			
	Average age of officers				Japan	Age	63	63	64			62	61	102-22	—
	Meetings of the Board of Directors			Japan	Times	26	25	25	18			18	102-22 102-34	—	
External Director Attendance Rate			Japan	%	98.1	98.0	88.0	97.2	100	102-22	—				
Meetings of the Board of Auditors			Japan	Times	15	16	15	15	15	102-22	—				
External Auditor Attendance Rate			Japan	%	93.3	97.9	100	100	97.8	102-22	—				
Executive Officers	Total	Japan	Persons	15	14	12	13	12	102-22	—					
				Men	12	11	10	11			10				
	(of which, Foreigners)				(3)	(1)	(1)	(1)			(2)				
	Women				3	3	2	2			2				
	(of which, Foreigners)			(1)	(1)	(1)	(1)	(1)							
	Women Executive Officers Attendance Ratio		%	20.0	21.4	16.7	15.4	16.7							

# TAMRON ESG Databook

## Governance

### Officer

Items		Boundary	Unit	2015	2016	2017	2018	2019	GRI	Note	
Nominating Committee	Members	Japan	Persons	—	6	6	5	5	102-24	—	
	Director			Total	—	4	4	3			3
				Internal	—	2	2	1			1
	Auditor			External	—	2	2	2			2
				Total	—	2	2	2			2
	Internal			—	1	1	1	1			
	External			—	1	1	1	1			
	External Ratio			%	—	50.0	50.0	60.0			60.0
Chairman	—	—	External Director	External Director	External Director	External Director					
Compensation Committee	Members	Japan	Persons	—	6	6	5	5	102-36	—	
	Director			Total	—	4	4	3			3
				Internal	—	2	2	1			1
	Auditor			External	—	2	2	2			2
				Total	—	2	2	2			2
	Internal			—	1	1	1	1			
	External			—	1	1	1	1			
	External Ratio			%	—	50.0	50.0	60.0			60.0
Chairman	—	—	External Director	External Director	External Director	External Director					

\*Officers are listed as of the end of December, 2019.

### Compensation

Items		Boundary	Unit	2014	2015	2016	2017	2018	GRI	Note
Compensation of Directors (Excluding External Directors)	Total	Japan	million yen	566	609	521	473	529	102-35	—
	Basic Compensation			—	—	—	322	320		
	Short-term Incentive Compensation			—	—	—	67	96		
	Medium-to-long term Incentive Compensation			—	—	—	83	112		
Compensation of Auditors (Excluding External Auditors)	Total	Japan	million yen	19	21	22	23	17	102-35	—
	Basic Compensation			—	—	—	23	17		
	Short-term Incentive Compensation			—	—	—	—	—		
	Medium-to-long term Incentive Compensation			—	—	—	—	—		
Compensation of External Directors and External Auditors	Total	Japan	million yen	55	60	64	59	50	102-35	—
	Basic Compensation			—	—	—	59	50		
	Short-term Incentive Compensation			—	—	—	—	—		
	Medium-to-long term Incentive Compensation			—	—	—	—	—		

※ Regarding the compensation for officers, the compensation system was reviewed in FY2018, and since the compensation system before FY2017 is different, only the total amount is shown.