

Sustainability

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

Approach to Sustainability

Based on its Corporate Mission, Tamron aims to increase its corporate value and achieve the realization of a sustainable society. Currently, as indicated by phenomena such as global warming, sustainability crises are growing steadily and progressively more severe. As concerns about social issues—such as human rights and labor issues—become increasingly serious, there are growing expectations for companies to work to resolve social issues. Tamron has identified issues that must be solved to enable sustainable growth for the company and society as key CSR issues.

The key CSR issues that we have identified are incorporated

into our management strategy, and we set targets for these issues each year as we engage in our corporate activities.

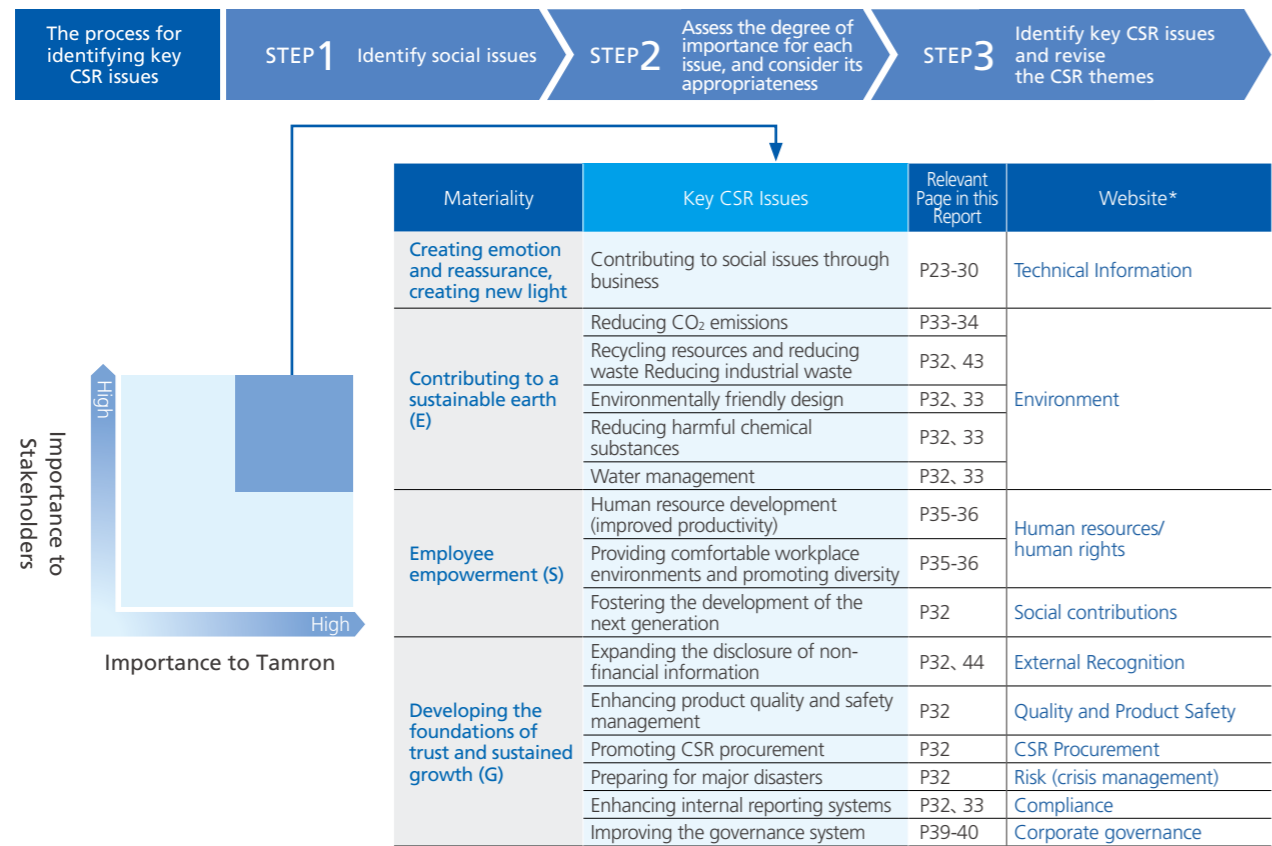
Sustainability System

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

Process for Identifying Key CSR Issues

Firstly, we identified social issues surrounding Tamron based on international guidelines. We then assessed the importance of those issues for various stakeholders, and the possibility

and potential impact of any risks. After considering the validity of the results of our assessment, we identified key CSR issues and submitted them for final decision making by the CSR Committee.



* Links to detailed pages for each section are provided in the PDF version.

Initiative Aimed at Key CSR Issues (ESG)

Key CSR Issues	2020 results	2021/mid-term goals	SDGs	
			Goal	Target
Contributing to social issues through business	Contributed to social issues through each business	Create further new businesses	3 9	3.6 Halve the number of deaths from traffic accidents 9.4 Improve efficiency of resource utilization 9.5 Promote innovation
Reducing CO ₂ emissions	Reducing CO ₂ emissions by approximately 11.7% compared with FY2015 levels	CO ₂ emissions 2021: 3% or more reduction compared with FY2015 levels 2030: 30% reduction compared with FY2015 levels 2050: 100% reduction compared with FY2015 levels	9 13	7.3 Improve energy efficiency 13.2 Integrate climate change measures into strategies
Recycling resources and reducing waste	(1) Reducing industrial waste emissions: 18% reduction year on year (2) Promoted plastic recycling	(1) Reducing industrial waste emissions: Reduction year on year (2) Plastic recycling rate: increase	12	12.2 Utilize resources efficiently 12.4 Minimize adverse effects on people's health and the environment 12.5 Reduce waste through recycling
Environmentally friendly design	Considered reducing plastics in product packaging	(1) Reduce bags used for user manuals (2) Standardize components and equipment	12	12.2 Utilize resources efficiently 12.4 Minimize adverse effects on people's health and the environment 12.5 Reduce waste through recycling
Reducing harmful chemical substances	Leaks of harmful chemical substances from business locations: 0 incidents	Leaks of harmful chemical substances from business locations: 0 incidents		
Water management	Water usage (Tamron Optical (Foshan), China): reduced by 25.6% in comparison with FY2019	Water usage (groupwide): advance activities for reduction of water usage	6	6.3 Improve water quality 6.4 Improve efficiency of water utilization
Human resource development Providing comfortable workplace environments and promoting diversity	(1) Overtime: reduced by 17% year on year (Head Office) Reduced by 61% year on year (Aomori) (2) Mental health check results: improved year on year (3) Percentage of female managerial staff: 11.39% (4) Percentage of employees with disabilities 2.24%	(1) Overtime: reduce by 10% year on year (Head Office) Reduce by 10% year on year (Aomori) (2) Mental health check results: improve year on year (3) Percentage of female managerial staff: 11% (4) Percentage of employees with disabilities 2.3% (5) Improve employee satisfaction	5 8 10	8.2 Economic productivity 5.5 Women's leadership 8.5 Equal pay for equal work 10.2 Inclusion of all people
Fostering the development of the next generation	Social contribution activity costs: 0.7% of previous year's consolidated operating income contributed	Social contribution activity costs: contribute 1% of previous year's consolidated operating income	4	4.3 Access to technical and vocational education
Expanding the disclosure of nonfinancial information	Expanded and enhanced integrated report, IR site and CSR site	Improve outside evaluations and energize communication	17	17. Strengthen the means of implementation and revitalize the global partnership for sustainable development
Enhancing product quality and safety management	Thoroughly applied responses to factors for poor quality across the board	Advance standardization for improving quality, etc.	9 12	9.1 Affordable and equitable access to infrastructure 12.4 Minimize adverse effects on people's health and the environment
Promoting CSR procurement	Conducted SAQ surveys at all suppliers	Add CSR assessment items to supplier management indicators	12	12.4 Minimize adverse effects on people's health and the environment
Preparing for major disasters	Reviewed disaster readiness provisions	Prevent or minimize disasters by performing simulations	11	11.b Disaster risk management
Information management	(1) Network infections: 0 (2) Personal information leaks: 0	(1) Network infections: 0 (2) Personal information leaks: 0	11	11.b Disaster risk management
Improving the governance system	(1) Revised Corporate Mission (2) Improved Board of Directors: implemented 10 items	(1) Instill and ingrain Corporate Mission (2) Improve Board of Directors: 5 strategies		—