Creating Value

Creating Tamura Group’s Value

The Tamura Group aims to increase corporate value by contributing to society through our business activities and is making continuous efforts to create new values towards solving society’s problems.

Creating Tamura Group’s Value

Corporate Philosophy

The Tamura Group supplies its original range of products and services, highly regarded in the global electronics market, to satisfy the evolving needs of customers, employees and shareholders supporting the Group’s growth.

Creating Tamura Group’s Value

Business fields

Electronic Components
Information Equipment
Electronics Chemicals/FA Systems

Value creation through business

“One Tamura” strategy

By providing products, technologies, and services, Tamura shall support

• Automotive;
  Population of eco-friendly cars as well as safe and comfortable driving

• Power electronics;
  Next-generation energy-saving societies

• IoT/next-generation communications;
  Network societies in the near future

The 12th Mid-term Plan

Biltrite Tamura
The 12th Mid-term Plan 2019-2021 & 2024
GROWING ANEW

Operating income ratio : 10% or more
ROE : 10% or more

FY2024 (Centennial anniversary year)

Sustainable Growth of Tamura Group

Realization of a Sustainable Society

Efforts to support business activities

Environment
• Energy savings and CO2 emissions reduction
• Resource savings and waste reduction
• Reduction of substances of concern

Society
• Improving customer satisfaction through quality improvement
• Promoting green procurement and CSR procurement
• Nurturing global human resources and active promotion of local staff
• Establishing safe workplaces and proper work environments

Governance
• Compliance enhancement
• Timely and proper disclosure of corporate information

Related social issues

• Resolving a decarbonized society
• Conerving energy and resources
• Promoting diversity
• Promoting workstyle reform
• Preparing for natural disasters
• Responding to a rapidly aging society
• Coexisting with communities

Value Chain

Input
Financial capital
Total assets
88.6 billion yen
Shareholders’ equity ratio
52.4%

Manufactured capital
Capital expenditure (including leased assets)
4.5 billion yen

Intellectual capital
Longstanding accumulation of technologies and know-how
R&D related expenses
2.9 billion yen

Human capital
Number of employees on a consolidated basis
4,753 employees

Social and relationship capital
Treating relationship with stakeholders

Natural capital
Natural resources, such as raw materials and energy

Output

Sales

Production

Procurement

Electronic Components
Information Equipment
Electronics Chemicals/FA Systems

Sustainable Value Chain

Creating Tamura Group’s Value

Vision

One Tamura

Corporate Information

Editorial Policy

This report will be published as “TAMURA CORPORATION REPORT 2020” to serve as an introduction to the Tamura Group. It is a compilation of Tamura’s “CORPORATE PROFILE,” which introduces the group’s overview and business activities, and “CSR REPORT DIGEST,” a digest of its CSR. A detailed report of CSR is available on the “CSR” page of the Tamura Corporation website. The “Environmental Report Guidelines” of the Ministry of the Environment of Japan, and the “ISO26000” Guidance Standard were referred to when “CSR” was edited.

Period covered
April 1, 2019 to March 31, 2020
(Includes some activities in or after April 2020)

Publication date
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The whole group as “One Tamura” is committed to further growth towards the centennial anniversary.

Could you explain the business environment and major business performances in FY2019?

Asada: Fiscal year 2019 was filled with turbulence for our company. The year started amid the U.S.-China trade friction and the COVID-19 pandemic hit the economy towards the end of the year, to name but a few. First and foremost, I would like to extend my heartfelt sympathy to those who are suffering from COVID-19 and are facing difficulties under the present circumstances. Furthermore, I would like to express my respect and appreciation to all those who are endeavoring day after day to prevent the spread of infection from their own positions and are contributing to society.

In terms of profits, unfortunately, we witnessed a decrease from the previous year because of two major factors, namely, the U.S.-China trade friction and COVID-19, and failed to reach the goal for the initial fiscal year of the medium-term management plan.

In particular, the entire business of automotive products stagnated as production plans of automobile manufacturers were postponed in the midst of the COVID-19 pandemic. Nevertheless, we predict that the demand for eco-friendly cars such as hybrid vehicles will continue to grow, and expect an increase in demand for electronic chemicals business even with the ongoing U.S.-China trade friction.

Please tell us the main purpose of “change of management level personnel in charge of each business unit” that was implemented in January 2020.

Asada: In the medium-term management plan “Biltrite Tamura GROWING ANEW” that was started in FY2019, we have designated three fields as the pillars of growth, namely, “automotive,” “power electronics,” and “IoT/next-generation communication,” whose markets are expected to expand in the future. Our One Tamura Strategy is that all employees be “One Team” as they combine every effort and approach clients. This time, reassignment of the heads of business units who are well versed in their respective fields was carried out with the expectation that the best practices in each business unit would also be developed in other business units and that chemical reactions would be created from combinations of different features of various business units. For example, automotive products can offer business opportunities not only for electronics parts but also for electronic chemicals and FA systems. In other words, it is necessary for further business expansion to adopt an approach that is based on not each individual business unit but the whole group. By accelerating cross-sectoral utilization of human resources, my goal is to improve business efficiency on a company-wide basis.

What is the gist of Tamura’s approach toward clients to expand business?

Asada: It is expected that we as a group try our best to serve individual clients and have them understand the fact that “the Tamura Group deals with a wide range of businesses, including parts, materials, and equipment.” Our wide range of businesses have resulted in stable performance and a global network. I envision a future business scene where we, working with a mission to further spread our “Tamura” brand, make efforts to deepen clients’ understanding by introducing firstly the total image of the Tamura Group and secondly the contents of each business unit, and finally engage in business negotiations.

Please tell us your ideas regarding human resource utilization/development in the One Tamura strategy.

Asada: In the immediate future, the focus will be on strengthening and developing management-level personnel under the One Tamura strategy. Whereas the Group’s bottom-up educational program has been relatively successful, there is an urgent need to develop personnel who act as the main driving force for management. Furthermore, personnel-system reform in concert with the vision is also being promoted. In the case of a “monozukuri (manufacturing) company” like us, if technical specialists in charge of innovation have to assume management responsibilities as well, such valuable human resources with keen sensitivity will not be able to spend enough time in R&D, which is not good for the company. Furthermore, it is often said that “the best player is not necessarily the best coach,” and a person who excels as a technical specialist may not be necessarily good at management. Therefore, it is necessary to establish a personnel system in which technical specialists can aim for higher-ranking positions while devoting themselves to mastering their own fields of expertise. Under the work-style reform, although focus is given to “a comfortable work environment” alone, I would like to also put emphasis on “job satisfaction” and establish a system that provides an environment for developers and researchers to devote their time solely to R&D.

Basic policy on promotion of SDGs (Sustainable Development Goals)

The Tamura Group recognizes our corporate social responsibility (CSR) of balancing the achievement of a sustainable society and the sustainable growth of the Tamura Group. We recognize the term “SDGs” as a shared global language regarding social issues. In addition to understanding the business opportunities presented by SDGs and the responsibility of corporation in achieving SDGs, the Tamura Group will contribute to the solution of social issues through products, services, technology, and business activities.

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**Tamura Corporation Code of Conduct**

The Tamura Corporation recognizes the importance of ethical and responsible business conduct. The Code of Conduct outlines the principles and guidelines that employees are expected to follow in their daily work to ensure ethical and transparent business practices.
What prospects do you have for business environments including contributions to SDGs in FY2020 and thereafter?

Tamura: Although SDGs have been advocating the development of a sustainable society, the outbreak of COVID-19 seems to have somewhat put a question mark on the sustainability of society and economy. Knowledge of SDGs including their ideals and goals should have become by now to all employees.

Our previous plan was that each business base and each division would start taking action in FY2020. However, in consideration of the changes in circumstances, we would like to start once again by reviewing our overall business from the perspective of BCP (Business Continuity Plan) and by re-examining the BCP manual.

Asada: From the management perspective including SDGs and social contribution as well, it will become important for us to focus on three fields: “automotive,” “power electronics,” and “IoT/next-generation communication.”

In the post-COVID-19 era, although there will be no change in basic business stance, approaches thereof may have to be changed. In the case of online business, business starts only when there is access from customers. How to overcome issues that cannot be resolved unless people actually go out and take action is another challenge. From the BCP perspective, I would like to review which functions in what style we should have in which places.

Finally, please give a message to the stakeholders.

Tamura: In FY2020, we witnessed the emergence of the new social problem, COVID-19. Over time, I have come to realize that in order to continue being a sustainable company, it is imperative that we carry out management with even more awareness of how our contribution to SDGs and with a strong resolve to coexist not only with society and nature but also with the virus. We should continue positive developments triggered by the COVID-19 pandemic, such as work style reform, operational reform, and CO2 emissions reduction as a result of acceleration of telework. I consider it a challenge for us top management to find ways to maintain those positive results.

Asada: In the business environment that is rapidly evolving from face-to-face business to online business, it will become necessary for us to develop an exceedingly “attractive product” that can shine even on the computer monitor and can motivate customers to contact us. In order to realize such an attractive product, we will have to overcome various challenges, including conducting a review of marketing at first, increasing product appeal, and creating “cross-divisional collaboration products” by utilizing cross-divisional cooperation under the One Tamura strategy. The Tamura Group will continue to endeavor toward the further development of the Company as it approaches its centennial in FY2021.

With regard to SDGs, the goals for greenhouse gases and renewable energy have been reconfiguring towards 2030.

Tamura: It was because I thought it necessary to establish specific KPIs (Key Performance Indicators) as a company that is committed to contributing to the achievement of SDGs. By FY2030, we aim to reduce greenhouse gases by 21% or more relative to FY2013 levels and to at least double the use of renewable energy relative to FY2019 level. (page 19)

With regard to renewable energy in particular, the goal has been set as part of our sustainability strategy that looks into “decarbonization” in the future. Measures toward decarbonization have already started, including the acquisition of the “Nearly ZEB (Net Zero Energy Building)” certification by the Sakado Factory that was rebuilt in 2018.

Along with continued environmental investment efforts, we will endeavor to expand sales volume and improve productivity of environmentally friendly products. Under the current circumstances, we would like to start once again by reviewing our overall business from the perspective of BCP (Business Continuity Plan) and by re-examining the BCP manual.

The Tamura Group will continue to endeavor toward the further development of the Company as it approaches its centennial anniversary in four years’ time. We ask all our stakeholders for their continued understanding and support.
Genealogy of Product Development

Time-honored technological capabilities that continue to excel

The company that would eventually become the Tamura Group came into being in 1924, one year before the start of radio broadcasting in Japan, as the Tamura Radio Store. Its main business was radio repair and the manufacture of original radios. In the process of pursuing superior sound, the firm came to handle the manufacture of the key component, the transformer.

### HISTORY

- **1924**: Since
- **1930**: In-house production of transformers
  - In the immediate post-war period, the company began producing transformers and solders for use in the repair and maintenance of telephones and televisions.
- **1931**: Manufacture and sale of radios and gramophones
  - This period marked the beginning of the company's entry into the electronics industry.
- **1947**: Cutting edge technology
  - The company began to focus on the development of electronic components and electronic chemical products.
- **1950s**: Specialized transformer and reactor technologies
  - The company further expanded its product line to include transformers and reactors, becoming a major player in the electronic components market.
- **1960s**: AC adaptors, battery chargers and power supply modules
  - This period saw the company enter new markets with power supply modules for telecommunications equipment.
- **1970s**: High-efficiency, low-noise power supply technology
  - The company continued to expand its product line with new technologies focused on efficiency and noise reduction.
- **1980s**: High-frequency technology
  - The company developed high-frequency technology for various applications.
- **1990s**: Environmental technology
  - The company focused on developing environmentally friendly technologies.
- **2000s**: Digital signal processing technology
  - The company entered new markets with digital signal processing technology.
- **2010s**: IoT-related products
  - The company continued to develop new technologies to meet the needs of the IoT market.

### PRODUCTS

**Electronic Components**
- Switching transformers, Reactors, Coils
- Power transformers, Reactors, Coils
- Specialized large transformers and reactors
- Current sensors

**Products**
- AC adaptors, Battery chargers
- Power modules
- Power supply for outdoor LED lighting
- Gate driver modules

**Piezoelectric ceramic products**
- LED-related products
- Vending machine products
- IoT-related products (Human sensors/ Vital sensors)

**Electronic Chemicals/FA Systems**
- Solder paste & post-flux
- Self Assembling Material
- Solder resist (for rigid PCBs and flexible PCBs)
- (Photoimageable coverlay)
- OSP (pre-flux)
- White reflective material, black absorbing material
- Reflow soldering system
- Wave soldering system
- Spray fluxer and other peripheral devices

**Information Equipment**
- Audio mixing console for broadcast use
- Sound editor and other equipment
- Wireless intercom
- Wireless microphone

**Communication network equipment**
- Security-related equipment
- OEM products

### CORPORATE PROFILE

**Power solutions**
- Dust core material development and mass-production technology
- Electromagnetic field, heat, structural analysis (simulation) technology
- High-efficiency, low-noise power supply technology
- Large current transformer coil winding technology
- Environmental technology
- Adaptive technology for highly reliable standards (JAXA and MIL standards, etc.)
- Mass production technology for large products
- Design technology for special specifications (water cooling, waterproof, high pressure)

**Piezoelectric ceramics**
- Material development and process technology
- Element design technology and analysis technology
- Technology for controlling piezoelectric elements

**LED/Module application and IoT solutions and semiconductor devices**
- LED packaging technology
- Waterproofing technology
- High-efficient, High-power LED manufacturing
- Optical design and analysis technology
- Light design technology
- Optical single-crystal technology
- Wireless technology

**Mounting process, PCB material and semiconductor mounting material**
- Unified, collaborative product development for both material and equipment
- Resin design and synthesis technology (photosensitive resin, thermosetting resin, thermoplastic resin)
- Metal powder production technology
- Soldering technology
- Photosetting technology
- Environmental technology (technologies compliant with Pb-free, halogen-free requirements)
- Simulation technology (CAE analysis)
- Analytical technology contributing to materials design
- Reliability evaluation technology for product quality
- Reflow heating technology
- Wave soldering technology
- Air control technology
- (Nitrogen) Atmosphere control technology

**Soldering technology**
- Photosetting technology
- Electric design and analysis technology
- High power LED manufacturing
- Optical design and analysis technology
- Light design technology
- Optical single-crystal technology
- Wireless technology

**Resin design and synthesis technology**
- Photosensitive resin, thermosetting resin, thermoplastic resin
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**Audio processing technology**
- Digital signal processing technology
- Acoustic technology
- High frequency technology
- Radio technology
- High-density mounting technology
- Surround-sound technology
Tamura’s Technologies
Supporting Society, Industry, and Daily Life

In Aerospace
Contributing to society by providing ultimate environmental resistance in the form of airplanes, rockets, and satellites

In Lighthouse
Achieving energy-saving, extended service life, and improved maintainability for the luminous source of the lighthouse, which requires ultra-high brightness and high straightness

In Wind and Solar
Power Generation, by infrastructure
Offering parts and materials that contribute to efficiency improvement in renewable energy generation and DC transmission

In Manufacturing
Plants
Playing active roles as components of robots and machine tools as well as devices indispensable for PCB assembly

In Broadcast
Stations
Used in equipment for adjusting sound delivered to audiences, and wireless systems for in-house communication

In Eco-Friendly
Cars
Supporting safe, secure, and eco-friendly driving with highly reliable and efficient parts and materials

In Smartphones and Tablet PCs
Employed as materials that support device evolution to realize multi-functionalization and miniaturization

In Home
Components contributing to energy-saving in air conditioners or power conditioners, or sensors monitoring people’s activities indoors.

Tamura’s products have been supporting various industries and social infrastructure as “materials,” “components,” and “devices” that range from consumer products, such as automobiles and electronic equipment, to devices at manufacturing sites and natural-energy-related and aerospace fields. From raw materials to complete systems, Tamura’s technologies have contributed to safety and comfort as well as energy savings.
Our Business

“High-reliability” and “high-efficiency” power technology contributes to the future of power electronics, realizing safer and more secure lives as well as a decarbonized society.

Electronic Components

“High-reliability” and “high-efficiency” power technology contributes to the future of power electronics, realizing safer and more secure lives as well as a decarbonized society.

Social value of business

- We are directing efforts into the development of high-reliability and high-efficiency products required for power systems that deal with high current, such as for eco-friendly cars, renewable energy, and industrial equipment. Our boosting reactors for eco-friendly cars, which necessitate high-safety designs, are highly regarded in terms of performance and quality, so we will enhance production capacity in response to increases in demand, supporting the widespread use of eco-friendly cars.
- The LED-related products that we have developed include high-brightness power LEDs that are extremely power efficient and human sensors to which sensing and communication technologies are applied. These products help monitor people’s activities in nursing-care facilities and the like, enhancing safety.
- Our transformers, reactors, LEDs, power supplies, and piezoelectric ceramics products contribute to saving energy and resources in devices that incorporate these products. We provide these products globally in a broad range of areas, effectively offering eco-technological solutions to social problems.

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- Our transformers, reactors, LEDs, power supplies, and piezoelectric ceramics products contribute to saving energy and resources in devices that incorporate these products. We provide these products globally in a broad range of areas, effectively offering eco-technological solutions to social problems.

Reactors and coils
Reactors are core components for voltage control and noise removal for power conditioners, air conditioners, and the like. They contribute to energy saving and clean energy.

High-frequency transformers
High-frequency transformers are necessary to miniaturize electronic devices or increase efficiency. Our products are compatible with various types of circuits and enable higher-frequency power conversion, contributing to energy saving.

Automotive reactors
The reactors are key components for optimal voltage control in hybrid and electric cars. Our reactors ensure not only eco-friendly but also highly reliable and safe driving.

Large transformers and reactors
In large-scale wind or solar power generation systems and the like, large transformers and reactors are the core components—the former are used for voltage conversion and the latter are for voltage control and noise removal. They contribute to the spread of renewable energy.

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Our Business

Electronic Chemicals/FA Systems

Well-refined soldering technology for “highly reliable” and “high-density mounting”, with eco-friendly materials and equipment, contributes to the development of a sustainable electronics industry.

Social value of business

Electronic Chemicals

- As cars are becoming more fuel-efficient and highly functional, automotive components are becoming more electronically controlled, lightweight, and miniaturized. Under these circumstances, we offer superior materials that meet reliability requirements that are becoming stricter each year. Our materials have high reliability and show good performance, including crack resistance, heat resistance, and humidity resistance, even in a harsh engine room environment. In addition, as smartphones and wearable devices are becoming more multi-functional, lightweight, and miniaturized, there is a demand for further high-density mounting and various joining methods. We provide materials that meet such demand, supporting high-speed and high-capacity communication in 5th generation (5G) mobile network systems.

FA Systems

- We provide high-performance soldering systems compatible with other assembly equipment. Such systems are needed due to an increase in demand for in-vehicle PCBs associated with advances in automotive electronics or to development in smart factories typified by Industry 4.0. Our systems show good environmental performance that helps save power and resources. Using this advantage, our systems streamline mounting lines and support manufacturing in evolving factories around the world.

Products

- **Flux**
  - Flux is the keystone of Tamura materials development. By chemically removing oxide film from the metal surface to be soldered, flux ensures superior wettability and solderability for solderable metals.

- **Solder paste**
  - Used as joining material for surface mounting, solder paste is prepared by mixing solder powder and flux. Tamura’s extensive metal composition lineup provides compatibility with various applications, such as fine mounting on ICs and micro bump formation.

- **Self-assembling materials**
  - Self-assembling materials join flexible and rigid PCBs through a thermocompression bonding process at a low temperature and in a short time. These materials reduce the joining area of connections on circuit boards and allow low-temperature joining, thereby contributing to reducing CO2 emissions.

- **Photoimageable coverlay (film or liquid form)**
  - Insulation material satisfying the requirement for functional modules—good environmental performance, high-density mounting, capability, weight, and thickness reduction, and high-reliability.

- **Selective soldering material**
  - Solder paste available for quick-heating soldering such as laser soldering. It allows 3D mounting and partial soldering. It is also available as a jet dispensing product.

- **Reflow soldering system**
  - The soldering system has high preheating capability. It uses a solder bath made of titanium, which is resistant to corrosion, and has a hot air heater with high preheating capability.

- **Wave soldering system**
  - Wave soldering system for rapid circuit board and electronic component assembly using solder paste. It has high wetting ability, which is resistant to corrosion, and has a high heat resistance.

- **Solder resist**
  - The solder resist plays an important role in maintaining excellent performance by protecting printed circuit boards (PCBs) from oxidation. Mindful that it serves as the face of PCBs, Tamura is attentive to the external appearance as well as reliability.

- **Solder resists for flexible PCBs**
  - Halogen-free solder resists for flexible PCBs are available in rich color variations, and provide compatibility with various applications, such as fine mounting, in-car use, and mechatronic integration. Our solder resists prevent solder joints from cracking, contributing to reliability improvement of electronic devices.

- **Photoimageable coverlay (film or liquid form)**
  - Insulation material satisfying the requirement for functional modules—good environmental performance, high-density mounting, capability, weight, and thickness reduction, and high-reliability.

- **High heat resistance solder**
  - With an increase in electronic devices, there is a demand for high resistance to harsher environments due to miniaturization and mechatronic integration. Our solder products prevent solder joints from cracking, contributing to reliability improvement of electronic devices.

- **Photoimageable coverlay (film or liquid form)**
  - Insulation material satisfying the requirement for functional modules—good environmental performance, high-density mounting, capability, weight, and thickness reduction, and high-reliability.

Changes in net sales

<table>
<thead>
<tr>
<th>Years</th>
<th>Net sales (Millions of yen)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>24,741</td>
</tr>
<tr>
<td>2016</td>
<td>23,967</td>
</tr>
<tr>
<td>2017</td>
<td>25,378</td>
</tr>
<tr>
<td>2018</td>
<td>28,084</td>
</tr>
<tr>
<td>2019</td>
<td>25,342</td>
</tr>
</tbody>
</table>

*Net sales for external customers (includes external net sales between different businesses)
Our Business

Information Equipment

Improve “safety and security” of social infrastructure through “sound” to deliver “value” and “excitement” to customers.

Social value of business

- We have accumulated sound and communication technologies in the areas of broadcasting and telecommunication. Utilizing these technologies, we provide customers, particularly broadcast stations, with wireless intercoms and more as well as audio mixing consoles compatible with high-resolution 4K/8K TV broadcasting, thereby delivering new experiences to the audience and contributing to comfortable living.
- We have applied our original wireless technology to various systems that watch over for human safety life.

Products

NT series—audio mixing consoles for broadcasting

- Sound adjusting equipment used in TV and radio broadcast stations, etc.
  - Features a digital sound signal processing system that efficiently adjusts multiple sounds. All models have an audio network function that facilitates IP networking to streamline broadcast facilities.

Wireless devices

- Wireless intercoms, such as DECT-based intercoms, are essential communication tools for producing TV and audio programs. Wireless microphones for railways are capable of not only amplifying voice across platforms but also controlling departure bells and door closing indicators using control switches.

Identifying visitors’ locations in a stadium

- Acquire information through antennas at the venue.
- Send data to the server through Wi-Fi, LTE, etc.
- Identify visitors’ locations on a server

Changes in net sales

<table>
<thead>
<tr>
<th>Year</th>
<th>Net sales (Millions of yen)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>5,251</td>
</tr>
<tr>
<td>2016</td>
<td>6,030</td>
</tr>
<tr>
<td>2017</td>
<td>4,224</td>
</tr>
<tr>
<td>2018</td>
<td>4,123</td>
</tr>
<tr>
<td>2019</td>
<td>3,440</td>
</tr>
</tbody>
</table>

Tamura’s original wireless technology for the IoT area. It uses the time-division multiple access (TDMA) system to avoid wireless communication interference while making efforts to reduce environmental load and ensure safety and quality.

NT-LINK®

“value” and “excitement” to customers.

Mission

We provide high-quality products and reliable services in a speedy manner by accurately understanding customers’ requests through communication.

Major challenge

- Developing technologies and products such as eco-design products that can help resolve social issues
- Promoting materials development by introducing MI (Materials Informatics)

Our worldwide supply chain works in cooperation to procure socio- and environmentally friendly raw materials in a stable manner.

We carry out monozukuri (manufacturing) in which we work on productivity improvement through production at optimal locations while making efforts to reduce environmental load and ensure safety and quality.

We work on productivity improvement through production at optimal locations while making efforts to reduce environmental load and ensure safety and quality.

We provide products and services that can contribute to resolving social issues through the creation and development of original technologies that meet customers’ expectations.

Sustainable Value Chain—Creation of added value—

With the aim of continuously providing safe and secure high-quality products and services that satisfy customers from all over the world, the Tamura Group has been working on resolving social issues by promoting business activities while taking social and environmental impacts into account in all processes ranging from R&D, procurement, and production to sales.

Foundation that supports value chain

With the aim of creating additional value in each process in the value chain, we endeavor to reinforce maintenance and development of diverse human resources who engage in functions and business activities useful for governance and compliance, and efforts that contribute to local society and environmental conservation at each base.

Corporate governance

- Strengthening the “local production for local consumption” system where production is performed at optimal locations close to customers around the world
- Promoting effective use of natural resources/energies and appropriate waste management
- Reinforcing continuous improvement activities by promoting quality management system
- Fully implementing safety and sanitation management

Compliance

- Taking measures against conflict minerals
- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals

Social value of business

- Meeting customer’s expectations regarding FA system and information equipment
- Supplying appropriate information on products and services
- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality

Environmental management

- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals
- Fully implementing safety and sanitation management

Respect for human rights

- Promoting effective use of natural resources/energies and appropriate waste management
- Reinforcing continuous improvement activities by promoting quality management system
- Fully implementing safety and sanitation management

Regional contribution

- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality

Promoting CSR Procurement and Green Procurement

- Taking measures against conflict minerals
- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals

Environmental management

- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals
- Fully implementing safety and sanitation management

Promoting CSR Procurement and Green Procurement

- Taking measures against conflict minerals
- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals

Fully implementing safety and sanitation management

- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality

Strengthening the “local production for local consumption” system where production is performed at optimal locations close to customers around the world

- Promoting effective use of natural resources/energies and appropriate waste management
- Reinforcing continuous improvement activities by promoting quality management system
- Fully implementing safety and sanitation management

Taking measures against conflict minerals

- Supplying appropriate information on products and services
- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality

Development and diversity

- Developing technologies and products such as eco-design products that can help resolve social issues
- Promoting materials development by introducing MI (Materials Informatics)

Promoting CSR Procurement and Green Procurement

- Taking measures against conflict minerals
- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals

Fully implementing safety and sanitation management

- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality

Strengthening the “local production for local consumption” system where production is performed at optimal locations close to customers around the world

- Promoting effective use of natural resources/energies and appropriate waste management
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- Supplying appropriate information on products and services
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Development and diversity

- Developing technologies and products such as eco-design products that can help resolve social issues
- Promoting materials development by introducing MI (Materials Informatics)

Promoting CSR Procurement and Green Procurement

- Taking measures against conflict minerals
- Promoting CSR Procurement and Green Procurement
- Improving management of chemical substances contained in products
- Taking measures against conflict minerals

Fully implementing safety and sanitation management

- Improving maintenance quality regarding FA system and information equipment
- Ensuring safety and quality
### CSR goals and results

The Tamura Group is promoting CSR in such areas as “environment,” “human rights/labour,” “quality,” “social contribution,” “compliance/ corporate ethics,” “risk management,” and “Information management,” in relation to the environment, society, and governance.

* In order to show the association between the Tamura Group’s initiatives and the Sustainable Development Goals (SDGs), each area of activity is indicated by the corresponding SDGs icon.

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reduction in use of substances of concern</td>
<td>Substances of concern: 60% reduction in basic unit compared with FY2005</td>
<td>58% [Goal not achieved]</td>
<td></td>
<td>Substances of concern: 60% reduction in basic unit compared with FY2005</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promotion of energy and resource savings</td>
<td>Power consumption: 14% reduction compared with FY2005</td>
<td>16% [Goal achieved]</td>
<td></td>
<td>CO2 emissions: 7% reduction compared with FY2013</td>
<td>Pages 21-22 Web: Human Rights/Labor ● Supply Chain Management</td>
</tr>
<tr>
<td></td>
<td>Promotion of group-wide integrated ISO 14001 certification</td>
<td>Compliance with environmental laws and regulations</td>
<td>No violations of environmental laws and regulations</td>
<td></td>
<td>Compliance with environmental laws and regulations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Personal system and human resource development</td>
<td>Development of global human resource system</td>
<td>Introduction of management level training for current management level and selected next-generation managers</td>
<td></td>
<td>Development of global human resources and management</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workstyle reform</td>
<td>Improvement of working environments</td>
<td>Introduction of ICT infrastructure to enhance flexibility of work sites and hours</td>
<td></td>
<td>Revision of personal system</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promotion of diversification</td>
<td>Promotion of career development for all employees and female career development</td>
<td>Implementation of career development training for all employees and female career development sessions</td>
<td></td>
<td>Promotion of employment of disabled/elderly persons</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promotion of safety and sanitation</td>
<td>Workforce inspection for safety and sanitation, and implementation of traffic safety training sessions</td>
<td></td>
<td></td>
<td>Promotion of safety and sanitation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promotion of CSR procurement</td>
<td>Response to conflict mineral issues</td>
<td>Implementation of supplier survey of uses of conflict minerals</td>
<td></td>
<td>Response to conflict mineral issues</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Increased green procurement</td>
<td>Update of green procurement standards</td>
<td>Update of green procurement standards</td>
<td></td>
<td>Update of green procurement standards</td>
<td>Pages 22 Web: Social Contribution Activities</td>
</tr>
<tr>
<td></td>
<td>Continuous social contribution activities</td>
<td>Donation activities</td>
<td>Donation activities</td>
<td></td>
<td>Donation activities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dissemination of CSR</td>
<td>Continuous dissemination of SDGs</td>
<td>Internal dissemination of SDGs through e-mail magazines, e-newsletters, corporate websites, and social media</td>
<td></td>
<td>Continuous dissemination of SDGs</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strengthening of risk management</td>
<td>Periodic/occasional review of business continuity plan (BCP) documents and implementation of emergency drills</td>
<td>Response to COVID-19</td>
<td></td>
<td>Response to COVID-19</td>
<td>Pages 21 Web: Risk Management ● Human Rights/Labor ● Corporate Governance</td>
</tr>
<tr>
<td></td>
<td>Promotion of cultural, art, and sports activities</td>
<td>Promotion of sports</td>
<td></td>
<td></td>
<td>Promotion of sports</td>
<td>Pages 22 Web: CSR at Tamura Group ● Compliance</td>
</tr>
</tbody>
</table>

#### Self-assessment criteria

- **100% or higher achievement**
- **80-100% achievement**
- **Less than 60% achievement**

#### Report page

Page number indicates the page on which activities are reported.

Web: https://www.tamura-corp.com/CSR/ All activities, with some exemptions, are reported.
Environmental Performance Report

Environmental topics

Contribute to realizing a de-carbonized society through acquisition of worldwide integrated certification

Since FY2006, the Tamura Group has been working toward the establishment of a globally united environmental management system, and was able to consolidate 22 business sites of 15 companies by FY2019.

This time, the Group has set new goals. The first goal is to reduce greenhouse gases by FY2030 by 21% or more compared with FY2013 levels in accordance with the “less than 2 °C” target of the Paris Agreement. The second goal is to more than double the amount of renewable energy introduced by FY2030 compared with FY2019 level, aiming at promoting the introduction of renewable energy.

For the realization of continuous growth and a sustainable society, the Tamura Group shall continue working on resolving social issues specified by SDGs, thereby contributing to a de-carbonized society.

Tamura Group Environmental Policy

Concept

The Tamura Group conducts all its business as a whole in harmony with the environment by promoting sustainable resource use, climate change mitigation and adaptation, and biodiversity and ecosystem protection. Those activities are based on the Group Mission Statement: “The Tamura Group supplies an original range of products and services, highly regarded in the global electronics market, to satisfy the evolving needs of customers, employees, and shareholders supporting the Group’s growth.”

Main Measures

Fully recognizing the global targets specified in the SDGs (Sustainable Development Goals) and the Paris Agreement and with the aim of achieving continuous business growth, the Tamura Group focuses on the following environmental protection activities in its business operations, including design, development, production, and after-sale service of electronic components, electrical materials, power equipment, and information equipment, by utilizing its environmental management system, observing pollution prevention practices as well as laws and regulations, and working on their continuous improvement.

2. Control and reduction of environmental burden materials.
3. Promotion of energy conservation and saving resources.

Efforts on premier eco-design products

The Tamura Group carries out product environmental assessment in the development and design phases to minimize environmental impact, and strives to contribute to achieving the SDGs through the development and provision of premier eco-design products.

Open-loop high-current sensor L40S/L51S series

The L40S and L51S series consist of open-loop high-current sensors for renewable energy systems, such as solar and wind power generation systems, and for energy management systems, such as electricity storage systems.

With a temperature compensation circuit, the sensors achieve a linearity error of 1% and an output temperature characteristic of 0.05%/°C over the wide temperature range of -40 to 105°C. They are therefore suitable for accurate control of a system exposed to a severe natural environment. In addition, their shield technology achieves noise resistance properties such as dV/dt at least three times as high as those of our existing products. Moreover, by de-viologing the design of its casing structure, the L51S series can reduce the amount of filler by 20% compared with existing products, to help reduce environmental load.

TLF-TNA23 solder paste series compatible with 5G (5th generation mobile communications system)

5G base stations, the number of which is increasing rapidly, are often set up in a severe environment, such as an outdoor location, a high place, or a cold area. As such, a control system failure could affect all related wireless systems. In this regard, the solder paste used requires extremely high reliability.

The TLF-TNA23 series causes less migration because of its special halogen-free technology, even when the mounting location absorbs moisture. In addition, the series includes products combined with #8287 alloy, which has sufficiently high strength (crack control) to withstand thermal shock due to high voltage.

It is an environmentally friendly, halogen-free, and lead-free product.

APB-200 black solder resist series for rigid circuit boards for smartphones

As smartphones are becoming more functional, lighter, and thinner, their printed circuit boards are becoming increasingly integrated and dense.

The APB-200 black photomontage solder resist series reduces lithographic exposure to one-third or less (100 mJ/cm²) compared with our existing products and offers high resolution in a lithographic exposure process for printed circuit board production, thereby achieving high productivity and good resolution in the direct-imaging lithographic exposure process necessary for high-density printed circuit boards.

Moreover, because of its less reflective appearance, it provides high visibility during automatic appearance inspection, resulting in good compatibility with high-density component mounting. It is an environmentally friendly halogen-free product.

Portable DECT-based wireless intercom system

The portable DECT-based wireless intercom system, Tamura’s new digital wireless intercom system, incorporates technologies accumulated for existing wireless intercom systems while complying with the new DECT standard.

It retains the same operability for intuitive use while offering further improved user-friendliness. Three units of the existing model (YFP-1821B) are required to connect 10 personal stations; meanwhile, one unit of the new model (MK-496) can connect 10 personal stations. With the RF power setup function, it can save power and reduce radio waves that interfere with other devices when the communication distance is short.
**Promotion of Work Style Reform and Business Process Re-engineering (BPR)**

Development of a working environment where employees can concentrate on work in a pleasant way

Through efforts to increase job satisfaction along with appropriate labor management, we have been working on the development of a working environment where employees can concentrate on work continuously in a pleasant way.

As part of measures to improve job satisfaction, we have introduced systems enabling employees to take multipurpose leaves for childcare, nursing, volunteer work, etc. as well as hourly-paid leave. Furthermore, systems are also in place in which past employees who retired for a specific reason, such as childcare, nursing, or spouse's job relocation, are re-employed by the Company. Thus, in the environment where employees' values and work styles are diversified, we have been providing support to establish good work-family balance. With regard to childcare, nursing, or spouse's job relocation, are re-employed past employees who retired for a specific reason, such as childcare, nursing, or spouse's job relocation, are re-employed by the Company. Thus, in the environment where employees' values and work styles are diversified, we have been providing support to establish good work-family balance.

Improvement of ICT environment

Responding to the diversification of employment and work style, efforts have been made to improve the ICT information and communication technology environment so that employees experiencing various situations (location/time/distance) can work in a flexible way.

With regard to the work-from-home system that had been introduced but limited only to some employees, we were planning to implement it to cover the whole company. As one measure to prevent the spread of COVID-19, we launched the system in FY2019 ahead of schedule. Under the system, through data sharing in cloud environment, Web meetings, etc., many employees have become able to work in almost the same environment as the office. Particularly for employees with children who need to be home due to temporary school closure, this system allows them to practice childcare while doing their job and is effective also from the standpoint of business continuity.

Improvement of work efficiency

Aiming at man-hour reduction of routine tasks, we have been working on the utilization of RPA (Robotic Process Automation) for automating routine tasks where employees repeat routine operations using computers. We have been taking steps to introduce RPA in auxiliary tasks and checking the outcome so that we can eventually introduce it to the entire company. In order to advance work style reform, it is indispensable to improve work efficiency and to shift from routine tasks to high-value-added work. We are aiming at full-scale introduction at the earliest possible time.

**Engagement with SDGs**

The Tamura Group, based on the understanding that the SDGs (Sustainable Development Goals) adopted by the UN General Assembly in 2015 represent important agenda to be tackled by the society, has been undertaking efforts to integrate the concept of SDGs into its operation.

With the aim of having all employees of the Group understand and work toward realizing the SDGs as if it were their own, we have been promoting various in-house dissemination measures also in FY2019.

**SDG e-mail magazines**

A total of 19 e-mail magazines were issued, which contained explanations of the 17 goals/169 targets of SDGs and specific cases of challenges taken up by the Tamura Group. In the questionnaire survey conducted after the issuance of e-mail magazines, such comments as “I was able to deepen my understanding of SDGs and obtain useful information for future challenges” were received, and the recognition rate of SDGs among employees reached 97%.

**Introduction of sustainable seafood to Company canteens**

Since January 2020, menus using sustainable seafood have been served on a regular basis at the canteens of Tokyo Factory and Sakado Factory. We choose sustainable seafood with the “MSC/“ASC” global certification, which is given to sustainable fishery products that have been caught or cultivated in consideration of marine environment and fishery resources, thus contributing to “Life Below Water,” one of the SDGs, and supporting producers who observe the catch limit.

Around eight companies (as of March 2020) have introduced sustainable seafood to their employees’ canteens in Japan. Introduction to our canteens was realized thanks to Panasonic Corporation, the forerunner company, World Wildlife Fund Japan (WWF Japan), a public interest incorporated association that works on its diffusion in Japan, and Hanako Co., Ltd., a food service company that has endeavored to acquire the certification.

**Measures against COVID-19**

The Tamura Group has always put priority on the health and safety of people in local communities, its business partners, and its employees. In this respect, the Group has been taking various measures to prevent the spread of infection in compliance with the policies of national and local governments, including thorough sanitation, introduction of the work-from-home system, and rotating shifts, use of telephones/Web meetings, etc.

Furthermore, at the beginning of February, the Global Risk Management Office was set up at the head office, the task of which is to control global business continuity in collaboration with all business sites around the world so that products and services are supplied to customers all over the world without interruption.

### Japan

- The Global Risk Management Office was set up at the beginning of February, the task of which is to control global business continuity in collaboration with all business sites around the world.
- After the declaration of the state of emergency, various efforts were taken, including work-from-home rotating shifts/staggered office hours and remote working from office layout, etc., to reduce human contact by 20% or more (target: 80%), while holding transactions with customers as usual.

### China

- After operation ( shutdown due to the extended Chinese New Year Holiday, operation resumed on February 15 and has been back to normal from March.

### Europe

- The design office for electronic components in Italy has adopted the work-from-home system, whereas the factory in Czech Republic has continued normal operation.

### U.S.

- The factory for electronic components' business in Germany has continued production during work pausing to maintain safety. Alcohol disinfectant that was produced in the factory was supplied outside the factory.

### Other

- In Malaysia, factory operation was suspended for the period between mid-March and April in accordance with the government's notice. The factory focuses on local production/local consumption items and the customers' factories also were not operating, there were no serious problems.
- The Bangladesh Factory adopted a shift work system. Business sites in China and Japan offered support through substitute production.

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**CSR REPORT DIGEST**

**Development of management level**

Since 2019, seminars for management have been held for executive officers and division directors who play core roles in the Company’s business. The objective of the seminars is to develop their strategy planning, business management, and leadership abilities so that they become capable of performing management at a higher level. We also started a cram school in 2019 for next-generation executive manager candidates by inviting Mr. Takeo Minomura (outside director) as chief of this private cram school. The curriculum has wide-ranging contents that include not only management and business science but also psychology and history/culture, the aim of which is to develop human resources who have acquired not only practical learning but also cultural knowledge.

These seminars also serve as an opportunity to establish a network of human connections; they also aim to establish and strengthen human network beyond business frameworks.

**Monozukuri (Manufacturing) School**

Since 2008, the Monozukuri (manufacturing) School has been held every year to convey the joy of monozukuri to the next generation, who will be the builders of the future. At the School, such skills as how to make an AM radio are taught to children by the Company’s employ-ees. In FY2018, the School was also held in Tamura Corporation Sakado Factory, Wakayama/Tamura Corporation, and Aizu/Tamura Corporation, which received a favorable response.

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F or the first time, I participated as an instructor in the monozukuri (manufacturing) class at Iruma Factory. In the beginning, all the participants seemed to hesitate using a hot soldering iron, but they eventually became excited and enjoyed doing real soldering work. When the work was completed, all of us were able to gain a sense of fulfillment.
Corporate Information

Organization Map (as of April 1, 2020)

Chairperson · President
Board of Directors
Board of Auditors
Integrated Audit Division

Corporate Management Division
Human Resources & General Administration Division
Electronic Components
Electronics
FA systems
Information Equipment

Major financial information (consolidated)

- Net sales
- Operating income/Organization
- Net income attributable to shareholders of parent / Ratio of net income to net sales attributable to shareholders of parent

Chairperson and Representative Director
Naoki Tamura
Outside Auditor Atsuji Toda
Outside Auditor Koichi Moriya

President and Representative Director
Masahiro Asada
Vice President
Yusaku Hashiguchi
Outside Director
Takao Minomiya
Outside Director
Akira Kubota
Outside Director
Haruko Shibumura
Outside Auditor
Hajime Kubo
Outside Auditor
Atsushi Toda

Chairman · President
Board of Directors
Integrated Audit Division

Electronic Components
Corporate Information
Marketing and Development Management Division

Corporate Management Division

Net Sales for external Customers by business segment (excludes internal net sales between different subsidiaries)
The amount of net sales for each fiscal year includes other operations (transportation, warehousing and others).

- Ordinary income
- ROE

- Net income attributable to shareholders of parent
- Ratio of net income to net sales attributable to shareholders of parent

- Return on Equity

- Capital expenditure

- Dividend per share/Payout ratio

- Number of shareholders 11,451
- Closing date March 31, each year.

Net sales for external Customers by business segment (excludes internal net sales between different subsidiaries)

Chair of the Supervisory Board
Representative

Company Profile

Company name
TAMURA CORPORATION
Founded
May 11, 1924 (incorporated in Nov 21, 1939)
Capital
¥11,829 million
Share capital
(as of Mar. 31, 2020)
Authorized 252,000,000 shares
Issued and outstanding 82,090,751 shares (Not including 680,722 shares of treasury stock)
Closing date March 31, each year.
Number of shareholders 11,451

Corporate officers
(as of June 25, 2020)
Chairperson and Representative Director
Naoki Tamura
Outside Auditor Atsuji Toda
Outside Auditor Koichi Moriya

President and Representative Director
Masahiro Asada
Standing Auditor Hajime Kubo
Executive Officer
Shoichi Saito
Executive Officer
Yusaku Hashiguchi
Executive Officer
Akira Kubota
Executive Officer
Haruko Shibumura
Executive Officer
Noriko Nanjo
Executive Officer
Shoichi Saito
Executive Officer
Naoki Tamura
Executive Officer
Masahiro Asada
Executive Officer
Yusaku Hashiguchi
Executive Officer
Naoki Tamura
Executive Officer
Masahiro Asada
Executive Officer
Yusaku Hashiguchi
Executive Officer
Naoki Tamura
Executive Officer
Masahiro Asada
Executive Officer
Yusaku Hashiguchi

Directors / Corporate Officers

- Number of shareholders 11,451
- Closing date March 31, each year.

TAMURA CORPORATION REPORT 2020
Global Network

CORPORATE DATA

Wakaynaguni Tamura Corporation: Automotive product factory

Wakaynaguni Tamura Corporation was founded in 1966. The company used to be one of the important production bases in Japan for small transformers for AV equipment. The company suffered such disasters as the shrinkage of customers’ domestic production and the Great East Japan Earthquake in 2011. After its transformation into a mass-production factory for “in-vehicle transformers” with promising future expansion into a mass-production factory for “in-vehicle transformers” for AV equipment, the company acquired kapital investment and completed a new building in 2018. Since then, capital investment and production in the second half of 2019.

ESE Industries (Thailand) Co., Ltd.

In November 2017, Tamura acquired capital in ESE Industries (Thailand) Co., Ltd. Over many years, Tamura had outsourced to ESE the final process of solder paste supplied to ASEAN countries. As a consolidated subsidiary of Tamura, ESE is currently aiming at local production for local consumption based on integrated production from raw materials (solder power) and profit increase through cost reduction. The second factory was completed in October 2018, and mass production and sales of bare metal, solder power, etc. was started in April 2019.

Tamura Elsold GmbH

In October 2017, Tamura acquired 100% equity in Elsold GmbH and Co. KG, a soldering manufacturer in Germany, and established Tamura Elsold GmbH. Elsold has been dealing with representative automotive manufacturers in Europe as its customers. Such products as “bar solder” and “thread solder” for the automobile market account for approximately 60% of the company’s sales.

Under the guidance of Tamura, the company has introduced new production facilities for “solder paste related products” and is now developing an integrated system for development, production, and sales in Europe. Continued efforts are being made in sales development of soldering materials with high-added value, focusing on non-Japanese customers for automotive products.

Composition of net sales by region (consolidated) (FY2019)

<table>
<thead>
<tr>
<th>Region</th>
<th>Net Sales (¥)</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>32,474</td>
<td>41%</td>
</tr>
<tr>
<td>Europe</td>
<td>8,851</td>
<td>11%</td>
</tr>
<tr>
<td>The Americas</td>
<td>3,387</td>
<td>4%</td>
</tr>
<tr>
<td>Total</td>
<td>79,655</td>
<td>100%</td>
</tr>
</tbody>
</table>

Number of employees by region (consolidated) as of March 31, 2020

<table>
<thead>
<tr>
<th>Region</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>1,229</td>
</tr>
<tr>
<td>Europe</td>
<td>232</td>
</tr>
<tr>
<td>The Americas</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>4,753</td>
</tr>
</tbody>
</table>

Asia: 114 (2%)
Europe: 232 (5%)
The Americas: 5 (0.1%)
Total: 1,229 (26%)

Tamura Corporation of Korea
Tamura Professional Solutions Korea Co., Ltd.
Tamura Chemical Korea Co., Ltd.
Shanghai Kangle Tamura Electric Chemical Industry Co., Ltd.
Tamura FA System (Shanghai) Co., Ltd.
Tamura Electronics (Shanghai) Co., Ltd.
Tamura Seko Electronics (Changzhou) Co., Ltd.
Tamura Electronic Material (Tianjin) Co., Ltd.
Hekis Eline—Tamura Electric Co., Ltd.
Op-Seed Co., (BD) Ltd.
Earth Tamura Electronic (Myiwa) Co., Ltd.
Tamura Ecomponics Technologies Pvt, Ltd.
Earth Tamura Electronic (Myiwa) Co., Ltd.
Tamura Kaken Corp., U.S.A
Tamura Corporation of America
Tamura Power Technologies de Mexico, S.A de C.V.
This is our Communication on Progress in implementing the principles of the United Nations Global Compact and supporting broader UN goals.

We welcome feedback on its contents.

Tamura’s mascot “Quenu”