

Announcement of Change of Assignment for Directors and Organization and Personnel Transfers

Tamron Co., Ltd. (Shiro Ajisaka, President & CEO) announces that the following change of assignment for directors and organization and personnel transfers were approved today by the board of directors.

1. Assignment Changes of Directors (effective as of January 1, 2022)

Name	New	Current
Corporate Vice President Shogo Sakuraba	Optical Design & Engineering R&D Center R&D Technology Center	Optical Design & Engineering R&D Unit Integrated Core Technology R&D Unit Opto-Science R&D Center
Corporate Vice President Masayuki Abo	Global Production (Aomori Factory, China Factory, Vietnam Factory)	Global Production (Aomori Factory, China Factory, Vietnam Factory) Core Technology & Engineering R&D Unit
Managing Director Hiroshi Otsuka	Corporate Strategy Unit CSR Implementation & Administration Investors Relations	Corporate Business Planning & Administration Board Legal & IP Management Board CSR Implementation & Administration Investors Relations
Director Tomohide Okayasu	Imaging Products Business Unit Procurement Management Unit	Imaging Products Business Unit Product Development Management & Administration Unit

2. Organizational Changes (effective as of January 1, 2022)

(1) Corporate Strategy Unit

- Corporate Business Planning & Administration Board and Legal & IP Management Board will be reorganized into newly established Corporate Strategy Unit.
- Corporate Planning Dept. and Legal & IP Management Dept. will be newly established under Corporate Strategy Unit.

(2) Optical Design & Engineering R&D Center

- Optical Design & Engineering R&D Unit will be renamed as Optical Design & Engineering R&D Center.
- Dept. #1 and Dept. #2 will be integrated and become Dept. #1.
- Dept. #3 will be renamed as Dept. #2 and Dept. #4 will be renamed as Dept. #3.

(3) R&D Technology Center

- Opto-Science R&D Center, Integrated Core Technology R&D Unit and Core Technology & Engineering R&D Unit will be integrated and become R&D Technology Center.
- A part of the functions of Core Technology & Engineering R&D Unit will be merged with Aomori Factory.
- Opto-Science R&D Dept., Application Development Dept. #1, Application Development Dept. #2, Core Technology & Engineering Dept. #1, Core Technology & Engineering Dept. #2 and Proto-Type Model Production Dept. will be newly established.

(4) Industrial Optics Business Unit

- Product Planning & Vender Management Dept. will be renamed as Product Planning Dept.
- Sales Dept. #1 and Sales Dept. #2 will be merged and reorganized to Sales Dept.
- Production Engineering Dept. will be newly established.

(5) Procurement Management Unit

- Product Development Management & Administration Unit will be renamed as Procurement Management Unit.
- Product Development Management & Administration Dept. will be renamed as Production Planning Dept. and Supply Chain Management & Sourcing Dept. will be renamed as Procurement Management Dept.

(6) Aomori Factory

- Production Engineering Dept. will be abolished and Assembly Engineering Dept. and Lens Engineering Dept. will be newly established.

3. Executive Personnel Transfers (effective as of January 1, 2022)

Name	New	Current
Hideyuki Nonaka	Senior Executive Officer General Manager Corporate Strategy Unit	Senior Executive Officer General Manager Corporate Business Planning & Administration Board
Toshikuni Tateno	Senior Executive Officer General Manager R&D Technology Center	Senior Executive Officer General Manager Integrated Core Technology R&D Unit
Mikio Kimura	Senior Executive Officer General Manager Aomori Factory	Senior Executive Officer General Manager Core Technology & Engineering R&D Unit
Yoshinori Narita	Executive Officer General Manager Industrial Optics Business Unit	Senior Executive Officer General Manager Industrial Optics Business Unit
Masakazu Kato	Executive Officer General Manager Administrative Management Unit	Executive Officer General Manager Administrative Management Unit Manager General Affairs Dept., Administrative Management Unit
Minoru Ando	Executive Officer General Manager Optical Design & Engineering R&D Center	Executive Officer General Manager Optical Design & Engineering R&D Unit Manager Dept. #2, Optical Design & Engineering R&D Unit
Naoto Shiga	Executive Officer Assistant General Manager R&D Technology Center	Executive Officer Assistant General Manager Integrated Core Technology R&D Unit Manager Dept. #2, Integrated Core Technology R&D Unit
Nobuo Koganeya	Executive Officer General Manager Imaging Products Business Unit	Assistant General Manager Imaging Products Business Unit
Michimasa Emori	Executive Officer General Manager OEM Component Business Unit Manager Medical Device Development Dept., OEM Component Business Unit	General Manager OEM Component Business Unit Manager Medical Device Development Dept., OEM Component Business Unit
Takatoshi Ozeki	Executive Officer General Manager Procurement Management Unit	General Manager Product Development Management & Administration Unit
Akira Saita	Executive Officer General Manager Mold & Tooling Technology Center	General Manager Mold & Tooling Technology Center

4. Personnel Transfers (effective as of January 1, 2022)

Name	New	Current
Masayuki Matsunuma	Manager Corporate Planning Dept., Corporate Strategy Unit	Section Manager Section 1, Corporate Business Planning & Administration Board
Kosuke Okada	Manager Legal & IP Management Dept., Corporate Strategy Unit	General Manager Legal & IP Management Board
Yusuke Tamura	Manager General Affairs Dept., Administrative Management Unit	Assistant to the General Manager Administrative Management Unit
Kimiaki Nakazawa	Manager Dept. #1, Optical Design & Engineering R&D Center	Manager Dept. #1, Optical Design & Engineering R&D Unit
Hiroyuki Hagiwara	Manager Dept. #2, Optical Design & Engineering R&D Center	Chief Engineer Dept. #3, Optical Design & Engineering R&D Unit
Toshiaki Izu	Manager Dept. #3, Optical Design & Engineering R&D Center	Manager Dept. #4, Optical Design & Engineering R&D Unit
Terufusa Kunisada	Assistant General Manager R&D Technology Center Manager Opto-Science R&D Dept., R&D Technology Center	General Manager Opto-Science R&D Center
Kenji Fujinami	Manager Application Development Dept. #1, R&D Technology Center	Manager Dept. #1, Integrated Core Technology R&D Unit
Kazuki Nishizawa	Manager Application Development Dept. #2, R&D Technology Center	Manager Dept. #3, Integrated Core Technology R&D Unit
Hiroki Takata	Manager Core Technology & Engineering Dept. #1, R&D Technology Center	Manager Engineering Dept. #2, Core Technology & Engineering R&D Unit
Koei Oseki	Manager Core Technology & Engineering Dept. #2, R&D Technology Center	Manager Engineering Dept. #3, Core Technology & Engineering R&D Unit
Yasuhisa Watanabe	Manager Proto-Type Model Production Dept., R&D Technology Center	Manager Proto-Type Model Production Dept., Core Technology & Engineering R&D Unit
Toshimitsu Iwai	Assistant General Manager OEM Component Business Unit	Assistant General Manager OEM Component Business Unit Manager Production Engineering Dept., OEM Component Business Unit
Naoki Akao	Manager Production Engineering Dept., OEM Component Business Unit	Assistant Manager Design & Engineering Dept. #1, OEM Component Business Unit

Keiki Warashina	Assistant General Manager Industrial Optics Business Unit Manager Product Planning Dept., Industrial Optics Business Unit	Executive Officer Assistant General Manager Industrial Optics Business Unit
Satoshi Izawa	Manager Sales Dept., Industrial Optics Business Unit	Manager Sales Dept. #2, Industrial Optics Business Unit
Shiro Nagashima	Manager Design & Engineering Dept., Industrial Optics Business Unit	Manager Product Planning & Vender Management Dept., Industrial Optics Business Unit
Naoki Takano	Manager Production Engineering Dept., Industrial Optics Business Unit	Manager Design & Engineering Dept., Industrial Optics Business Unit
Hiroko Sakai	Manager Production Planning Dept., Procurement Management Unit	Manager Product Development Management & Administration Dept., Product Development Management & Administration Unit
Hiroshige Aoki	Manager Procurement Management Dept., Procurement Management Unit	Manager Supply Chain Management & Sourcing Dept., Product Development Management & Administration Unit
Yasuyuki Kimura	Manager Assembly Production Dept., Aomori Factory	Manager Production Engineering Dept., Aomori Factory
Kazuhiko Okuzaki	Manager Assembly Engineering Dept., Aomori Factory	Manager Engineering Dept. #4, Core Technology & Engineering R&D Unit
Masahiro Abe	Manager Lens Engineering Dept., Aomori Factory	Manager Engineering Dept. #1, Core Technology & Engineering R&D Unit