



## Notice on special loss to be incurred as a result of withdrawal from Pension Fund

Tamron Co., Ltd. (Morio Ono, President & CEO) having been participated in the plan managed by Social Welfare Pension Fund of Saitama Machine Industry for years, decided to withdraw from the fund as an unanimous resolution by the Board of Directors meeting as of this date. Since it is anticipated that a special loss shall be incurred in our financial position during the current fiscal year, we wish to release following particulars at this point:

### 1. Reasons for withdrawal from the Pension Fund

Tamron Co., Ltd., aimed at laying solid grounds for benefit and welfare of its employees, has participated in Social Welfare Pension Fund of Saitama Machine Industry, a collective type of fund organization. For the purpose of delivering the best possible benefit to the employees, comprehensive studies have been made in terms of pension and retirement fund systems while minimizing potential risks of the fund management. Consequently, introduction of defined pension plan typically characterized as a 401K plan is chosen, withdrawing from the said Pension Fund for reasons specified below:

- (1) The current Pension Fund being a collective type, does not provide sufficient level of information disclosure relating to liabilities on retirement payments from a perspective of a company whose stocks are listed in the exchange market.
- (2) A vast majority of employees at Tamron is determined to participate in the defined pension plan as stated above, while withdrawing from the Pension Fund.
- (3) There is an underlying concern that the performance of the current Pension Fund could bring a negative impact to the company's financial performance, and it is unavoidable to take precautionary measures to guard the company against such potential risks in the future, which also will provide freedom to the corporate management to react to a situation under certain unexpected circumstances.

### 2. Impact on the current financial performance

It is anticipated that a special loss shall be incurred in the current fiscal term ending December, '08 with an amount of some 1,149 million yen as a result of extra payment to the Pension Fund in conjunction with the withdrawal.

Meanwhile, forecast for the current performance of the company is being compiled, which will be released shortly as pertinent numbers are solidified.