

Organizational Changes and Personnel Transfers

Tamron Co., Ltd. (Morio Ono, President & CEO) announced that the following supervision changes, organizational changes and personnel transfers were approved today by the board of directors.

1. Supervision Changes (effective as of January 1, 2013)

Assignment / Name	New Supervision	Current Supervision
Senior Managing Director Hisaki Nagashima	New Business Development Overseas	Automotive Optics & Component Business Unit New Business Development Group
Senior Managing Director Takashi Kawai	OEM Component Business Unit Automotive Optics & Component Business Unit Compliance and Risk Management	OEM Component Business Unit Product Development Management & Administration Unit
Senior Managing Director Hiroaki Arai	Overseas Imaging Products Business Unit Subsidiaries Overseas for sales & marketing Logistics Management Center	CSR Implementation & Administration Board Industrial Optics Business Unit Compliance and Risk Management
Managing Director Koji Seki	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Technology Development Strategic Planning Board Legal & IP Management Board	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Integrated Core Technology R & D Unit Legal & IP Management Board
Managing Director Tadahiro Shimura	Corporate Business Planning & Administration Board Imaging Products Business Unit	Corporate Business Planning & Administration Board Business Operations Management Unit Mold & Tooling Technology Center
Director Shiro Ajisaka	Integrated Core Technology R & D Unit Product Development Management & Administration Unit Mold & Tooling Technology Center	Overseas Imaging Products Business Unit Subsidiaries Overseas for sales & marketing
Director Hideyo Ose	Industrial Optics Business Unit Customer Service Dept.	Imaging Products Business Unit Customer Service Dept.
Director Kenichi Hamada	Quality Control & Assurance Supervision Unit New Business Development Group CSR Implementation & Administration Board	Technology Development Strategic Planning Board Quality Control & Assurance Supervision Unit

2. Organizational Changes (effective as of January 1, 2013)

(1) OEM Component Business Unit

- Sales Dept. #1 and Sales Dept. #2 will be merged and reorganized to Sales Dept.

(2) Automotive Optics & Component Business Unit

- Design & Engineering Dept. will be abolished.

(3) Product Development Management & Administration Unit

- Business Operations Management Unit will be merged with Product Development Management & Administration Unit and newly established Business Operations Management Dept.
- Product Development Management & Supervision Dept. will be reorganized to Supply Chain Management & Sourcing Dept.

(4) Logistics Management Center

- Logistics Management Center will be newly established.

2. Personnel Transfers (effective as of January 1, 2013)

Name	New Assignment	Current Assignment
Hiroshi Kawanabe	Senior Executive Officer General Manager of Human Resources & General Affairs Management Unit	Senior Executive Officer General Manager of Human Resources & General Affairs Management Unit Manager Human Resources Dept., Human Resources & General Affairs Management Unit
Kunio Wada	Executive Officer General Manager of Integrated Core Technology R & D Unit	Executive Officer General Manager of Integrated Core Technology R & D Unit Manager Dept. #3, Integrated Core Technology R & D Unit
Takeyoshi Matsuda	Assistant Manager Legal & IP Management Board	Section Manager IP Management Section, Legal & IP Management Board
Koji Seki	Acting General Manager M.I.S. Dept.	Assistant Manager M.I.S. Dept.
Masahito Shibata	Assistant Manager M.I.S. Dept.	Deputy General Manager M.I.S. Dept.
Kenji Nakagawa	Assistant Manager Marketing Communications Dept.	Deputy General Manager OEM Component Business Unit Manager Sales Dept. #2, OEM Component Business Unit
Takeshi Yoshimura	Acting Manager Human Resources Dept., Human Resources & General Affairs Management Unit	Section Manager Personnel Affairs Section, Human Resources Dept., Human Resources & General Affairs Management Unit
Kimiaki Nakazawa	Manager Dept. #1, Optical Design & Engineering R & D Unit	Acting Manager Dept. #1, Optical Design & Engineering R & D Unit
Ando Minoru	Manager Dept. #2, Optical Design & Engineering R & D Unit	Acting Manager Dept. #2, Optical Design & Engineering R & D Unit
Seizo Suzuki	Manager Dept. #4, Optical Design & Engineering R & D Unit	Acting Manager Dept. #4, Optical Design & Engineering R & D Unit
Toshikuni Tateno	Deputy General Manager Integrated Core Technology R&D Unit Manager Dept. #4, Integrated Core Technology R&D Unit	Manager Dept. #4, Integrated Core Technology R&D Unit

Takaharu Aoki	Manager Dept. #1, Integrated Core Technology R&D Unit	Acting Manager Dept. #1, Integrated Core Technology R&D Unit
Kazuki Nishizawa	Acting Manager Dept. #3, Integrated Core Technology R&D Unit	Section Manager CAE Section Dept. #3, Integrated Core Technology R&D Unit
Shirou Nagashima	Deputy General Manager OEM Component Business Unit Manager Design & Engineering Dept. #3, OEM Component Business Unit	Manager Design & Engineering Dept. #3, OEM Component Business Unit
Michimasa Emori	Manager Sales Dept., OEM Component Business Unit	Manager Sales Dept. #1, OEM Component Business Unit
Tetsuaki Kudoh	Manager Hirosaki Plant, Production Management & Administration Unit	Manager Procurement Center, Production Management & Administration Unit
Yasuyuki Kimura	Acting Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit	Section Manager Mfg. Engineering Section, Production Dept., Hirosaki Plant, Production Management & Administration Unit
Makio Yamauchi	Acting Manager QA. & QC. Dept., Hirosaki Plant, Production Management & Administration Unit	Section Manager QA. & QC. Dept., Hirosaki Plant, Production Management & Administration Unit
Yutaka Soma	Manager Production Dept., Namioka Plant, Production Management & Administration Unit	Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit
Mitsugu Koyama	Acting Manager Procurement Center, Production Management & Administration Unit	Manager Production Planning Dept., Procurement Center, Production Management & Administration Unit
Katsushi Takeya	Manager Procurement Dept., Procurement Center, Production Management & Administration Unit	Manager Production Dept., Namioka Plant, Production Management & Administration Unit
Masamichi Ikeda	Deputy General Manager Product Development Management & Administration Unit Manager Supply Chain Management & Sourcing Dept., Production Development Management & Administration Unit	Manager Product Development Management & Supervision Dept., Production Development Management & Administration Unit
Satoshi Oguro	Assistant to the General Manager Product Development Management & Administration Unit	General Manager Business Operations Management Unit
Takahiro Yamaguchi	Manager Business Operations Management Dept., Production Development Management & Administration Unit	Manager Operations Management & Supervision Dept., Business Operations Management Unit
Hiroshi Nagashio	Acting Manager Logistics Management Center	Manager Cost Management Dept., Business Operations Management Unit