

Organizational Changes and Personnel Transfers

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

1. Assignment Change of Director (effective as of January 1, 2016)

Name	New Assignment	Current Assignment
Managing Director Kenichi Hamada	Integrated Camera Module Business Unit	Quality Control & Assurance Supervision Unit
	Quality Control & Assurance Supervision Unit	CSR Implementation & Administration Board
	CSR Implementation & Administration Board	

2. Organizational Changes (effective as of January 1, 2016)

(1) New Business Development Group

- Dept. #1 and Dept. #2 will be abolished.

(2) Accounting & Financial Management Unit

- Accounting & Financial Management Dept. will be reorganized into Accounting Dept. and Financial Dept.
- Projection & Administration Dept. will be abolished.

(3) Core Technology & Engineering R & D Unit

- Proto-Type Model Production Dept. will be newly established.

(4) Industrial Optics Business Unit

- Product Management & Planning Dept. will be abolished and the functions will be transferred to the newly established Operations & Administration Dept.

(5) Integrated Camera Module Business Unit

- Integrated Camera Module Business Unit will be newly established.
- Sales Dept. and Design & Engineering Dept. will be newly established under the Integrated Camera Module Business Unit.

(6) Production Management & Administration Unit

- Production Engineering Dept. will be newly established in Namioka Plant.

3. Executive Personnel Transfer (effective as of January 1, 2016)

Name	New Assignment	Current Assignment
Yoshinori Narita	Executive Officer General Manager Integrated Camera Module Business Unit	Executive Officer General Manager New Business Development Group
	Manager Sales Dept., Integrated Camera Module Business Unit	

4. Personnel Transfers (effective as of January 1, 2016)

Name	New Assignment	Current Assignment
Masakazu Kato	General Manager Legal & IP Management Board	Deputy General Manager Legal & IP Management Board
Nobuyuki Adachi	General Manager New Business Development Group	Assistant General Manager New Business Development Group
		Manager Dept. #1, New Business Development Group
Masamichi Kinjo	Assistant Manager Marketing Communications Dept.	Section Manager Marketing Communications Dept.

Nobuo Koizumi	Assistant Manager Accounting & Financial Management Unit	Assistant Manager Accounting & Financial Management Unit Manager Projection & Administration Dept., Accounting & Financial Management Unit
Masahiko Tsunoda	Assistant Manager Accounting & Financial Management Unit Manager Accounting Dept., Accounting & Financial Management Unit	Assistant Manager Accounting & Financial Management Unit
Yoshiki Takane	Manager Financial Dept., Accounting & Financial Management Unit	Manager Accounting & Financial Management Dept., Accounting & Financial Management Unit
Hiromitsu Ota	Manager Dept. #2, Optical Design & Engineering R & D Unit	Deputy Manager Dept. #2, Optical Design & Engineering R & D Unit
Toru Nara	Manager Dept. #3, Optical Design & Engineering R & D Unit	Section Manager Optical Design & Engineering R & D Section 2, Dept. #3, Optical Design & Engineering R & D Unit
Shoji Itagaki	Assistant Manager Core Technology & Engineering R & D Unit Manager Proto-Type Model Production Dept., Core Technology & Engineering R & D Unit	Assistant Manager Core Technology & Engineering R & D Unit
Koei Oseki	Manager Dept. #3, Core Technology & Engineering R & D Unit	Deputy Manager Dept. #3, Core Technology & Engineering R & D Unit
Toshikuni Tateno	General Manager Integrated Core Technology R & D Unit	Deputy General Manager Integrated Core Technology R & D Unit
Kenji Fujinami	Manager Dept. #1, Integrated Core Technology R & D Unit	Deputy Manager Dept. #1, Integrated Core Technology R & D Unit
Hisashi Suto	General Manager OEM Component Business Unit	Deputy General Manager OEM Component Business Unit Unit Manager Division #1, OEM Component Business Unit
Michimasa Emori	Assistant Manager OEM Component Business Unit Unit Manager Division #1, OEM Component Business Unit	Manager Sales Dept., OEM Component Business Unit
Takahiro Suzuki	Manager Sales Dept., OEM Component Business Unit	Manager Product Development Management & Administration Dept., Product Development Management & Administration Unit
Kiyoshi Moriyama	Manager Operations & Administration Dept., Industrial Optics Business Unit	Manager Product Management & Planning Dept., Industrial Optics Business Unit
Toshio Yao	Manager Electronics Design & Engineering Dept., Imaging Products Business Unit	Deputy Manager Electronics Design & Engineering Dept., Imaging Products Business Unit
Hideaki Gouda	Manager Design & Engineering Dept., Integrated Camera Module Business Unit	Deputy Manager Dept. #2, New Business Development Group
Toshihiko Kogawa	Manager Production Engineering Dept., Namioka Plant, Production Management & Administration Unit	Deputy Manager Production Dept., Namioka Plant, Production Management & Administration Unit
Hideyasu Takahashi	Manager Production Dept., Namioka Plant, Production Management & Administration Unit	Manager Engineering Dept. 2, Process Technology & Engineering Unit

Hitoshi Ishikawa	Manager Administration Dept., Namioka Plant, Production Management & Administration Unit	Deputy Manager Administration Dept., Namioka Plant, Production Management & Administration Unit
Hiroyuki Fukuda	Manager Procurement Dept., Procurement Center, Production Management & Administration Unit	Deputy Manager Procurement Dept., Procurement Center, Production Management & Administration Unit
Katsuyuki Kamata	Manager Engineering Dept. 2, Process Technology & Engineering Unit	Section Manager Assembly Section 2, Production Dept., Hirosaki Plant, Production Management & Administration Unit
Tomoaki Miura	Manager Engineering Dept. 3, Process Technology & Engineering Unit	Deputy Manager Engineering Dept. 3, Process Technology & Engineering Unit
Hiroko Sakai	Manager Product Development Management & Administration Dept., Product Development Management & Administration Unit	Section Manager Cost Management Section, Product Development Management & Administration Dept., Product Development Management & Administration Unit
Toshio Shinohara	General Manager Mold & Tooling Technology Center	Deputy General Manager Mold & Tooling Technology Center
Kouji Naruse	Manager Administration Dept., Mold & Tooling Technology Center	Deputy Manager Administration Dept., Mold & Tooling Technology Center
Takahiro Sato	Manager Design & Engineering Dept., Mold & Tooling Technology Center	Deputy Manager Design & Engineering Dept., Mold & Tooling Technology Center