

Organizational Change and Personnel Transfers

Tamron Co., Ltd. (Morio Ono, President & CEO) announces that the following assignment changes of directors, organizational change and personnel transfers were approved today by the board of directors. Changes in directors are subject to approval at the annual general meeting of shareholders (AGM) and at the company's board of directors meeting afterward, both scheduled to be held on 30 March 2016.

1. Assignment Changes of Directors (effective as of March 30, 2016)

Name	New Assignment	Current Assignment
Corporate Vice President Hiroaki Arai	Industrial Optics Business Unit Marketing Communications Dept. Subsidiaries Overseas for sales & marketing	Overseas Imaging Products Business Unit Subsidiaries Overseas for sales & marketing Logistics Management Center
Corporate Vice President Tadahiro Shimura	Product Development Management & Administration Unit M.I.S. Dept. Logistics Management Center	Mold & Tooling Technology Center
Corporate Vice President Shogo Sakuraba	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Integrated Core Technology R & D Unit Technology Platform Facilitation Group	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Integrated Core Technology R & D Unit Technology Platform Facilitation Group
Senior Managing Director Hideyo Ose	Imaging Products Business Unit CSR Implementation & Administration Board Customer Service Dept.	Imaging Products Business Unit Product Development Management & Administration Unit
Senior Managing Director Kenichi Hamada	Integrated Camera Module Business Unit Quality Control & Assurance Supervision Unit	Integrated Camera Module Business Unit Quality Control & Assurance Supervision Unit CSR Implementation & Administration Board
Senior Managing Director Masayuki Abo	Production Management & Administration Unit Process Technology & Engineering Unit Subsidiaries Overseas for manufacturing	Production Management & Administration Unit Process Technology & Engineering Unit Subsidiaries Overseas for manufacturing
Managing Director Takashi Ichikawa	OEM Component Business Unit New Business Development Domestic	OEM Component Business Unit New Business Development Domestic
Managing Director Hiroshi Kawanabe	Human Resources & General Affairs Management Unit Mold & Tooling Technology Center Compliance	Human Resources & General Affairs Management Unit Customer Service Dept. Compliance and Risk Management
Managing Director Koji Masunari	Overseas Imaging Products Business Unit New Business Development Group	Industrial Optics Business Unit
Director Yasuki Kitazume	Accounting & Financial Management Unit Internal Control	-

Director Hiroshi Otsuka	Corporate Business Planning & Administration Board Legal & IP Management Board Investors Relations Risk Management	-
Director Shenghai Zhang	Overseas manufacturing	-

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

Name	New Assignment	Current Assignment
Corporate Vice President Shogo Sakuraba	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Integrated Core Technology R & D Unit Technology Platform Facilitation Group Opto-Science R&D Center	Optical Design & Engineering R & D Unit Core Technology & Engineering R & D Unit Integrated Core Technology R & D Unit Technology Platform Facilitation Group

3. Organizational Change (effective as of April 1, 2016)

(1) Opto-Science R&D Center

- Opto-Science R&D Center will be newly established.

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

Name	New Assignment	Current Assignment
Nobuyuki Adachi	General Manager Opto-Science R&D Center General Manager New Business Development Group	General Manager New Business Development Group
Masaaki Kamoda	Assistant General Manager Imaging Products Business Unit Manager Design & Engineering Dept., Imaging Products Business Unit	Manager Design & Engineering Dept., Imaging Products Business Unit