



Organizational Changes and Personnel Transfers

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

1. Assignment Changes of Directors (effective as of January 1, 2018)

Name	New Assignment	Current Assignment
Corporate Vice President Shogo Sakuraba	Optical Design & Engineering R & D Unit	Optical Design & Engineering R & D Unit
	Integrated Core Technology R & D Unit	Core Technology & Engineering R & D Unit
	Opto-Science R&D Center	Integrated Core Technology R & D Unit
		Opto-Science R&D Center
Senior Managing Director Hideyo Ose	Risk Management	CSR Implementation & Administration Board
		Customer Service Dept.
		Risk Management
Senior Managing Director Kenichi Hamada	Quality Control & Assurance Supervision Unit	Integrated Camera Module Business Unit
		Quality Control & Assurance Supervision Unit
Senior Managing Director Masayuki Abo	Production Management & Administration Unit	Production Management & Administration Unit
	Core Technology & Engineering R & D Unit	Process Technology & Engineering Unit
	Subsidiaries Overseas for manufacturing	Subsidiaries Overseas for manufacturing

2. Organizational Changes (effective as of January 1, 2018)

(1) Internal Audit & Supervision Board

- CSR Implementation & Administration Board will be merged with Internal Audit & Supervision Board.

(2) OEM Component Business Unit

- New Imaging Creation & Business Development Dept. will be newly established

(3) Industrial Optics Business Unit

- Integrated Camera Module Business Unit will be merged with Industrial Optics Business Unit. Integrated Camera Module Engineering Dept. will be newly established in Industrial Optics Business Unit.

(4) Imaging Products Business Unit

- Design & Engineering Dept. will be reorganized into Design & Engineering Dept. #1 and Design & Engineering Dept. #2.
- Customer Service Dept. will be merged with Imaging Products Business Unit. Customer Service Dept. will be newly established in Imaging Products Business Unit.

(5) Production Management & Administration Unit

- Production Engineering Dept. will be newly established in Hirosaki Plant.
- Supply Chain Management & Sourcing Dept. of Product Development Management & Administration Unit will be merged with Procurement Center. Supply Chain Management & Sourcing Dept. will be newly established in Procurement Center.

(6) Core Technology & Engineering R & D Unit

- Core Technology & Engineering R & D Unit and Process Technology & Engineering Unit will be integrated and become Core Technology & Engineering R & D Unit.

3. Executive Personnel Transfers (effective as of January 1, 2018)

Name	New Assignment	Current Assignment
Yoshinori Narita	Executive Officer Assistant General Manager Industrial Optics Business Unit	Executive Officer General Manager Integrated Camera Module Business Unit Manager Sales Dept., Integrated Camera Module Business Unit
Tsutomu Tezuka	Executive Officer General Manager Legal & IP Management Board	Executive Officer General Manager Human Resources & General Affairs Management Unit
Mikio Kimura	Executive Officer General Manager Core Technology & Engineering R & D Unit	Executive Officer General Manager Process Technology & Engineering Unit General Manager Core Technology & Engineering R & D Unit

4. Personnel Transfers (effective as of January 1, 2018)

Name	New Assignment	Current Assignment
Haruhisa Ikemura	Assistant General Manager Internal Audit & Supervision Board	General Manager CSR Implementation & Administration Board
Masakazu kato	General Manager Human Resources & General Affairs Management Unit	General Manager Legal & IP Management Board
Terufusa Kunisada	Assistant General Manager Opto-Science R&D Center	Manager Dept. #1, Core Technology & Engineering R & D Unit
Hisashi Suto	General Manager OEM Component Business Unit Manager New Imaging Creation & Business Development Dept., OEM Component Business Unit	General Manager OEM Component Business Unit
Maki Dobashi	Manager Operations & Administration Dept., Industrial Optics Business Unit	Section Manager Operations & Process Management Section, Operations & Administration Dept., Industrial Optics Business Unit
Hideaki Gouda	Manager Integrated Camera Module Engineering Dept., Industrial Optics Business Unit	Manager Design & Engineering Dept., Integrated Camera Module Business Unit
Masaaki Kamoda	Manager Design & Engineering Dept. #1, Imaging Products Business Unit	Manager Design & Engineering Dept., Imaging Products Business Unit
Kazutoshi Nakayama	Manager Design & Engineering Dept. #2, Imaging Products Business Unit	Assistant Manager Design & Engineering Dept., Imaging Products Business Unit
Akiko Onuma	Manager Customer Service Dept., Imaging Products Business Unit	General Manager Customer Service Dept.
Shinichi Sato	Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit	Section Manager Assembly Section, Production Dept., Hirosaki Plant, Production Management & Administration Unit
Yasuyuki Kimura	Manager Production Engineering Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit
Akihiro Sugisawa	Manager Production Dept., Owani Plant, Production Management & Administration Unit	Assistant Manager Production Dept., Owani Plant, Production Management & Administration Unit

Hiroshige Aoki	Manager Supply Chain Management & Sourcing Dept., Procurement Center, Production Management & Administration Unit	Manager Supply Chain Management & Sourcing Dept., Product Development Management & Administration Unit
Masahiro Abe	Manager Engineering Dept. 1, Core Technology & Engineering R & D Unit	Manager Engineering Dept. 1, Process Technology & Engineering Unit
Hiroki Takata	Manager Engineering Dept. 2, Core Technology & Engineering R & D Unit	Manager Dept. #2, Core Technology & Engineering R & D Unit
Koei Oseki	Manager Engineering Dept. 3, Core Technology & Engineering R & D Unit	Manager Dept. #3, Core Technology & Engineering R & D Unit
Kazuhiko Okuzaki	Manager Engineering Dept. 4, Core Technology & Engineering R & D Unit	Manager Engineering Dept. 4, Process Technology & Engineering Unit