

Determination of the Stock Acquisition Regarding  
the Performance-Linked Stock Compensation System

This is to inform that the details of stock acquisition regarding the performance-linked stock compensation system for directors of Tamron Co., Ltd. were determined as shown below at the board meeting held today, April 27, 2018.

Tamron Co., Ltd. (hereinafter referred to as “the Company”) decided to introduce the performance-linked stock compensation system using a trust (hereinafter referred to as “the System” and the trust established by the introduction of the System hereinafter referred to as “the Trust”) for the directors of the Company (excluding external directors; hereinafter referred to as “directors”) at the board meeting, held February 13, 2018, which was subsequently approved at the 71<sup>st</sup> Ordinary General Meeting of Shareholders held on March 28, 2018.

1. Overview of the Trust

(1) Name	Stock issuance trust for directors
(2) Entruster	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Ltd. (Re-trust trustee: Japan Trustee Services Bank, Ltd.)
(4) Beneficiary	Directors of the Company who fulfill the requirements as beneficiaries
(5) Trust administrator	A third party that has no interests in the Company and directors will be appointed.
(6) Exercise of voting rights	Not to be exercised throughout the term of the Trust
(7) Type of trust	Nonmonetary trust (third party-benefit trust)
(8) Entry date of trust agreement	May 10, 2018 (scheduled)
(9) Date money is held in trust	May 10, 2018 (scheduled)
(10) Trust expiration date	May 31, 2021 (scheduled)

2. The details of stock acquisition by the Trustee

(1) Type of stock acquired	Common stock
(2) Funds to be entrusted for the acquisition of stocks	430,000,000 yen
(3) Number of shares to be acquired	240,000 shares(upper limit)
(4) Acquisition method	To be acquired from the stock market
(5) Acquisition period	From May 10, 2018 to May 31, 2018 (scheduled)