

## Announcement of Change of Assignment for Directors and Organization and Personnel Transfers

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

### 1. Assignment Changes of Directors (effective as of January 1, 2021)

Name	New	Current
Corporate Vice President Masayuki Abo	Global Production (Aomori Factory, China Factory, Vietnam Factory) Core Technology & Engineering R & D Unit	Production Management & Administration Unit Core Technology & Engineering R & D Unit
Managing Director Shenghai Zhang	Deputy of Global Production (Aomori Factory, China Factory, Vietnam Factory) Mold & Tooling Technology Center	Mold & Tooling Technology Center Subsidiaries Overseas for manufacturing

### 2. Organizational Changes (effective as of January 1, 2021)

#### Aomori Factory

- Production Management & Administration Unit will be abolished and Hirosaki Plant and Namioka Plant will be reorganzaied into newly established Aomori Factory.
- Factory Management Dept., Assembly Production Dept., Lens Production Dept. and Production Engineering Dept. will be placed under Aomori Factory.
- The organizational change of Aomori Factory are an organizational integration, and Hirosaki Plant and Namioka Plant will continue to exist as the Hirosaki Site , the Namioka Site and the Owani Site.

### 3. Executive Personnel Transfers (effective as of January 1, 2021)

Name	New	Current
Mikio Kimura	Senior Executive Officer General Manager Core Technology & Engineering R & D Unit	Executive Officer General Manager Core Technology & Engineering R & D Unit
Masato Naraoka	Executive Officer General Manager Aomori Factory	Executive Officer General Manager Production Management & Administration Unit
Michael Dickel	Executive Officer President TAMRON Europe GmbH.	President TAMRON Europe GmbH.

Minoru Ando	Executive Officer General Manager Optical Design & Engineering R & D Unit	General Manager Optical Design & Engineering R & D Unit
Kai Zhang	Executive Officer Managing Director TAMRON OPTICAL (FOSHAN) CO., LTD.	Managing Director TAMRON OPTICAL (FOSHAN) CO., LTD.

4. Personnel Transfers (effective as of January 1, 2021)

Name	New	Current
Hideyasu Takahashi	Assistant General Manager Aomori Factory	General Manager Namioka Plant, Production Management & Administration Unit
Hiroyuki Naraoka	Manager Factory Management Dept., Aomori Factory	Manager Factory Management Dept., Production Management & Administration Unit
Shinichi Sato	Manager Assembly Production Dept., Aomori Factory	Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit
Tomohiko Iwaya	Manager Lens Production Dept., Aomori Factory	Manager Production Dept., Namioka Plant, Production Management & Administration Unit
Yasuyuki Kimura	Manager Production Engineering Dept., Aomori Factory	General Manager Hirosaki Plant, Production Management & Administration Unit  Manager Production Engineering Dept., Hirosaki Plant, Production Management & Administration Unit