

Notice Concerning Determination of Details of Employee Stock Ownership Plan (ESOP) Trust

Tamron Co., Ltd. (the “Company”) hereby announces that a meeting of the Board of Directors held on November 19, 2024 determined details about the employee stock ownership plan (ESOP) trust (the trust to be set up for the introduction of employee stock ownership plan (ESOP) shall hereinafter be referred to as the “Trust”), the introduction of which was resolved at a meeting of the Board of Directors held on September 18, 2024. The Trust is an incentive plan aimed at raising the corporate value over the medium to long term utilizing the Company’s employee stock ownership plan and enhancing employee benefit packages. Details are as follows.

1. Outline of the Trust

(1) Trustor	The Company
(2) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-trust trustee: Custody Bank of Japan, Ltd.)
(3) Beneficiaries	Members of the Association who meet beneficiary requirements
(4) Type of trust	Money trust (non-grantor trust)
(5) Entry date of trust agreement	December 10, 2024
(6) Date when money is entrusted	December 10, 2024
(7) Period of trust	December 10, 2024 – December 31, 2027 (plan)
(8) Purpose of trust	Stable and continuous supply of shares to the Association and delivery of trust assets to beneficiaries who are confirmed as beneficiaries through determination proceedings

2. Details of the Company’s shares acquired by the Trust

(1) Type of shares to be acquired	Common stock
(2) Total acquisition cost	353,761,000 yen
(3) Total number of shares to be acquired	81,700 shares
(4) Acquisition method of shares	Acquisition through disposal of treasury shares
(5) Date of acquisition of shares	December 10, 2024