

Organizational Changes and Personnel Transfers

Tamron Co., Ltd. (hereinafter "the Company") announces that the following organizational changes and personnel transfers were approved today by the board of directors.

1. Organizational Changes (effective as of January 1, 2025)

(1) Optical Design & Engineering R&D Center

- Dept.#4 will be divided, and Dept.#5 will be newly established.

(2) Quality Control & Assurance Supervision Unit

- Quality Control Dept. will be newly established.

(3) OEM Component Business Unit

- Production Engineering Dept. will be renamed as Production Process Development Dept.
- System Development Dept. will newly established.

(4) Imaging Products Business Unit

- Design & Engineering Dept. will be renamed as Design & Development Dept.
- Electronics Design & Engineering Dept will be renamed as Control Development Dept.
- Production Engineering Dept. will be renamed as Production System Development Dept.

2. Executive Personnel Transfers (Effective as of January 1, 2025)

Name	New	Current
Hideyuki Nonaka	Senior Executive Officer General Manager Corporate Strategy Unit	Executive Officer General Manager Corporate Strategy Unit
Masakazu Kato	Senior Executive Officer General Manager Administrative Management Unit	Executive Officer General Manager Administrative Management Unit Manager Human Resources Dept., Administrative Management Unit
Nobuo Koganeya	Senior Executive Officer General Manager Imaging Products Business Unit	Executive Officer General Manager Imaging Products Business Unit
Minoru Ando	Executive Officer General Manager Optical Design & Engineering R&D Center	Executive Officer General Manager Optical Design & Engineering R&D Center Manager Dept.#4, Optical Design & Engineering R&D Center
Akira Saita	Executive Officer General Manager Mold & Tooling Technology Center Manager Design & Administration Dept., Mold & Tooling Technology Center	Executive Officer General Manager Mold & Tooling Technology Center
Akira Okabe	Executive Officer Assistant to the President	-

3. Personnel Transfers (Effective as of January 1, 2025)

Name	New	Current
Akihiko Morikubo	Manager Human Resources Dept., Administrative Management Unit	Assistant to the General Manager Human Resources Dept., Administrative Management Unit
Sadayoshi Shinohara	Manager Dept. #4, Optical Design & Engineering R&D Center	Section Manager Optical Technology & Engineering R&D Section 2, Dept. #4, Optical Design & Engineering R&D Center
Hidemi Nishizawa	Manager Dept. #5, Optical Design & Engineering R&D Center	-
Jiro Asanuma	General Manager Quality Control & Assurance Supervision Unit Manager Quality Control Dept., Quality Control & Assurance Supervision Unit	Manager QA. & QC. Dept., Quality Control & Assurance Supervision Unit
Shuji Kondo	Manager Quality Assurance Dept., Quality Control & Assurance Supervision Unit	Section Manager Quality Assurance Section 2, QA. & QC. Dept., Quality Control & Assurance Supervision Unit
Naoki Akao	Manager Production Process Development Dept., OEM Component Business Unit	Manager Production Engineering Dept., OEM Component Business Unit
Moritoshi Hakuta	Manager System Development Dept., OEM Component Business Unit	Section Manager Electronics Engineering Section, Production Engineering Dept., OEM Component Business Unit
Noriyuki Nakazawa	Manager Design & Development Dept., Imaging Products Business Unit	Manager Design & Engineering Dept., Imaging Products Business Unit
Toshio Yao	Manager Control Development Dept., Imaging Products Business Unit	Manager Electronics Design & Engineering Dept., Imaging Products Business Unit
Kazutoshi Nakayama	Manager Production System Development Dept., Imaging Products Business Unit	Manager Production Engineering Dept., Imaging Products Business Unit