



## Organizational Change and Personnel Transfers

Tamron Co., Ltd. hereby announces the following organizational change and personnel transfers, effective January 1, 2026.

### 1. Organizational Change Effective Date: January 1, 2026

#### Industrial Optics Business Unit

The Electronics Design Department and the Production Engineering Department will be integrated, and a new Development Technology Department will be established.

### 2. Executive Personnel Transfer

Effective Date: January 1, 2026

Name	New Position	Current Position
Minoru Ando	Senior Executive Officer General Manager Optical Design & Engineering R&D Center	Executive Officer General Manager Optical Design & Engineering R&D Center
Masamichi Ikeda	Executive Officer General Manager Industrial Optics Business Unit	General Manager Industrial Optics Business Unit  Manager Design & Engineering Dept., Industrial Optics Business Unit
Jiro Asanuma	Executive Officer General Manager Quality Control & Assurance Supervision Unit	General Manager Quality Control & Assurance Supervision Unit

### 3. Personnel Transfers

Effective Date: January 1, 2026

Name	New Position	Current Position
Hisashi Suto	Assistant General Manager Industrial Optics Business Unit	Assistant General Manager Industrial Optics Business Unit  Manager Production Engineering Dept., Industrial Optics Business Unit
Konoha Kagaya	Manager Design & Engineering Dept., Industrial Optics Business Unit	Section Manager Design & Engineering Section, Design & Engineering Dept., Industrial Optics Business Unit
Tetsuya Higashino	Manager Development Technology Dept., Industrial Optics Business Unit	Manager Electronics Design Dept., Industrial Optics Business Unit
Hiroko Sakai	Assistant General Manager Procurement Management Unit	Manager Procurement Management Dept., Procurement Management Unit
Shinji Makino	Manager Procurement Management Dept., Procurement Management Unit	Section Manager Sourcing Development Section, Procurement Management Dept., Procurement Management Unit

Yosuke Tsukada	Manager Design & Administration Dept., Mold & Tooling Technology Center	Section Manager Production Section, Production Dept., Mold & Tooling Technology Center
Kenji Shindo	Manager Production Dept., Mold & Tooling Technology Center	Manager Design & Administration Dept., Mold & Tooling Technology Center