



**Announcement Regarding Discontinuation of Retirement Bonus and  
Revision of Compensation System for Board of Directors and Corporate Auditors**

It has been resolved at a Board of Directors meeting on February 6, 2008 that retirement bonus for Board of Directors and corporate auditors shall be discontinued and that a compensation system for the officers shall be revised in line with the move as a part of management reform plan.

1. Discontinuation of Retirement Bonus

It is going to be proposed for resolution at 61<sup>st</sup> Annual General Shareholders Meeting of Tamron Co., Ltd. schedule on March 28, 2008 that discontinuation of the retirement bonus for corporate officers effective at the conclusion of the meeting, and that the eligible bonus for each officer for the term of service up to the date of discontinuation shall be fully paid up.

With regard to actual disbursement of such bonus to each Board of Directors and corporate auditor, payments shall be made at the point of retirement of the individuals.

2. Revision of the Compensation System

Along with discontinuation of the retirement bonus, compensation system for the Board of Directors and corporate auditors shall be revised, introducing a monthly allowance at a given rate of the compensation of the full time Board members to acquire company's stock, which is to be contributed to the Stock Holding Program for the corporate officers. The stocks to be acquired shall be kept intact during the term of service of each Board member so that the allowance for stock acquisition shall be better characterized as compensation effectively linked with the company's long term performance.