15th December 2020

Tsubaki Nakashima Co., Ltd.
Koji Hirota
Director and Representative Executive Officer CEO
Tokyo Stock Exchange (code 6464)
Contact for inquiries: Ikunori Morita
Phone: +81 (0)6-6224-0193

Announcement of Organisational reform and Executive Officers effective from 1st January 2021

At the Board of Directors meeting held on 15th December 2020, the Company decided to reorganise the organisation and appoint Executive Officers effective from 1st January 2021. The changes are as given below.

1. Outline of organisational reform dated 1st January 2021
(1) Structural reform of the Global Sales function
Rebuild the Global Sales function to improve efficiency and strengthen the efficacy.
-Regions (Japan, China, Americas, Europe) and Business Units (Global Ceramics Business and Linear Blower Business) will focus on expanding sales by pursuing three New Targets (Customer, Market, Product) with more autonomy and determination.
-Strategic dialogue with key customers and overall sales coordination will be carried out at a high level by COO and the Senior Executive Officer in charge of the Americas & Europe Region.

(2) Structural reform of the Roller Business
The Global Roller Business will be restructured to strengthen and streamline the business operations.
-Roller & SMP plant in the Netherlands and Bosnia plant will be placed under the European Region and managed by that Region.
-The US roller plant will be placed under the Americas Region and managed by them.

(3) Structural reform in the Asia Region
The Asia Region will be reconstructed as follows.
The Thai plant (mainly ceramics) will be placed under the Global Ceramics Business, and the Indian plant will be placed under the European Region for the purpose of strengthening customer service and improving efficiency.

2. Executive Officers effective from 1st January 2021

Name	New title	Previous title
Koji HIROTA	Representative Executive Officer, President, CEO	Same as on the left
Tomofumi GOTSUBO	Representative Executive Officer, COO Japan & China Region, Global Ceramics Business, Linear Blower Business	Representative Executive Officer, COO Japan, China & Asia Region, Linear & Blower Business, Global Ceramics Business
Shakil OHARA	Director and Executive Officer, Senior EVP, CFO IR, IS/IT	Same as on the left
Evelise FARO	Executive Officer, EVP Americas & Europe Region	Executive Officer, EVP Americas & Europe Region, Roller Business

Name	New title	Previous title
Franco DUTTO	Executive Officer, SVP, CHRO Compliance and HR/Sustainability	Executive Officer, SVP Compliance and HR/Sustainability
Hisashi TATE	Executive Officer, VP, CSO Business Planning and Strategy	Executive Officer, VP Business Planning and Strategy
Cosimo COLASANTI	Executive Officer, VP Monozukuri	Executive Officer, VP Manufacturing
Kazuaki KAYAHARA	Executive Officer, VP Engineering, R&D, Intellectual Property, CAPEX	Executive Officer, VP Engineering, Intellectual Property, CAPEX
Li ZHANG	Executive Officer, VP China Region President	Same as on the left
Yasuo YOSHIDA	Executive Officer, VP Europe Region President	Same as on the left
Satoshi AIMI	Executive Officer, VP Purchasing	Same as on the left
Hidekazu MUKAI	Executive Officer, VP Japan Region President	Same as on the left
Takahiro KISHIMOTO	Executive Officer, VP Linear & Blower Business President	Same as on the left
Kevin ROBINSON	Executive Officer, VP Americas Region President	Same as on the left

3. Outgoing Executive Officers as of 31st Dec 2020

Mike HAND	Outgoing	Executive Officer, VP Global Sales
Rob HEINRICH	Outgoing	Executive Officer, VP Roller Business President
Hideyuki SAKAI※	Outgoing	Executive Officer, VP Asia Region President

※Outgoing Asia Region President as of 31st Dec 2020, outgoing Executive Officer, VP as of 24th Mar 2021.