May 13, 2024

Tsubaki Nakashima Co., Ltd.
Koji Hirota
Director and Representative Executive Officer CEO
(Code:6464, Prime, Tokyo Stock Exchange)
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Announcement of Change in Representative Executive Officer CEO

The Board of Directors of the Company has resolved at its meeting on May 13, 2024 to change the Representative Executive Officer CEO with effective from July 1 of the same year.

1. Change of Representative Executive Officer CEO
   Effective July 1, 2024

Name	New position	Current position
Matsuyama, Itaru	Representative Executive Officer CEO	Joined on May 13, 2024 Appointed as Executive Officer
Hirota, Koji	Director and Executive Officer	Representative Executive Officer CEO Currently serving as Director

Name and CV of Newly Appointed Representative Executive Officer CEO

Name	Brief personal history	Number of shares held
Matsuyama, Itaru date of birth 1979/01/24	2001 Joined the Boston Consulting Group 2009 Joined Dupont Regional Business Director (Electronic Materials) 2017 Joined KKR Director (KKR Capstone) 2021 Boston Consulting Group Partner & Director	0

2. Objectives

During the period up to 2023, the Company has (1) resolved compliance issues related to antitrust law and non-compliant products at the past Tsubaki Nakashima (Japan) and established measures to prevent recurrence, and (2) completed integration with ex-NN PBC division acquired in August 2017, and (3) withdrawn from unprofitable and non-core businesses, which had been a long-standing concern.

Based on the above, the Company has decided that a change in leadership is appropriate to create a management structure which can provide new value to shareholders, customers, business partners, employees, and other stakeholders on a global basis and to enter a new growth trajectory.

3. Others

1) Koji Hirota is scheduled to resign as a director and executive officer at the end of August 2024.
2) After the retirement of director, the number of directors as stipulated by law and the Articles of Incorporation has been fulfilled.

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