October 17, 2024

Tsubaki Nakashima Co., Ltd.
Itaru Matsuyama
Representative Executive Officer CEO
(Code:6464, Prime, Tokyo Stock Exchange)
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Announcement of Changes of Executive Officer, etc.

Under the new leadership of Itaru Matsuyama, who was appointed Representative Executive Officer CEO in July 2024, the Company is building a new management organization to strengthen the future revenue base while implementing and accelerating measures to enter a new growth trajectory.

With these goals in mind, at the Board of Directors meeting held on October 16, 2024, the Company decided to change executive officers, etc. as given below.

As released in the “Announcement of Organizational Reforms, and Appointments and Changes of Executive Officers, etc.” dated August 21, 2024, Cosimo Colasanti has been appointed Chief Manufacturing Officer effective October 1, 2024. He will direct the Company’s manufacturing transformation project to establish a global manufacturing organization, whose goals include driving innovations in production technologies, improving productivity, and strengthening cost competitiveness. In addition, as released in the “Announcement of Appointments and Changes of Executive Officers, Organizational Reforms” dated September 19, 2024, Inventory & SIOP was moved to the Manufacturing Function, which is led by Cosimo Colasanti. With this move, we intend to integrate Inventory & SIOP with productivity improvements and to achieve comprehensive inventory management at the plant level.

Under this organizational structure, the Company welcomes Gaurav Bansal as Senior Director of Global Inventory Management & SIOP. He will manage and oversee Inventory & SIOP as part of the Manufacturing Function. Our goal is to optimize inventory volumes at the plant level and to integrate sales planning, production planning, inventory management, and financial forecasting. Bansal brings to his post extensive experience and a proven track record in that field.

Additionally, the Company welcomes Waseem Arafat as Senior Director of Advanced Manufacturing Engineering. He will oversee and manage Manufacturing Engineering as part of the Manufacturing Function. Arafat brings to his post extensive experience and a track record in manufacturing engineering and leadership. He will lead the Company initiative to restructure and streamline its manufacturing processes, making full use of various innovative technologies and approaches. As Director of Manufacturing Engineering, Kazuaki Kayahara will continue, under Waseem Arafat, to direct the Company’s global manufacturing transformation project.

The Company also welcomes Tarak Dandu, who brings to his post extensive experience and knowledge in global finance and transformation projects, as Regional Controller of the Americas Business Unit. With Tarak Dandu joining our Group, we will aim for ongoing growth and success in our Americas business.

The Company believes these changes will lead to sustainable and profitable growth and create greater value for all stakeholders, including our shareholders, customers, business partners, and employees.

Disclaimer: This English translation is provided solely for reference purposes. In the event of any discrepancies between the original Japanese version and the English translation, the Japanese version shall prevail.

Changes of Executive Officer, etc.

Name	New title	Current title
KAYAHARA, Kazuaki	Director Manufacturing Engineering Dated November 1, 2024	Executive Officer Engineering, R&D, Intellectual Properties, CAPEX
GAURAV Bansal	Senior Director Global Inventory Management & SIOP Dated October 7, 2024.	Joined on October 7, 2024
WASEEM Arafat	Senior Director Advanced Manufacturing Engineering Dated October 14, 2024.	Joined on October 14, 2024
TARAK Dandu	Regional Controller Americas BU Dated October 21, 2024	Joined on October 21, 2024

Names and CVs of Newly Appointed staffs

Name	Brief personal history
GAURAV Bansal date of birth 1977/3/12	2005 Cummins Incorporated Supply Chain Director, Cummins Middle East Director, Global Purchasing & Cost Management, Distribution Unit Director, Supply Chain, Asia pacific Managing Director, North East and South East Asia Director, Functional Excellence Global Supply Chain
WASEEM Arafat date of birth 1982/7/8	2005 UPB Group 2007 NESTLE' Waters 2008 K.G.Tech 2013 Ino-Tek 2013 FAURECIA Manager of Manufacturing Engineering 2018 ContiTech Automotive / COOPER STANDARD Senior Manager of Digital Manufacturing & llot 2019 FAURECIA Senior Manager of Manufacturing Engineering & llot 2021 WEBASTO Director of Advanced Manufacturing Engineering
TARAK Dandu date of birth 1979/3/18	2000 Kwality Threads Pvt Ltd, India 2002 Coca Cola, India 2004 Timex Group Director, FP&A 2019 Techtronic Industries Director of Finance Senior Director of Finance VP of Finance 2024 Swisher Finance Transformation, Consulting VP

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