January 22, 2025

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

Under the new leadership of Itaru Matsuyama, who was appointed Representative Executive Officer CEO in July 2024, the Company has been building a new management organization with the aim of strengthening its earnings base for the future.

In order to implement and accelerate measures to enter a new growth trajectory, the number of executive officers will be significantly reduced to simplify the management organization, speed up management decision-making, and clarify responsibilities and authority.

With these goals in mind, at the Board of Directors meeting held on January 21, 2025, the Company decided to change executive officers as given below.

Changes of Executive Officers effective January 31, 2025

Name	New title	Current title
Itaru MATSUYAMA	Representative Executive Officer CEO	Same as on the left
Yoichi UEDA	Executive Officer, Senior EVP, CFO	Same as on the left
Anna DOLGIKH	Executive Officer CHRO	Same as on the left
Masaaki SAITO	CCO	Executive Officer CCO
Cosimo COLASANTI	CMO	Executive Officer CMO
Yoshinori KODERA	CSCO	Executive Officer CSCO
Li ZHANG	China BU President	Executive Officer China BU President
Toru FUJIKAWA	Ceramic BU President	Executive Officer Ceramic BU President
Yoshio SUGAWARA	Americas BU President	Executive Officer Americas BU President

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.

Maurizio DE LUCA	Europe BU President Pinerolo Plant Manager	Executive Officer Europe BU President Pinerolo Plant Manager
Nashay NAEVE	Engineered Plastic Components BU President	Executive Officer Engineered Plastic Components BU President
Susumu SUGIYAMA	Japan BU President	Executive Officer Japan BU President

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