February 3, 2025

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

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

With these goals in mind, the Company decided leadership changes today as given below.

Ramesh Gopalakrishnan has held key leadership positions in a number of multinational companies and has a strong track record in the Industrial and Energy sectors, with over 30 years of experience in global manufacturing, technology and supply chain operations, leveraging his commercial and strategic knowledge. As Chief Manufacturing Officer of the company, he will further advance the manufacturing transformation project to establish a global manufacturing organization, with the aim of innovating production technology, improving productivity, and raising our cost competitiveness.

Additionally, we are also pleased to welcome Juan Wu as President, Ceramic BU, one of our most important business units, with a strong background in P&L management and expertise in strategy and new business development, sales and marketing, customer relationship building, and financial acumen, all of which are expected to contribute to the growth and development of our company. Juan Wu's leadership and expertise will play a key role in enhancing our presence in the ceramic ball market, driving sustainable growth, and profitably expanding our business. As Director of Product Management, Ceramic BU, Toru Fujikawa will continue to promote the ceramic ball business under Juan Wu.

Leadership Changes effective February 24, 2025

Name	New title	Current title
Ramesh Gopalaksrishnan	CMO (Chief Manufacturing Officer)	Joined on February 24, 2025
Cosimo Colasanti	Internal Consultant	CMO (Chief Manufacturing Officer)

*Cosimo Colasanti is scheduled to resign at the end of March 2025.

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Leadership Changes effective March 3, 2025

Name	New title	Current title
Juan Wu	President, Ceramic BU	Joined on March 3, 2025
Toru Fujikawa	Director Product Management, Ceramic BU	President, Ceramic BU

Names and CVs of Newly Appointed Members

Name	Brief personal history
Ramesh Gopalakrishnan	1993 Siemens 1996 General Electric Company Global Manager, GE Energy 2006 Halliburton Director, Supply Chain & Operational Excellence Director, Strategy 2010 Suzlon COO, Suzlon Energy Composites 2013 Senvion GmBH Executive Vice President, Global Manufacturing 2016 TPI Composites Inc Senior Vice President, Technology, Industrialization & LATAM Operations COO President & COO 2021 Benchmark Electronics Inc Member BoDs (Current) 2023 RGK Consult President
Juan Wu	2006 Alcimed 2009 Solvay Innovation marketing Project Manager, Corporate R&I Global Strategic Marketing Manager, Electronics, Rare Earth Marketing Development Manager, GBU Special Chem Global Strategic Marketing Manager, GBU Peroxides Global Business Manager, Organic Chemicals, GBU Peroxides

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