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Announcement of Organizational Reform and Leadership Changes

Tsubaki Nakashima is building a strong management organization to strengthen its future revenue base while implementing and accelerating measures to enter a new growth trajectory.

With these goals in mind, the company has decided on the following leadership changes today.

1. Outline and Purpose of the Organizational Reform
   The Americas Business Unit (including India) and the Europe Business Unit will merge to form a single organization – the West Business Unit. This strategic reform will establish an agile and well-coordinated organizational structure. By combining and leveraging the experiences of both businesses, we will create a streamlined and efficient service delivery model that enhances customer experience, while also driving the creation of new business opportunities.

2. Leadership Changes effective April 1, 2025

Name	New title	Current title
Yoshio Sugawara	President, West BU	President, Americas BU
Maurizio De Luca	Operations Director, Europe	President, Europe BU

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.