

September 19, 2025

Tsubaki Nakashima Co., Ltd.  
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## Announcement of New Leadership

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, we announced today that we hired new leader as of September 16, 2025, for the purpose of strengthening our quality assurance and control function.

### 1. Purpose of Hiring New Leadership

Due to the inappropriate conduct regarding quality inspections of certain products in the linear business that was discovered on October 3, 2024, we commissioned a special investigation committee consisting of external lawyers to investigate, analyze the causes, and propose measures to prevent recurrence. We received the report and recurrence prevention measures on February 17, 2025, which included proposal of “the implementation of measures to ensure thorough quality assurance, to develop awareness of the importance of compliance, to reinforce management level personnel, to strengthen monitoring functions (stronger quality assurance functions, acquisition/retention of public accreditations, understanding of the essence of quality, stronger internal audit functions, and an effective internal whistleblower system), to bring greater energy to the organization through personnel interactions, and to review management’s awareness of the importance of compliance.” As part of implementing these measures, we hired Hironobu Hamanishi as our Japan BU Quality Director.

Hironobu brings over 25 years of experience in quality assurance, quality control, and global supply chain management across the automotive, precision manufacturing, and railway industries. He has held leadership roles in Japan, Thailand, Mexico, and APAC, and is certified as IATF16949 Internal Auditor and Six Sigma Green Belt. His strong background in QMS, supplier development, and both cross-functional and cross-regional leadership will be instrumental in driving quality excellence across our Japan Business Unit. Hironobu will report to Susumu Sugiyama, Japan BU President and functionally to Sebastiano Rizzo, Global Quality and EHS Director.

### 2. Effective September 16, 2025

Name	Title	Date joined
Hironobu Hamanishi	Japan BU, Quality Director	September 16, 2025