



May 1, 2025

Tsubaki Nakashima Co., Ltd.
Itaru Matsuyama
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Announcement of Leadership Changes

Tsubaki Nakashima Co., Ltd. (“the Company”) 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 and has appointed Matt Cloward as a new Chief Commercial Officer, effective on May 12, 2025.

Leveraging a globally integrated market strategy, Matt will manage the planning and execution of price optimization more effectively. He will oversee and drive global sales activities aimed at improving customer satisfaction and expanding market share. Masaaki Saito will continue to drive the price optimization reform project as Global Senior Director, Pricing.

By focusing on organizational optimization and transformation, we aim to strengthen our market competitiveness and achieve sustainable growth.

Leadership Changes effective May 12, 2025

Name	New title	Current title
Matt Cloward	Chief Commercial Officer	Will join on May 12, 2025
Masaaki Saito	Global Senior Director, Pricing	Chief Commercial Officer

Newly Appointed Member's Name and CV

Name	Career summary
Matt Cloward	2005 L&L Drywall, Inc. Business Manager 2011 Murata Machinery USA, Inc. Business Unit Manager Fabrication Products & Division Marketing Director 2016 SC Johnson Professional Marketing Director 2018 BASF Corporation Head of Marketing, Construction Solutions 2023 Covia Corporation Vice President, Marketing

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