



May 21, 2025

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Announcement of Organizational Reform, Leadership Change, and Change of Positions

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 organizational reform and leadership changes today.

1. Outline and Purpose of the Organizational Reform

Effective June 1, 2025, Roller Business Unit (TN Bosnia) will merge into the West Business Unit. We believe this strategic reform will help further revitalize the business and drive growth from both a commercial and operational perspective by allowing additional synergies to be created. By combining and leveraging the resources and capabilities of the two business units, we aim to enhance customer experience through a more streamlined and efficient engagement model, drive operational excellence and efficiency, as well as strengthen our position in the market and accelerate business growth.

2. Leadership Change Effective June 1, 2025

Name	New title	Current title
Zlatko Hadzimahovic	West BU, Roller Operations Director	President, Roller BU/ Plant Manager TEB

3. Outline and Purpose of Change of Positions

Effective June 1, 2025, Chief Manufacturing Officer will be changed to Chief Operations Officer (COO) and Chief Commercial Officer will be changed to Chief Marketing Officer (CMO). This change of positions aims to clarify job scope which would lead to better communication with customers and with other stakeholders.

4. Change of Positions Effective June 1, 2025

Name	New title	Current title
Ramesh Gopalakrishnan	Chief Operations Officer	Chief Manufacturing Officer
Matt Cloward	Chief Marketing Officer	Chief Commercial Officer