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## Announcement of Launching Purpose, Vision, Mission, and Values (PVMV)

Tsubaki Nakashima is building a strong management organization to reinforce its future revenue base while accelerating efforts to unlock a new growth trajectory. To clearly articulate our direction and establish a shared North Star, we have defined our Purpose, Vision, Mission, and Values – now published on our company website. (<https://www.tsubaki-nakashima.com/en/company/pvmv/>)

### 1. Purpose: To help the world to move by the power of precision

Our Purpose is the reason we exist, it's what stands us apart. We make a huge contribution to society. Our products put life in motion. They're present in the everyday and the extraordinary. The functionality we enable is critical – from cars, jets and trains to wind turbines, fans in data centers and robots in warehouses. Our Purpose is to help the world to move by the power of precision. By supporting the medical, automotive, aerospace and defense sectors, and households across the globe, what we do changes lives. Our products are all around you – often unseen, but always essential. Because without us, the world stops moving.

### 2. Vision: To be our customers' most dependable ally, pioneering the highest quality, efficiency, and innovation in rotation

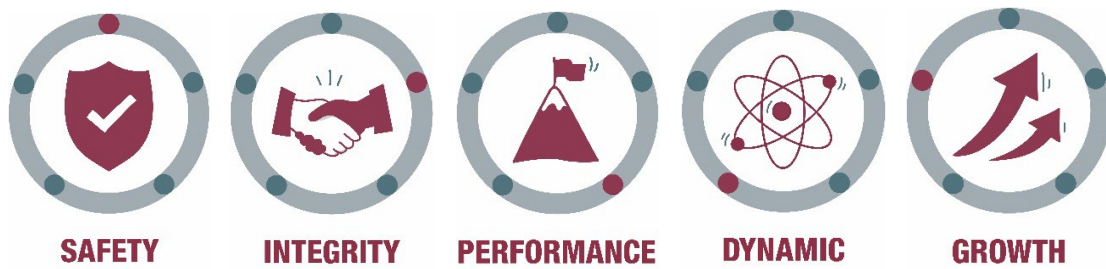
Looking to the future, our Vision is to be our customers' most dependable ally, pioneering the highest quality, efficiency, and innovation in rotation. Through our efforts as one global team, we are working together with full commitment to achieve our Vision for the future.

### 3. Mission: Collaborate globally, enable our customers, and deliver our financial performance

Our Mission is the blueprint, that sets what we need to do:

- 1) Collaborate globally: Work together to leverage our global scale.
- 2) Enable our customers: Serving our customers' needs must always be front of mind.
- 3) Deliver our financial performance: Creating value through all we do.

4. Values: “Safety”, “Integrity”, “Performance”, “Dynamic”, and “Growth”  
Our Values express the way we work.



1) SAFETY

We value Safety. We protect, support and trust each other. Everyone should go home safe at the end of each day. We all play a role in ensuring a safe environment where we care for each other.

2) INTEGRITY

We value Integrity. We do the right thing. Our policies and procedures will help us to take a best-in-class approach, ensuring we continue to deliver high-quality products. Integrity requires us to be open, honest, trust each other and hold ourselves accountable to meet our standards.

3) PERFORMANCE

We value Performance. We take accountability for achieving our goals and tackling our challenges together.

4) DYNAMIC

We value being Dynamic. We act with energy and constantly seek out better ways. We need to accelerate our performance, improve operations and strengthen how we collaborate with our customers.

5) GROWTH

We value Growth. We keep our minds focused on the growth of our company, our teams and ourselves. Creating an open and inclusive environment that fosters curiosity, learning, development and innovation is essential. When our people are empowered to reach their full potential, our business is better equipped to evolve, adapt, and thrive.