



September 29, 2025

Tsubaki Nakashima Co., Ltd.
Itaru Matsuyama
Director and Representative Executive Officer CEO
(Code: 6464, Prime, Tokyo Stock Exchange)
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Announcement of New Leadership

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 appointing Charlotte Barker as a role of Operations Director, Europe, reporting to Yoshio Sugawara, President, WEST BU, effective on October 3, 2025.

Prior to joining the Company, Charlotte successfully led 10 global sites as a Global Manufacturing Director of a leading engineered-technology company, and she has developed and executed business strategies driving customer focus and commercial sustainability through efficiency, process standardization and continuous improvement initiatives. With over 30 years of global manufacturing experience, Charlotte brings extensive expertise in driving transformational initiatives across diverse industries, business models, geographies, and cultures, which will be invaluable as we continue to build on our success and pursue new opportunities.

New Leadership Effective October 3, 2025

Name	Title	Joining date
Charlotte Barker	Operations Director, Europe	October 3, 2025