

Notice of Changes in Representative Directors, and Others

Nippon Paper Industries Co., Ltd. (the Company) is pleased to announce that it has informally decided on following changes in Representative Directors, Directors, Corporate Auditors, and others today. The changes will be formally approved at the 91th Ordinary General Meeting of Shareholders scheduled to be held on June 26, 2015, and at the meeting of the Board of Directors that will be held after the close of the General Meeting.

Details of Changes (as of June 26, 2015)

1. Changes in Representative Directors

(1) Purpose of Changes

Continued strengthening of the management structure

(2) Newly Appointed Representative Director

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Vice President & Representative Director, and General Manager of CSR Division, and in charge of Personnel & General Affairs Division	Shuhei Marukawa	Director (concurrent) Senior Managing Executive Officer, and General Manager of Personnel & General Affairs Division

(3) Profile of New Representative Director

See Appendix 1.

(4) Retiring Representative Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Senior Corporate Advisor	Hironori Iwase	Executive Vice President & Representative Director and in charge of Research & Development Division, and Paperboard Business
Senior Corporate Advisor	Masaru Motomura	Executive Vice President & Representative Director and General Manager of Financial Division & CSR Division

2. Changes in Director

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Managing Executive Officer, and General Manager of Research & Development Division, and in charge of Technical & Engineering Division and Energy Business Division	Kazufumi Yamasaki	Director (concurrent) Managing Executive Officer, and General Manager of Technical & Engineering Division and Energy Business Division

3. Newly Appointed Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Executive Officer & General Manager of General Manager of Personnel & General Affairs Division	Akihiro Utsumi	Executive Officer, and General Manager of Yatsushiro Mill
Director (concurrent) Executive Officer & General Manager of Financial Division	Hirofumi Fujimori	Executive Officer, and Deputy General Manager of Financial Division, and General Manager of Accounting & Budgeting Department

4. Retiring Director

Haruo Fujisawa Currently Executive Officer, and General Manager of Raw Material & Purchasing Division, to be appointed as President & Representative Director of Nippon Paper Lumber Co., Ltd. as of June 22, 2015.

5. Changes in Executive Officers

(1) Details of Changes in Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Senior Managing Executive Officer, and General Manager of Printing Paper Sales Division, in charge of International Sales Management & Planning Department	Shinichi Sato	Managing Executive Officer, and General Manager of Printing Paper Sales Division, in charge of International Sales Management & Planning Department
Executive Officer, and General Manager of Yatsushiro Mill	Yozo Igarashi	Executive Officer, and General Manager of Research & Development Division

(2) Newly Appointed Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Officer, and General Manager of News Printing Sales Division	Takahiro Maeda	President & Representative Director of Shikoku Coca-Cola Bottling Co., Ltd.
Executive Officer, and General Manager of Akita Mill	Akihiko Yoshida	General Manager of Akita Mill
Executive Officer, and General Manager of Soka Mill & Ashikaga Mill	Tetsuya Yamamoto	Deputy General Manager of Personnel & General Affairs Division, and General Manager of Personnel Department
Executive Officer, and General Manager of Technical & Engineering Division, and General Manager of	Shoji Ueda	Deputy General Manager of Technical & Engineering Division, and General Manager of
Executive Officer, and General Manager of Business Communication Paper Sales Division	Atsushi O'haru	General Manager of Business Communication Paper Sales Division

(3) Retiring Executive Officers

Ryuichi Akatsu Currently Managing Executive Officer, and General Manager of News Printing Sales Division, to be appointed as President & Representative Director of Nippon Paper Development Co., Ltd. as of June 22, 2015, and President & Representative Director of Douoh Kouhatsu Ltd. as of June 11, 2015.

(4) Relevant Personnel Changes

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
General Manager of Raw Material & Purchasing Division	Shigeru Inoue	Deputy General Manager of Raw Material & Purchasing Division, and General Manager of Purchasing Department
General Manager of Energy Business Division, and General Manager of Energy Business Department	Yoichi Horikawa	Deputy General Manager of Fuji Mill
President & Representative Director of Ohta Paper Co., Ltd.	Yukitsugu Kado	General Manager of Ashikaga Mill
To be retired	Takehisa Watanabe	General Manager of Soka Mill

6. Organizational Changes

None.

(Appendix 1.)

Profile of New Representative Director

Name: Shuhei Marukawa
Final education: Graduated from College of Economics, Yokohama National University
in March 1975
Date of birth: December 21, 1951 (age: 63)
Birthplace: Kanagawa Prefecture

Career Summary

April 1975 Joined Jujo Paper Co., Ltd.

July 2000 Appointed General Manager of General Affairs Department, Asahikawa Mill of
Nippon Paper Industries Co., Ltd.

July 2001 Appointed General Manager of General Affairs Department, Yufutsu Mill and
Shiraoi Mill of Nippon Paper Industries Co., Ltd.

July 2004 Appointed Deputy General Manager of Yufutsu Mill and Shiraoi Mill of Nippon
Paper Industries Co., Ltd.

June, 2005 Appointed Deputy General Manager of Personnel & General Affairs Division,
and General Manager of Personnel Department of Nippon Paper Industries Co.,
Ltd.

June 2007 Appointed Director, and Deputy General Manager of Personnel & General
Affairs Division, and General Manager of Personnel Department of Nippon
Paper Industries Co., Ltd.

June 2008 Appointed Director, and General Manager of Personnel & General Affairs
Division of Nippon Paper Industries Co., Ltd.
(concurrent) Director of Nippon Paper Group, Inc.

June 2010 Appointed Managing Director, and General Manager of Personnel & General
Affairs Division of Nippon Paper Industries Co., Ltd.
(concurrent) Director of Nippon Paper Group, Inc.

April 2013 Nippon Paper Group, Inc. has dissolved on April 1, 2013, following an
absorption-type merger between Nippon Paper Group, Inc. and Nippon Paper
Industries Co., Ltd., the surviving company. Nippon Paper Industries Co., Ltd.
has introduced the Executive Officer System on the same day.
Appointed Director, and Managing Executive Officer and General Manager of
Personnel & General Affairs Division of Nippon Paper Industries Co., Ltd.

June 2014 Appointed Director, Senior Managing Executive Officer and General Manager
of Personnel & General Affairs Division of Nippon Paper Industries Co., Ltd.
To the present.

Number of shares held in Nippon Paper Industries Co., Ltd.: 11,907 (as of March 31, 2015)

(Appendix 2.)

List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(June 26, 2015; underlined parts indicate changes)

Chairman	Yoshio Haga	
President	Fumio Manoshiro	
<u>Executive Vice President</u>	Shuhei Marukawa	
Director	Kazufumi Yamasaki	
<u>Director</u>	Akihiro Utsumi	
Director	Toru Nozawa	
<u>Director</u>	Hirofumi Fujimori	
Director	Yoshimitsu Aoyama	*outside
Corporate Auditor	Hiroshi Matsuo	
Corporate Auditor	Mitsuo Nagoshi	
Corporate Auditor	Seiichi Fusamura	*outside
Corporate Auditor	Kunio Sakamoto	*outside

(Appendix 3.)

List of Executive Officers of Nippon Paper Industries Co., Ltd.
(June 26, 2015; underlined parts indicate changes)

President & Chief Executive Officer	Fumio Manoshiro	
<u>Executive Vice President</u>	Shuhei Marukawa	<u>General Manager of CSR Division, in charge of Personnel & General Affairs Division</u>
<u>Senior Managing Executive Officer</u>	Shinichi Sato	General Manager of Printing Paper Sales Division, in charge of International Sales Management & Planning Department
Managing Executive Officer	Kazufumi Yamasaki	<u>General Manager of Research & Development Division, in charge of Technical & Engineering Division and Energy Business Division</u>
Managing Executive Officer	Masahiko Ota	General Manager of Chemical Division
Managing Executive Officer	Ken Hamaoki	General Manager of Iwakuni Mill and Otake Mill
Executive Officer	Tsutomu Naitou	General Manager of Nakoso Mill
Executive Officer	Hitoshi Kemuriyama	General Manager of Ishinomaki Mill and Iwanuma Mill
Executive Officer	Tetsuya Oichi	General Manager of Paper-Pak Division
Executive Officer	Toru Otowa	General Manager of Fuji Mill
<u>Executive Officer</u>	Takahiro Maeda	<u>General Manager of News Printing Sales Division</u>
Executive Officer	Akihiro Utsumi	<u>General Manager of Personnel & General Affairs Division</u>
Executive Officer	Toru Nozawa	General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies
Executive Officer	Kazumori Fukushima	General Manager of Kushiro Mill
Executive Officer	Yozo Igarashi	<u>General Manager of Yatsushiro Mill</u>
Executive Officer	Kazunobu Toyama	General Manager of Board & Industrial Paper

		Sales Division
Executive Officer	Satoru Muto	General Manager of Containerboard Sales Division
Executive Officer	Hirofumi Fujimori	General Manager of Financial Division
Executive Officer	Takeo Konno	General Manager of Hokkaido Mill
Executive Officer	Kunihiko Kashima	Chief Executive Officer, Australian Paper
<u>Executive Officer</u>	Akihiko Yoshida	General Manager of Akita Mill
<u>Executive Officer</u>	Tetsuya Yamamoto	<u>General Manager of Soka Mill and Ashikaga Mill</u>
<u>Executive Officer</u>	Shoji Ueda	<u>General Manager of Technical & Engineering Division,</u> and General Manager of
<u>Executive Officer</u>	Atsushi O'haru	General Manager of General Manager of Business Communication Paper Sales Division