

## **Notice of Changes in Directors and Others**

Nippon Paper Industries Co., Ltd. is pleased to announce that it has informally decided on following changes in Directors, Corporate Auditors, and others today. The changes will be formally approved at the 92<sup>th</sup> Ordinary General Meeting of Shareholders scheduled to be held on June 29, 2016, 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 29, 2016)**

1. Changes in Representative Director

None.

2. Changes in Director

None.

3. Newly Appointed Director and Corporate Auditor

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (Outside Director)	Makoto Fujioka	-
Corporate Auditor (Outside Corporate Auditor)	Yoko Hatta	-

Profile of Newly Appointed Outside Director and Outside Corporate Auditor See Appendix 3.

4. Retiring Corporate Auditor

Kunio Sakamoto      Currently Corporate Auditor (Outside Corporate Auditor)

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 Sales Management & Planning Division	Shinichi Sato	Senior 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 Nakoso Mill	Tetsuya Oichi	Executive Officer, and General Manager of Paper-Pak Division
Executive Officer, and General Manager of Ishinomaki Mill and Iwanuma Mill	Toru Otowa	Executive Officer, and General Manager of Fuji Mill

Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division	Kazumori Fukushima	Executive Officer, and General Manager of Kushiro Mill
Executive Officer, and General Manager of Printing Paper Sales Division	Atsushi O'haru	Executive Officer, and General Manager of Business Communication Paper Sales Division

(2) Newly Appointed Executive Officer

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Officer, and General Manager of Paper-Pak Division	Yasuhito Obayashi	Deputy General Manager of Paper-Pak Division, and General Manager of Paper-Pak Sales Development Department

(3) Retiring Executive Officers

Tsutomu Naitou      Currently Executive Officer, and General Manager of Nakoso Mill

Hitoshi Kemuriyama      Currently Executive Officer, and General Manager of Ishinomaki Mill and Iwanuma Mill, to be appointed as President & Representative Director of Nippon Paper Unitec Co., Ltd. as of June 17, 2016.

Kazunobu Toyama      Currently Executive Officer, and General Manager of Duplex Board & Industrial Paper Sales Division

(4) Relevant Personnel Changes

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
General Manager of Kushiro Mill	Atsumi Yasunaga	Deputy General Manager of Hokkaido Mill, and General Manager of Hokkaido Mill - Asahikawa
General Manager of Fuji Mill	Shinichiro Nakamura	Deputy General Manager of Yatsushiro Mill, and General Manager of Plant Engineering Department

6. Organizational Changes

(1) Establish Sales Management & Planning Division

(2) Integrates Business Communication Paper Sales Division and Duplex Board & Industrial Paper Sales Division, Establish Business Communication & Industrial Paper Sales Division

(Appendix 1.)

**List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.**  
**(June 29, 2016; underlined parts indicate changes)**

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

(Appendix 2.)

**List of Executive Officers of Nippon Paper Industries Co., Ltd.**  
**(June 29, 2016; underlined parts indicate changes)**

President & Chief Executive Officer	Fumio Manoshiro	
Executive Vice President	Shuhei Marukawa	General Manager of CSR Division, in charge of Personnel & General Affairs Division
Senior Managing Executive Officer	Shinichi Sato	<u>General Manager of Sales Management &amp; Planning Division</u>
Managing Executive Officer	Kazufumi Yamasaki	General Manager of Research & Development Division, in charge of Technical & Engineering Division and Energy Business Division
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	Tetsuya Oichi	<u>General Manager of Nakoso Mill</u>
Executive Officer	Toru Otowa	<u>General Manager of Ishinomaki Mill and Iwanuma Mill</u>
Executive Officer	Takahiro Maeda	General Manager of News Printing Sales Division
Executive Officer	Akihiro Utsumi	General Manager of Personnel & General Affairs Division
Executive Officer	Toru Nozawa	General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies
Executive Officer	Kazumori Fukushima	<u>General Manager of Business Communication &amp; Industrial Paper Sales Division</u>
Executive Officer	Yozo Igarashi	General Manager of Yatsushiro Mill
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
Executive Officer	Akihiko Yoshida	General Manager of Akita Mill
Executive Officer	Tetsuya Yamamoto	General Manager of Kanto Mill
Executive Officer	Shoji Ueda	General Manager of Technical & Engineering Division, and General Manager of Plant Engineering Department
Executive Officer	Atsushi O'haru	<u>General Manager of Printing Paper Sales Division</u>
<u>Executive Officer</u>	Yasuhito Obayashi	<u>General Manager of Paper-Pak Division</u>

(Appendix 3.)

### **Profile of Newly Appointed Outside Director and Corporate Auditor (June 29, 2016)**

(1) Newly Appointed Outside Director

Name: Makoto Fujioka

Date of Birth: Mar. 27, 1950

Career Summary

Apr. 1972 Entered the Ministry of International Trade and Industry (Currently Ministry of Economy, Trade and Industry)

Jun. 1996 Deputy Director-General for Trade and Economy

Jul. 1998 Deputy Director-General for International Exhibitions

Feb. 2001 Ambassador extraordinary and plenipotentiary to the United Arab Emirates

Sep. 2003 Retired from the Ministry of Economy, Trade and Industry

Oct. 2003 Adviser of Nippon Light Metal Co., Ltd.

Jun. 2004 Director, Executive Officer of the same

Jun. 2007 Director, Senior Executive Officer of the same

Oct. 2012 Director of Nippon Light Metal Holdings Co., Ltd. (in charge of CSR & Auditing Administration Dept.) (thru Jun. 2015)

Jun. 2013 Director, Executive Vice President, Senior Executive Officer of Nippon Light Metal Co., Ltd.

Jul. 2015 Senior Director of Japan Association for Chemical Innovation (present)

(2) Profile of Newly Appointed Outside Corporate Auditor

Name: Yoko Hatta

Date of Birth: June 8, 1952

Career Summary

Aug. 1988 Joined Peat Marwick Main & Co. (Currently KPMG LLP New York Office)

Aug. 1997 Partner of the same Office

Sep. 2002 Partner of KPMG Peat Marwick Tax Corporation (Currently KPMG Tax Corporation)

Jun. 2008 Auditor of International Christian University (present)

Jun. 2015 Outside Audit & Supervisory Board Member of Kobayashi Pharmaceutical Co., Ltd. (present)

\*There are no special interests between each of the candidates and Nippon Paper Industries Co., Ltd.

\*Mr. Fujioka is a candidate for Outside Director as provided in Article 2, Paragraph 3, Item 7 of the Ordinance for Enforcement of the Companies Act. Ms. Hatta is a candidate for Outside Corporate Auditor as provided in Article 2, Paragraph 3, Item 8 of the Ordinance for Enforcement of the Companies Act. They are scheduled to be registered as an Independent Officer pursuant to the provisions set forth by the Tokyo Stock Exchange.