

May 12, 2017

Company name : Nippon Paper Industries Co., Ltd.
Representative : Fumio Manoshiro, President
(Stock code: 3863, First Section, TSE)

Notice of Changes in Representative Directors, Directors and Others

Nippon Paper Industries Co., Ltd. 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 93rd Ordinary General Meeting of Shareholders scheduled to be held on June 29, 2017, 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, 2017)

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 Research & Development Division, and General Manager of CSR Division	Kazufumi Yamasaki	Director (concurrent) Managing Executive Officer, and General Manager of Research & Development Division, in charge of Technical & Engineering Division and Energy Business 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>
To be retired	Shuhei Marukawa	Executive Vice President & Representative Director, and General Manager of CSR Division, in charge of Personnel & General Affairs Division

2. Changes in Director

None.

3. Newly Appointed Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Executive Officer, and General Manager of Technical & Engineering Division, and General Manager of Energy Business Division	Shoji Ueda	Executive Officer, and General Manager of Technical & Engineering Division, and General Manager of Plant Engineering Department

4. Retiring Director

None.

5. Changes in Executive Officers

(1) Details of Changes in Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Managing Executive Officer, and General Manager of Ishinomaki Mill and Iwanuma Mill	Toru Otowa	Executive Officer, and General Manager of Ishinomaki Mill and Iwanuma Mill
Managing Executive Officer, and General Manager of News Printing Sales Division	Takahiro Maeda	Executive Officer, and General Manager of News Printing Sales Division
Director (concurrent) Managing Executive Officer, and General Manager of Personnel & General Affairs Division	Akihiro Utsumi	Director (concurrent) Executive Officer, and General Manager of Personnel & General Affairs Division
Director (concurrent) Managing Executive Officer, and General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies	Toru Nozawa	Director (concurrent) Executive Officer, and General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies
Managing Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division	Kazumori Fukushima	Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division
Executive Officer, and General Manager of Chemical Sales Division	Yozo Igarashi	Executive Officer, and General Manager of Yatsushiro Mill
Executive Officer, and General Manager of Sales Management & Planning Division	Takeo Konno	Executive Officer, and General Manager of Hokkaido Mill
Executive Officer, and General Manager of Iwakuni Mill and Otake Mill	Akihiko Yoshida	Executive Officer, and General Manager of Akita Mill

Executive Officer, and General Manager of Paper-PAK Sales Division	Yasuhito Obayashi	Executive Officer, and General Manager of Paper-Pak Division
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(2) Newly Appointed Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Officer, and General Manager of Raw Materials & Purchasing Division	Shigeru Inoue	General Manager of Raw Materials & Purchasing Division
Executive Officer, and General Manager of Kushiro Mill	Atsumi Yasunaga	General Manager of Kushiro Mill
Executive Officer, and General Manager of Hokkaido Mill	Masanobu Iizuka	Deputy General Manager of Corporate Planning Division, and General Manager of International Business Department

(3) Retiring Executive Officers

Shinichi Sato Currently Senior Managing Executive Officer, and General Manager of Sales Management & Planning Division, to be appointed as President & Representative Director of NP Trading Co., Ltd. as of June 19, 2017.

Masahiko Ota Currently Managing Executive Officer, and General Manager of Chemical Division

Ken Hamaoki Currently Managing Executive Officer, and General Manager of Iwakuni Mill and Otake Mill

Tetsuya Oichi Currently Executive Officer, and General Manager of Nakoso Mill, to be appointed as President & Representative Director of Nippon Paper Logistics Co., Ltd. as of June 21, 2017.

(4) Relevant Personnel Changes

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
(as of June 19, 2017)		
(concurrent) Director, and General Manager of Kochi Mill, Nippon Paper Papyrus Co., Ltd.	Yoichi Horikawa	General Manager of Energy Business Division, and General Manager of Energy Business Department
(as of June 29, 2017)		
Director, and General Manager of Kochi Mill, Nippon Paper Papyrus Co., Ltd.	Yoichi Horikawa	General Manager of Energy Business Division, and General Manager of Energy Business Department (concurrent) Director, and General Manager of Kochi Mill, Nippon Paper Papyrus Co., Ltd.

General Manager of Innovative Material Sales Division, and General Manager of Innovative Material Sales Management Department	Hiroshi Kohama	General Manager of Packaging Research Laboratory, and General Manager of New Materials Marketing & Sales Office, and Deputy General Manager of Packaging Communication Center
General Manager of Akita Mill	Yoshisada Yamabe	Deputy General Manager of Hokkaido Mill, and General Manager of Hokkaido Mill - Shiraoi
General Manager of Nakoso Mill	Yoshihide Kimura	President and Chief Executive Officer, Jujo Thermal Oy
General Manager of Yatsushiro Mill	Kazuto Shimada	Deputy General Manager of Printing Paper Sales Division, and General Manager of Printing Paper Sales Department II
General Manager of Gotsu Mill	Kazunori Itaya	General Manager of Gotsu Mill, Chemical Division

6. Organizational Changes

- (1) Abolish Sales Management & Planning Division, and establish “Sales Management & Planning Division*” (*don’t change English name)
- (2) Abolish Paper-PAK Division, and establish “Paper-PAK Sales Division”
- (3) Abolish Chemical Division, and establish “Chemical Sales Division”
- (4) Establish “Innovative Material Sales Division”
- (5) Change Gotsu Mill, Chemical Division to “Gotsu Mill”
- (6) Integrate Iwakuni Mill, Chemical Division to Iwakuni Mill

(Appendix 1.)

Profile of New Representative Director

Name: Kazufumi Yamasaki
Final education: Master's Degree of Department of Chemistry, Graduate School of Science, Kyoto University in March 1980
Date of birth: June 6, 1955
Birthplace: Yamaguchi Prefecture

Career Summary

April 1980	Joined Sanyo-Kokusaku Pulp Co., Ltd.
July 2001	Appointed General Manager of Paper Production Department II, Ishinomaki Mill of Nippon Paper Industries Co., Ltd.
February 2003	Appointed General Manager of Paper Production Department, Iwakuni Mill of Nippon Paper Industries Co., Ltd.
April 2006	Appointed Deputy General Manager of Iwakuni Mill, and General Manager of Safety Control Section, and General Manager of Paper Production Department, Iwakuni Mill of Nippon Paper Industries Co., Ltd.
June 2010	Appointed Director, and Deputy General Manager of Technical & Engineering Division, and General Manager of Production Department of Nippon Paper Industries Co., Ltd. (concurrent) Deputy General Manager of Technology, Research & Development Division, and General Manager of Production Department of Nippon Paper Group, Inc.
March 2011	Appointed Director, and Deputy General Manager of Technical & Engineering Division, and General Manager of Production Department, and Deputy General Manager of Disaster Recovery Division of Nippon Paper Industries Co., Ltd. (concurrent) Deputy General Manager of Technology, Research & Development Division, and General Manager of Production Department of Nippon Paper Group, Inc.
June 2012	Appointed Director, and General Manager of Technical & Engineering Division of Nippon Paper Industries Co., Ltd. (concurrent) Director, and General Manager of Technology, Research & Development Division 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 of Nippon Paper Industries Co., Ltd.
(concurrent)
Executive Officer, and General Manager of Technical & Engineering Division, in charge of Research & Development Division
- June 2013 Appointed Director of Nippon Paper Industries Co., Ltd.
(concurrent)
Executive Officer, and General Manager of Technical & Engineering Division , and General Manager of Energy Business Division, in charge of Research & Development Division
- June 2014 Appointed Director of Nippon Paper Industries Co., Ltd.
(concurrent)
Managing Executive Officer, and General Manager of Technical & Engineering Division, and General Manager of Energy Business Division
- June 2015 Appointed Director of Nippon Paper Industries Co., Ltd.
(concurrent)
Managing Executive Officer, and General Manager of Research & Development Division, in charge of Technical & Engineering Division and Energy Business Division

Number of shares held in Nippon Paper Industries Co., Ltd.: 13,600 (as of March 31, 2017)

(Appendix 2.)

**List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(June 29, 2017; underlined parts indicate changes)**

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

(Appendix 3.)

List of Executive Officers of Nippon Paper Industries Co., Ltd.
(June 29, 2017; underlined parts indicate changes)

President & Chief Executive Officer	Fumio Manoshiro	
<u>Executive Vice President</u>	Kazufumi Yamasaki	General Manager of Research & Development Division, <u>and General Manager of CSR Division</u>
<u>Managing Executive Officer</u>	Toru Otowa	General Manager of Ishinomaki Mill and Iwanuma Mill
<u>Managing Executive Officer</u>	Takahiro Maeda	General Manager of News Printing Sales Division
<u>Managing Executive Officer</u>	Akihiro Utsumi	General Manager of Personnel & General Affairs Division
<u>Managing Executive Officer</u>	Toru Nozawa	General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies
<u>Managing Executive Officer</u>	Kazumori Fukushima	General Manager of Business Communication & Industrial Paper Sales Division
Executive Officer	Yozo Igarashi	<u>General Manager of Chemical Sales Division</u>
Executive Officer	Satoru Muto	President, Nippon Tokai Industrial Paper Supply Co., Ltd.
Executive Officer	Hirofumi Fujimori	General Manager of Financial Division
Executive Officer	Takeo Konno	<u>General Manager of Sales Management & Planning Division</u>
Executive Officer	Kunihiko Kashima	Chief Executive Officer, Australian Paper
Executive Officer	Akihiko Yoshida	<u>General Manager of Iwakuni Mill and Otake Mill</u>
Executive Officer	Tetsuya Yamamoto	General Manager of Kanto Mill
Executive Officer	Shoji Ueda	General Manager of Technical & Engineering Division, and <u>General Manager of Energy Business Division</u>

Executive Officer	Atsushi O'haru	General Manager of Printing Paper Sales Division
Executive Officer	Yasuhito Obayashi	<u>General Manager of Paper-Pak Sales Division</u>
<u>Executive Officer</u>	Shigeru Inoue	General Manager of Raw Materials & Purchasing Division
<u>Executive Officer</u>	Atsumi Yasunaga	General Manager of Kushiro Mill
<u>Executive Officer</u>	Masanobu Iizuka	<u>General Manager of Hokkaido Mill</u>