

May 15, 2020

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

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

Nippon Paper Industries Co., Ltd. (the Company) 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 96th Ordinary General Meeting of Shareholders scheduled to be held on June 25, 2020, 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 25, 2020)**

#### 1. Change of Representative Directors

None

#### 2. Changes in Directors

| <u>New Position</u>   | <u>Name</u>        | <u>Current Position</u>  |
|---|--------------------|--|
| Director<br>(concurrent)<br>Executive Officer, and<br>Chief Executive Officer of Opal | Masanobu<br>Iizuka | Director<br>(concurrent)<br>Executive Officer, and General Manager<br>of Corporate Planning Division, in<br>charge of Subsidiaries and Affiliated<br>Companies |

#### 3. Newly Appointed Directors

| <u>New Position</u>                              | <u>Name</u>    | <u>Current Position</u> |
|--|----------------|-------------------------|
| Director<br>(Outside Director)                   | Yutaka Kunigo  | —                       |
| Corporate Auditor<br>(Outside Corporate Auditor) | Takafumi Okuda | —                       |

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

#### 4. Retiring Director and Corporate Auditor

| <u>New Position</u> | <u>Name</u>          | <u>Current Position</u>                          |
|---------------------|----------------------|--|
| To be retired       | Yoshimitsu<br>Aoyama | Director<br>(Outside Director)                   |
| To be retired       | Seiichi<br>Fusamura  | Corporate Auditor<br>(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>  |
|---|-------------------|--|
| Managing Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division | Atsushi O'haru    | Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division |
| Managing Executive Officer, and General Manager of Paper-Pack Sales Division                                | Yasuhito Obayashi | Executive Officer, and General Manager of Paper-Pack Sales Division                                |
| Executive Officer, and General Manager of Iwakuni Mill  | Shoji Ueda        | Executive Officer, and General Manager of Iwakuni Mill and Otake Mill                              |
| Executive Officer, and General Manager of Yatsushiro Mill   | Shigeru Inoue     | Executive Officer, and General Manager of Kanto Mill   |
| Executive Officer, and General Manager of Ishinomaki Mill   | Atsumi Yasunaga   | Executive Officer, and General Manager of Ishinomaki Mill and Iwanuma Mill                         |
| Executive Officer, and General Manager of Shiraoi Mill  | Yasuhito Murakami | Executive Officer, and General Manager of Hokkaido Mill  |
| Executive Officer, and General Manager of Newsprint Sales Division  | Kazuto Shimada    | Executive Officer, and General Manager of Yatsushiro Mill  |

### (2) Newly Appointed Executive Officers

| <u>New Position</u>  | <u>Name</u>      | <u>Current Position</u>                               |
|--|------------------|---|
| Executive Officer, and General Manager of Chemical Sales Division            | Kazunori Itaya   | General Manager of Gotsu Mill                         |
| Executive Officer, and General Manager of Fuji Mill                          | Yoshisada Yamabe | General Manager of Fuji Mill                          |
| Executive Officer, and General Manager of Raw Material & Purchasing Division | Akira Sebe       | General Manager of Raw Material & Purchasing Division |

### (3) Retiring Executive Officers

Takahiro Maeda Currently Managing Executive Officer, and General Manager of Newsprint Sales Division.

Yozo Igarashi Currently Executive Officer, and General Manager of Chemical Sales Division, to be appointed President & Representative Director of Flowric Co., Ltd. as of June 15, 2020.

### (4) Relevant Personnel Changes

| <u>New Position</u>  | <u>Name</u>      | <u>Current Position</u>  |
|--|------------------|--|
| General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies | Hiroya Kakehashi | Deputy General Manager of Corporate Planning Division and General Manager of Corporate Planning Department |

|                                   |                   |  |
|-----------------------------------|-------------------|--|
| General Manager of Asahikawa Mill | Tomomi Nojiri     | Deputy General Manager of Iwanuma Mill and General Manager of Safety & Environmental Control Department and Technical Service Department, Iwanuma Mill |
| General Manager of Iwanuma Mill   | Naohiro Ishioka   | Deputy General Manager of Iwakuni Mill and General Manager of Safety & Environmental Control Department, Iwakuni Mill                                  |
| General Manager of Kanto Mill     | Akira Kanamori    | Deputy General Manager of Business Communication & Industrial Paper Sales Division and General Manager of Industrial Paper Sales Department            |
| General Manager of Gotsu Mill     | Shoichi Yokomachi | General Manager of Chemical Production Department, Iwakuni Mill  |
| General Manager of Otake Mill     | Daishiro Takigawa | Deputy General Manager of Otake Mill and General Manager of Administration Department, Otake Mill  |

## 6. Organizational Changes

- (1) Hokkaido Mill divides into Asahikawa Mill and Shiraoi Mill.

(Appendix 1.)

**List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.  
(June 25, 2020; underlined parts indicate changes)**

|                          |                   |          |
|--------------------------|-------------------|----------|
| Chairman                 | Fumio Manoshiro   |          |
| President                | Toru Nozawa       |          |
| Executive Vice President | Kazufumi Yamasaki |          |
| Director                 | Akihiro Utsumi    |          |
| Director                 | Takeo Konno       |          |
| Director                 | Masanobu Iizuka   |          |
| Director                 | Makoto Fujioka    | *outside |
| Director                 | Yoko Hatta        | *outside |
| <u>Director</u>          | Yutaka Kunigo     | *outside |
| Corporate Auditor        | Hirofumi Fujimori |          |
| Corporate Auditor        | Kazunari Tatsu    |          |
| <u>Corporate Auditor</u> | Takafumi Okuda    | *outside |
| Corporate Auditor        | Nanako Aono       | *outside |

(Appendix 2.)

**List of Executive Officers of Nippon Paper Industries Co., Ltd.**  
**(June 25, 2020; underlined parts indicate changes)**

|                                     |                     |  |
|-------------------------------------|---------------------|--|
| President & Chief Executive Officer | Toru Nozawa         |  |
| Executive Vice President            | Kazufumi Yamasaki   | President, Nippon Paper Crecia Co., Ltd.   |
| Senior Managing Executive Officer   | Akihiro Utsumi      | General Manager of Personnel & General Affairs Division  |
| Senior Managing Executive Officer   | Kazumori Fukushima  | General Manager of Printing Paper Sales Division   |
| Managing Executive Officer          | Satoru Muto         | President, Nippon Tokai Industrial Paper Supply Co., Ltd.  |
| Managing Executive Officer          | Takeo Konno         | General Manager of Sales Management & Planning Division  |
| <u>Managing Executive Officer</u>   | Atsushi O'haru      | General Manager of Business Communication & Industrial Paper Sales Division                          |
| <u>Managing Executive Officer</u>   | Yasuhito Obayashi   | General Manager of Paper-Pak Sales Division  |
| Executive Officer                   | Shoji Ueda          | <u>General Manager of Iwakuni Mill</u>   |
| Executive Officer                   | Shigeru Inoue       | <u>General Manager of Yatsushiro Mill</u>  |
| Executive Officer                   | Atsumi Yasunaga     | <u>General Manager of Ishinomaki Mill</u>  |
| Executive Officer                   | Masanobu Iizuka     | <u>Chief Executive Officer of Opal</u>   |
| Executive Officer                   | Yasuhiko Nishiguchi | General Manager of Kushiro Mill  |
| Executive Officer                   | Shinichiro Nakamura | General Manager of Akita Mill  |
| Executive Officer                   | Mitsuhiro Sugino    | General Manager of Technical & Engineering Division, and General Manager of Energy Business Division |
| Executive Officer                   | Takashi Ochi        | General Manager of Research & Development Division   |

|                          |                   |   |
|--------------------------|-------------------|---|
| Executive Officer        | Yoshihide Kimura  | General Manager of Nakoso Mill                          |
| Executive Officer        | Yasuhito Murakami | <u>General Manager of Shiraoi Mill</u>                  |
| Executive Officer        | Kazuto Shimada    | <u>General Manager of Newsprint Sales Division</u>      |
| Executive Officer        | Tomoyasu Itakura  | General Manager of Financial Division                   |
| <u>Executive Officer</u> | Kazunori Itaya    | <u>General Manager of Chemical Sales Division</u>       |
| <u>Executive Officer</u> | Yoshisada Yamabe  | General Manager of Fuji Mill                            |
| <u>Executive Officer</u> | Akira Sebe        | General Manager of Raw Material and Purchasing Division |

(Appendix 3.)

**Profile of Newly Appointed Outside Officers (June 25, 2020)**

(1) Newly Appointed Outside Corporate Director

Name : Yutaka Kunigo

Brief History

|               |  |
|---------------|--|
| Nov. 17, 1954 | Born   |
| Apr. 1977     | Joined Tokyo Gas Co., Ltd  |
| Apr. 2007     | Executive Officer and General Manager of Gas Resources Department of Energy Resources Business Division  |
| Apr. 2010     | Senior Executive Officer and Chief Executive of Energy Resources Business Division   |
| Jun. 2013     | Director, Senior Executive Officer and Chief Executive of Energy Production Division   |
| Apr. 2014     | Representative Director, Executive Vice President, Chief Executive of Energy Solution Division   |
| Apr. 2015     | Representative Director, Executive Vice President and in charge of Power Business Planning Department, Business Restructuring Project Department, Gas Business Deregulation Project Department, and Sales Innovation Planning Department |
| Apr. 2016     | Representative Director, Executive Vice President, Head of Power Business, in charge of Power Business Planning Department (~Mar.2017)   |
| Apr. 2017     | Director and Chairman of the Board of Tokyo Gas Engineering Solutions Corporation (~Mar.2020)  |

(2) Newly Appointed Outside Corporate Auditor

Name : Takafumi Okuda

Brief History

|               |  |
|---------------|--|
| Jun. 19, 1951 | Born   |
| Apr. 1976     | Assistant Judge of the Tokyo District Court  |
| Apr. 1988     | Judge of the Tokyo District Court  |
| Feb. 2002     | Chief Judge of the Tokyo District Court  |
| Apr. 2006     | Judge of the Tokyo High Court  |
| May, 2007     | President of the Niigata District Court  |
| Jun. 2009     | Chief Judge of the Tokyo High Court  |
| Apr. 2015     | President of the Yokohama District Court   |
| Jun. 2016     | Retired  |
| Aug.2016      | Registered as a lawyer (Tokyo Bar Association)<br>Special Council of Mori Hamada & Matsumoto, the law firm.(present) |

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

\*Mr. Kunigo is a candidate for Outside Director as provided in Article 2, Paragraph 3, Item 7 of the Ordinance for Enforcement of the Companies Act, and Mr. Okuda 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 Independent Officers pursuant to the provisions set forth by the Tokyo Stock Exchange.