

May 14, 2021

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

## **Notice of Changes in Representative Directors, 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 and others today. The changes will be formally approved at the 97<sup>th</sup> Ordinary General Meeting of Shareholders scheduled to be held on June 29, 2021, 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, 2021)**

#### 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 (concurrent) President & Representative Director of Nippon Paper Crecia Co., Ltd.(June 23)	Kazumori Fukushima	Senior Managing Executive Officer, and General Manager of Printing Paper Sales Division

##### (3) Profile of New Representative Director

See Appendix 1.

##### (4) Retiring Representative Director

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
To be retired	Kazufumi Yamasaki	Executive Vice President & Representative Director (concurrent) President & Representative Director of Nippon Paper Crecia Co., Ltd. (June 23)

#### 2. Changes in Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Managing Executive Officer, and Chief Executive Officer of Opal	Masanobu Iizuka	Director (concurrent) Executive Officer, and Chief Executive Officer of Opal

Senior Audit & Supervisory Board Member	Kazunari Tatsu	Audit & Supervisory Board Member
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### 3. Newly Appointed Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Managing Executive Officer, and General Manager of Sales Planning Division	Atsushi O'haru	Managing Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division
Director (concurrent) Executive Officer, and General Manager of Financial Division	Tomoyasu Itakura	Executive Officer, and General Manager of Financial Division
Audit & Supervisory Board Member	Tomoyoshi Nishimoto	Deputy General Manager of Sales Management & Planning Division, and General Manager of Sales Planning Department

### 4. Retiring Directors and Audit & Supervisory Board Member

Akihiro Utsumi	Currently Director (concurrent) Senior Managing Executive Officer, and General Manager of Personnel & General Affairs Division
Takeo Konno	Currently Director (concurrent) Managing Executive Officer, and General Manager of Sales Management & Planning Division, to be appointed as President & Representative Director of Nippon Paper Logistics Co., Ltd. as of June 17, 2021.
Hirofumi Fujimori	Currently Audit & Supervisory Board Member

### 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 Iwakuni Mill	Atsumi Yasunaga	Executive Officer, and General Manager of Ishinomaki Mill
Managing Executive Officer, and General Manager of Kushiro Mill	Yasuhiko Nishiguchi	Executive Officer, and General Manager of Kushiro Mill
Managing Executive Officer, and General Manager of Nakoso Mill	Yoshihide Kimura	Executive Officer, and General Manager of Nakoso Mill
Executive Officer, and General Manager of Ishinomaki Mill	Shinichiro Nakamura	Executive Officer, and General Manager of Akita Mill
Executive Officer, and General Manager of Biomass Material Business Division, and General Manager of Business Transformation Promotion Office	Mitsuhiro Sugino	Executive Officer, and General Manager of Technical & Engineering Division, and General Manager of Energy Business Division

Executive Officer, and General Manager of Technical & Engineering Division	Yasuhito Murakami	Executive Officer, and General Manager of Shiraoui Mill
Executive Officer, and General Manager of Printing Paper Sales Division	Kazuto Shimada	Executive Officer, and General Manager of Newsprint Sales Division
Executive Officer, and General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies, and International Business Division	Akira Sebe	Executive Officer, and General Manager of Raw Material & Purchasing Division

(2) Newly Appointed Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Officer, and General Manager of Business Communication Paper Sales Division	Osamu Niwaguchi	Deputy General Manager of Business Communication & Industrial Paper Sales Division
Executive Officer, and General Manager of Asahikawa Mill	Tomomi Nojiri	General Manager of Asahikawa Mill
Executive Officer, and General Manager of Newsprint Sales Division	Tetsuaki Taniguchi	Deputy General Manager of Newsprint Sales Division, and General Manager of Newsprint Sales Department
Executive Officer, and General Manager of Duplex Board & Packaging Paper Sales Division	Daishiro Takigawa	General Manager of Otake Mill
Executive Officer, and Director of Nippon Tokai Industrial Paper Supply Co., Ltd.	Hideki Sugimura	Director of Nippon Tokai Industrial Paper Supply Co., Ltd.

(3) Retiring Executive Officers

Satoru Muto	Currently Managing Executive Officer, and President & Representative Director of Nippon Tokai Industrial Paper Supply Co., Ltd. to be appointed as President & Representative Director of of Nippon Tokai Industrial Paper Supply Co., Ltd.
Shoji Ueda	Currently Executive Officer, and General Manager of Iwakuni Mill, to be appointed as President & Representative Director of Nippon Paper Unitec Co.,Ltd. as of June 25,2021

(4) Relevant Personnel Changes

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
General Manager of Personnel & General Affairs Division, and General Manager of Personnel Department	Koichiro Takahashi	General Manager of Personnel Department , Personnel & General Affairs Division

General Manager of International Business Division	Kenichi Numata	Deputy General Manager of Sales Management & Planning Division, and General Manager of International Sales Department
General Manager of Raw Materials & Purchasing Division	Koichi Sato	General Manager of Purchasing Department , Raw Materials & Purchasing Division
Deputy General Manager of Research & Development Division	Hiroshi Kohama	General Manager of Innovative Material Sales Division
General Manager of Energy Business Division, and General Manager of Energy Business Department	Yoshinori Matsubara	General Manager of Energy Business Department, Energy Business Division
General Manager of Shiraoui Mill	Masato Takahashi	General Manager of Production Department, Shiraoui Mill
General Manager of Akita Mill	Hiroya Kakehashi	General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies
General Manager of Otake Mill	Hiroshi Fujita	Deputy General Manager of Yatsushiro Mill, and General Manager of Safety & Environmental Control Department, Yatsushiro Mill

## 6. Organizational Changes

- (1) Establish “International Business Division”
- (2) Abolish Innovative Material Sales Division, and establish “Biomass Material Business Division”
- (3) Abolish Sales Management & Planning Division, and establish “Sales Planning Division”
- (4) Abolish Business Communication & Industrial Paper Sales Division, and establish “Business Communication Paper Sales Division” and “Duplex Board & Packaging Paper Sales Division”

(Appendix 1.)

Profile of New Representative Director

Name: Kazumori Fukushima  
Final education: Graduated from School of Agriculture, Hokkaido University in March 1980  
Date of birth: February 12, 1958  
Birthplace: Hokkaido Prefecture

Career Summary

April 1980	Joined Sanyo-Kokusaku Pulp Co., Ltd.
February 2003	Appointed General Manager of Paper Production Department I, Ishinomaki Mill of Nippon Paper Industries Co., Ltd.
July 2005	Appointed General Manager of Paper Production Department II, Ishinomaki Mill of Nippon Paper Industries Co., Ltd.
April 2006	Appointed General Manager of Production Department, Shiraoi Mill of Nippon Paper Industries Co., Ltd.
June 2007	Appointed Deputy General Manager of Shiraoi Mill, and General Manager of Production Department, Shiraoi Mill of Nippon Paper Industries Co., Ltd.
July 2008	Appointed Deputy General Manager of Shiraoi Mill of Nippon Paper Industries Co., Ltd.
July 2009	Appointed Deputy General Manager of Asahikawa Mill, and General Manager of Plant Engineering Department, Asahikawa Mill, and Deputy General Manager of Shiraoi Mill of Nippon Paper Industries Co., Ltd.
April 2010	Appointed Deputy General Manager of Hokkaido Mill, and General Manager of Safety & Environmental Control Department, Hokkaido Mill, and General Manager of Hokkaido Mill – Asahikawa of Nippon Paper Industries Co., Ltd.
April 2011	Appointed Deputy General Manager of Ishinomaki Mill and Iwanuma Mill of Nippon Paper Industries Co., Ltd.
June 2011	Appointed Deputy General Manager of Ishinomaki Mill, and General Manager of Safety & Environmental Control Department, Ishinomaki Mill, and General Manager of Paper Production Department, Ishinomaki Mill, and Deputy General Manager of Iwanuma Mill of Nippon Paper Industries Co., Ltd.
August 2011	Appointed Deputy General Manager of Ishinomaki Mill, and General Manager of Safety & Environmental Control Department, Ishinomaki Mill, and Deputy General Manager of Iwanuma Mill of Nippon Paper Industries Co., Ltd.
June 2012	Appointed Deputy General Manager of Ishinomaki Mill, and General Manager of Safety & Environmental Control Department, Ishinomaki Mill of Nippon Paper Industries Co., Ltd.
April 2013	Appointed Executive Officer, and General Manager of Kushiro Mill of Nippon

	Paper Industries Co., Ltd.
June 2016	Appointed Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division of Nippon Paper Industries Co., Ltd.
June 2017	Appointed Managing Executive Officer, and General Manager of Business Communication & Industrial Paper Sales Division of Nippon Paper Industries Co., Ltd.
June 2019	Appointed Senior Managing Executive Officer, and General Manager of Printing Paper Sales Division of Nippon Paper Industries Co., Ltd.

Number of shares held in Nippon Paper Industries Co., Ltd.: 11,851 (as of March 31, 2021)

(Appendix 2.)

**List of Directors and Audit & Supervisory Board Members of Nippon Paper Industries Co., Ltd.  
(June 29, 2021; underlined parts indicate changes)**

Chairman	Fumio Manoshiro	
President	Toru Nozawa	
<u>Executive Vice President</u>	Kazumori Fukushima	
<u>Director</u>	Atsushi O'haru	
Director	Masanobu Iizuka	
<u>Director</u>	Tomoyasu Itakura	
Director	Makoto Fujioka	*outside
Director	Yoko Hatta	*outside
Director	Yutaka Kunigo	*outside
<u>Senior Audit &amp; Supervisory Board Member</u>	Kazunari Tatsu	
<u>Audit &amp; Supervisory Board Member</u>	Tomoyoshi Nishimoto	
Audit & Supervisory Board Member	Takafumi Okuda	*outside
Audit & Supervisory Board Member	Nanako Aono	*outside

(Appendix 3.)

**List of Executive Officers of Nippon Paper Industries Co., Ltd.  
(June 29, 2021; underlined parts indicate changes)**

President & Chief Executive Officer	Toru Nozawa	
<u>Executive Vice President</u>	Kazumori Fukushima	<u>President, Nippon Paper Crexia Co., Ltd.</u>
Managing Executive Officer	Atsushi O'haru	<u>General Manager of Sales Planning Division</u>
Managing Executive Officer	Yasuhito Obayashi	General Manager of Paper-Pak Sales Division
<u>Managing Executive Officer</u>	Atsumi Yasunaga	<u>General Manager of Iwakuni Mill</u>
<u>Managing Executive Officer</u>	Masanobu Iizuka	Chief Executive Officer of Opal
<u>Managing Executive Officer</u>	Yasuhiko Nishiguchi	General Manager of Kushiro Mill
<u>Managing Executive Officer</u>	Yoshihide Kimura	General Manager of Nakoso Mill
Executive Officer	Shigeru Inoue	General Manager of Yatsushiro Mill
Executive Officer	Shinichiro Nakamura	<u>General Manager of Ishinomaki Mill</u>
Executive Officer	Mitsuhiro Sugino	<u>General Manager of Biomass Material Business Division, and General Manager of Business Transformation Promotion Office</u>
Executive Officer	Takashi Ochi	General Manager of Research & Development Division
Executive Officer	Yasuhito Murakami	<u>General Manager of Technical &amp; Engineering Division</u>
Executive Officer	Kazuto Shimada	<u>General Manager of Printing Paper Sales Division</u>
Executive Officer	Tomoyasu Itakura	General Manager of Financial Division



Executive Officer	Kazunori Itaya	General Manager of Chemical Sales Division
Executive Officer	Yoshisada Yamabe	General Manager of Fuji Mill
Executive Officer	Akira Sebe	<u>General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies, and International Business Division</u>
<u>Executive Officer</u>	Osamu Niwaguchi	<u>General Manager of Business Communication Paper Sales Division</u>
<u>Executive Officer</u>	Tomomi Nojiri	General Manager of Asahikawa Mill
<u>Executive Officer</u>	Tetsuaki Taniguchi	<u>General Manager of Newsprint Sales Division</u>
<u>Executive Officer</u>	Daishiro Takigawa	<u>General Manager of Duplex Board &amp; Packaging Paper Sales Division</u>
<u>Executive Officer</u>	Hideki Sugimura	Director of Nippon Tokai Industrial Paper Supply Co., Ltd.