

February 5, 2015

## **Organizational Changes**

Japan Pulp and Paper Co., Ltd

### **1. Organizational Changes (effective as of April 1, 2015)**

- ① The Administration & Planning Division to be restructured and its functions transferred to the newly established Finance & Administration Division and Corporate Planning Division.
- ② The Environmental Business Division renamed the Environment & Resources Division.

### **2. Expansion of the Executive Officer System (effective as of April 1, 2015)**

#### **① Purpose**

To define and clarify individual responsibilities within the organizational structure and further strengthen the execution of business operations in response to changes in the business environment and an expansion and diversification of the business fields in which the Company is involved.

#### **② Overview**

- i) The current position of Executive Officer to be renamed Senior Executive Officer.
- ii) The position of Officer, which has in effect held the same responsibilities as the position of Executive Officer to be renamed Executive Officer. As a result, the Company's executive officers are to be differentiated as follows: Senior Managing Executive Officer, Managing Executive Officer, Senior Executive Officer and Executive Officer.

3. Management Structure (as of April 1, 2015)

Japan Pulp and Paper Co., Ltd

Name	As of April 1, 2015	Promotion	Transfer	Retirement	Current
Kenzo Noguchi	President				President
Akihiko Okazaki	Representative Director Administration & Planning Senior Managing Executive Officer	○			Director, Administration & Planning General Manager, Administration & Planning Division Managing Executive Officer
Shingo Obata	Director, Paper Sales & Marketing Senior Managing Executive Officer	○			Director, Paper Sales & Marketing Managing Executive Officer
Tokuhichi Dazai	Director, Overseas Business & Specialties General Manager, International Sales Division Managing Executive Officer				Director, Overseas Business & Specialties General Manager, International Sales Division Managing Executive Officer
Yasuyuki Nishikawa	Director			○	Representative Director, Paper Sales & Marketing Senior Managing Executive Officer
Hiroyuki Matsuda	Director			○	Representative Director, Paperboard, Household Paper & Raw Materials Senior Managing Executive Officer
Hikaru Kobayashi	Outside Director				Outside Director
Masafumi Yamada	Audit & Supervisory Board Member				Audit & Supervisory Board Member
Masataka Yoshimura	Audit & Supervisory Board Member				Audit & Supervisory Board Member
Hirobumi Onuki	Audit & Supervisory Board Member				Audit & Supervisory Board Member
Tomoyuki Miyazaki	Managing Executive Officer Paper Sales & Marketing	○	○		Managing Executive Officer General Manager, Newsprint & Publication Paper Sales Division
Keiji Yasuoka	Managing Executive Officer Raw Materials & Environment General Manager, Environment & Resources Division	○	○		Managing Executive Officer General Manager, Environmental Business Division
Kazuhiko Sakurai	Managing Executive Officer Paperboard & Household Paper	○	○		Executive Officer General Manager, Kitanihon Branch
Satoshi Sakai	Managing Executive Officer General Manager, Finance & Administration Division	○			Executive Officer Deputy General Manager, Administration & Planning Division
Tetsuo Izawa	Managing Executive Officer General Manager, Kansai Branch	○	○		Executive Officer General Manager, Paper Merchant Sales Division
Chihiro Katsuta	Managing Executive Officer General Manager, Chubu Branch				Managing Executive Officer General Manager, Chubu Branch
Koji Kassai	Managing Executive Officer President, Eco Paper JP Co.,Ltd	○	○		Executive Officer General Manager, Industrial Materials Sales Division
Akihiko Watanabe	Managing Executive Officer President, Japan Pulp & Paper (U.S.A.) Corp.	○			Executive Officer President, Japan Pulp & Paper (U.S.A.) Corp.
Mitsutoshi Imamura	Senior Executive Officer General Manager, Corporate Planning Division	○			Officer Deputy General Manager, Administration & Planning Division
Makoto Shimada	Senior Executive Officer General Manager, Functional Materials Division	○			Officer General Manager, Functional Materials Division
Hiroshi Ebihara	Senior Executive Officer President, JP Information Center Co.,Ltd				Executive Officer President, JP Information Center Co.,Ltd
Akira Kobayashi	Senior Executive Officer President, JP Loginet Co.,Ltd				Executive Officer President, JP Loginet Co.,Ltd
Katsuhiko Tsukuma	Senior Executive Officer Chairman, Taiho Paper Co., Ltd		○		Executive Officer President, Eco Paper JP Co.,Ltd
Yasushi Takei	Senior Executive Officer Vice President, JP Corelex Holdings Co.,Ltd	○			Officer Vice President, JP Corelex Holdings Co.,Ltd

Name	As of April 1, 2015	Promotion	Transfer	Retirement	Current
Kagetaka Matsuura	Executive Officer General Manager, Purchasing Division	○	○		General Manager, Paper Merchant Sales Department
Shinichiro Yamamoto	Executive Officer General Manager, Newsprint & Publication Paper Sales Division	○			General Manager, Newsprint & Publication Paper Sales Department 1
Susumu Tanaami	Executive Officer General Manager, Paper Merchant Sales Division		○		Officer Deputy General Manager, Kansai Branch
Makoto Shirotani	Executive Officer General Manager, Printing and Communication Papers Sales Division				Officer General Manager, Printing and Communication Papers Sales Division
Toshihiko Kitayama	Executive Officer General Manager, Industrial Materials Sales Division	○			Officer Deputy General Manager, Industrial Materials Sales Division
Akio Ando	Executive Officer General Manager, Recovered Paper Business Division President, Eco Resource JP Co., Ltd				Officer General Manager, Recovered Paper Business Division
Toru Teshima	Executive Officer Deputy General Manager, Kansai Branch	○	○		Deputy General Manager, Kyushu Branch
Yoichi Sakiyama	Executive Officer Deputy General Manager, Kansai Branch	○			General Manager, Business Administration Dept. Kansai Branch
Nobuyuki Matsuura	Executive Officer Deputy General Manager, Chubu Branch	○	○		General Manager, Purchasing Department
Ryoichi Nagato	Executive Officer General Manager, Kyushu Branch				Officer General Manager, Kyushu Branch
Koji Ukeguchi	Executive Officer General Manager, Kitanihon Branch	○	○		General Manager, Direct Sales Department
Hiroshi Shida	Executive Officer President, JP Household Supply Co., Ltd	○			Senior Managing Director, JP Household Supply Co., Ltd
Kazuki Kosugi	Executive Officer Senior Managing Director, Eco-port Kyushu Co., Ltd	○			Senior Managing Director, Eco-port Kyushu Co., Ltd
Shoichi Nomura				○	Managing Executive Officer General Manager, Kansai Branch
Masanori Minakata				○	Managing Executive Officer President, Eco Resource JP Co.,Ltd

4. Management Structure (as of end of June, 2015)

Japan Pulp and Paper Co., Ltd

President	Kenzo Noguchi	
Representative Director Senior Managing Executive Officer	Akihiko Okazaki	Administration & Planning
Director Senior Managing Executive Officer	Shingo Obata	Paper Sales & Marketing
Director Managing Executive Officer	Tokuhichi Dazai	Overseas Business & Specialties General Manager, International Sales Division
Director Managing Executive Officer	Tomoyuki Miyazaki	Paper Sales & Marketing
Director Managing Executive Officer	Keiji Yasuoka	Raw Materials & Environment General Manager, Environment & Resources Division
Director Managing Executive Officer	Kazuhiko Sakurai	Paperboard & Household Paper
Outside Director	Hikaru Kobayashi	
Audit & Supervisory Board Member	Masafumi Yamada	
Audit & Supervisory Board Member	Masataka Yoshimura	
Audit & Supervisory Board Member	Hirobumi Onuki	
Managing Executive Officer	Satoshi Sakai	General Manager, Finance & Administration Division
Managing Executive Officer	Tetsuo Izawa	General Manager, Kansai Branch
Managing Executive Officer	Chihiro Katsuta	General Manager, Chubu Branch
Managing Executive Officer	Koji Kassai	President, Eco Paper JP Co.,Ltd
Managing Executive Officer	Akihiko Watanabe	President, Japan Pulp & Paper (U.S.A.) Corp.
Senior Executive Officer	Mitsutoshi Imamura	General Manager, Corporate Planning Division
Senior Executive Officer	Makoto Shimada	General Manager, Functional Materials Division
Senior Executive Officer	Hiroshi Ebihara	President, JP Information Center Co.,Ltd
Senior Executive Officer	Akira Kobayashi	President, JP Loginet Co.,Ltd
Senior Executive Officer	Katsuhiro Tsukuma	Chairman, Taiho Paper Co., Ltd
Senior Executive Officer	Yasushi Takei	Vice President, JP Corelex Holdings Co.,Ltd
Executive Officer	Kagetaka Matsuura	General Manager, Purchasing Division
Executive Officer	Shinichiro Yamamoto	General Manager, Newsprint & Publication Paper Sales Division
Executive Officer	Susumu Tanaami	General Manager, Paper Merchant Sales Division
Executive Officer	Makoto Shiroani	General Manager, Printing and Communication Papers Sales Division
Executive Officer	Toshihiko Kitayama	General Manager, Industrial Materials Sales Division
Executive Officer	Akio Ando	General Manager, Recovered Paper Business Division President, Eco Resource JP Co., Ltd
Executive Officer	Toru Teshima	Deputy General Manager, Kansai Branch
Executive Officer	Yoichi Sakiyama	Deputy General Manager, Kansai Branch
Executive Officer	Nobuyuki Matsuura	Deputy General Manager, Chubu Branch
Executive Officer	Ryoichi Nagato	General Manager, Kyushu Branch
Executive Officer	Koji Ukeguchi	General Manager, Kitanihon Branch
Executive Officer	Hiroshi Shida	President, JP Household Supply Co., Ltd
Executive Officer	Kazuki Kosugi	Senior Managing Director, Eco-port Kyushu Co., Ltd