



October 1, 2026
Japan Pulp & Paper Co., Ltd.

Notice of Changes in Key Management Personnel at Group Companies

OVOL Papier Deutschland GmbH, a consolidated subsidiary of our company, will implement the following changes to its management structure effective October 1, 2026 and January 1, 2027, respectively.

1. As of October 1, 2026

Name	position	
Hiroshi Kashima	President	Reappointed
Martin Tewes	Co-CEO	Change in position
Shota Arai	Co-CEO	Change in position

2. As of January 1, 2027 (scheduled)

Name	position	
Hiroshi Kashima	President	Reappointed
Shota Arai	CEO	Change in position

*Martin Tewes is scheduled to resign from the position of Co-CEO, effective December 31, 2026.

(Note) The changes effective January 1, 2027 will be formalized following the completion of the necessary procedures at OVOL Papier Deutschland GmbH.

For inquiries regarding this matter, please contact:

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