

Company name: Chuetsu Pulp & Paper Co., Ltd.

Listing: Tokyo Stock Exchange

Securities code: 3877

URL: <https://www.chuetsu-pulp.co.jp/>

Representative: Ryoji Fukumoto

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President and Representative Director

Deputy General Manager of Business Administration Division  
and General Manager of Administration Department

## Notice Concerning Changes in Directors and Executive Officers

The Company hereby announces that, at the meeting of the Board of Directors held today, it has provisionally resolved the following changes in Directors and Executive Officers based on the recommendation of the Company's Nomination and Remuneration Committee.

The formal decision is scheduled to be made at a meeting of the Board of Directors to be held after obtaining approval at the 110th Ordinary General Meeting of Shareholders, which is scheduled to be held on June 26, 2026.

### 1. Changes in Directors (Scheduled for June 26, 2026)

#### (1) Director (excluding Directors who are Audit and Supervisory Committee Members) Scheduled to Retire

Advisor	Hisashi Uematsu	(Currently, Chairman of the Board)
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### 2. Changes in Responsibilities of Director (Scheduled for June 26, 2026)

President and Executive Officer, General Manager of Business Administration Division, and in charge of Resource Management Division and Internal Audit Office and Tokyo Office	Ryoji Fukumoto	(Currently, President and Executive Officer, General Manager of Business Administration Division, and in charge of Resource Management Division and Internal Audit Office)
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### 3. Changes in Directors (Audit and Supervisory Committee Members) (Scheduled for June 26, 2026)

#### (1) Candidates for newly elected Director (Audit and Supervisory Committee Member)

Director, Full-Time Audit and Supervisory Committee Member	Nobuyuki Hamamoto	(Currently, Executive Officer, Deputy General Manager of Sales Division, and General Manager of Sales Administration Department)
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#### (2) Director (Audit and Supervisory Committee Member) Scheduled to Retire

Shoichi Kusuhara	(Currently, Director, Full- Time Audit and Supervisory Committee Member)
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4. Changes in Executive Officers (Scheduled for June 26, 2026)

(1) Candidate for New Executive Officer

Executive Officer, Deputy General Manager of Sales Division, and General Manager of Newsprint Department	Yukinobu Jotani	(Currently, Deputy General Manager of Sales Division, and General Manager of Newsprint Department)
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(2) Executive Officer Scheduled to Retire

Nobuyuki Hamamoto	(Currently, Executive Officer)
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5. Changes in Responsibilities of Executive Officer (Scheduled for June 26, 2026)

Executive Officer, General Manager of Sendai Mill	Motoomi Ibaragi	(Currently, Executive Officer, General Manager of Sendai Mill, and General Manager of Stock Preparation Department)
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6. Directors and Executive Officers Structure (Scheduled for June 26, 2026)

(1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

President and Representative Director	Ryoji Fukumoto
Director	Tsutomu Isobe
Director	Yasuhiro Shimokawa
Outside Director	Katsuji Higashi

(2) Directors (Audit and Supervisory Committee Members)

Director, Full-Time Audit and Supervisory Committee Member	Nobuyuki Hamamoto
Outside Director, Audit and Supervisory Committee Member	Toshihiko Yamaguchi
Outside Director, Audit and Supervisory Committee Member	Kayoko Sakurai

(3) Executive Officers

President and Executive Officer, General Manager of Business Administration Division, and in charge of Resource Management Division and Internal Audit Office and Tokyo Office	Ryoji Fukumoto
Managing Executive Officer, General Manager of Sales Division	Tsutomu Isobe
Managing Executive Officer, General Manager of Production Division, and in charge of Development Division	Yasuhiro Shimokawa
Senior Executive Officer, Deputy General Manager of Sales Division, and General Manager of Osaka Sales Branch	Hiroshi Shiba

Senior Executive Officer, Deputy General Manager of Business Administration Division, and General Manager of Tokyo Office	Hiroo Morita
Senior Executive Officer, Deputy General Manager of Production Division, in charge of In charge of Office for Promotion of Plastic- Free Related Business	Kenji Nagata
Senior Executive Officer Deputy General Manager of Sales Division, and General Manager of Printing and Writing Paper Department	Kazuhiko Minayoshi
Executive Officer, General Manager of Sendai Mill	Motoomi Ibaragi
Executive Officer, General Manager of Takaoka Mill, and General Manager of Technical Research Department	Toru Okumura
Executive Officer, Deputy General Manager of Sales Division, and General Manager of Newsprint Department	Yukinobu Jotani