

14<sup>th</sup> February, 2025

To whom it may concern

Madoka Tanabe  
Representative Director of the Board  
Chairman & Chief Executive Officer  
KPP GROUP HOLDINGS CO., LTD.

Contact :  
Group Human Resources Division  
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### **Notice of Reorganization and Change of Executive Officer**

We hereby announce the reorganization in KPP GROUP HOLDINGS CO., LTD. and change of the executive officers of KOKUSAI PULP&PAPERS CO., LTD. effective April 1, 2025.

## 1. KPP GROUP HOLDINGS CO., LTD.

### (1) Reorganization (As of 1<sup>st</sup> April, 2025)

#### ○Purpose of the Reorganization

Based on the Fourth Medium-Term Management Plan, the company will reorganize its organization to strengthen KPP group's management systems.

#### ●Group Finance Department

We'll establish Group Finance Section in Group Finance Department to support more efficiently the company management with prompt, accurate, and necessary financial information support, and contribute to qualified company management decisions.

### (2) Personnel of Executive Officer (As of 1<sup>st</sup> April, 2025)

#### ① Promotion of Executive Officer

Name	New	Current
Shojiro Adachi	Senior Executive Officer General Manager Head of Group Finance & Planning Division	Executive Officer General Manager Head of Group Finance & Planning Division

#### ② Transfer

Name	New	Current
Takeshi Komaba	KOKUSAI PLUP&PAPER CO., LTD. Managing Executive Officer Deputy General Manager, Corporate Administration Headquarters	Managing Executive Officer Directr of Spicers Limited

Officers (As of 1<sup>st</sup> April, 2025)

【Members Of The Board】

Name	Position
Madoka Tanabe	Representative Director of the Board Chairman & Chief Executive Officer
Yasuyuki Sakata	Representative Director of the Board President & Chief Operating Officer
Tadashi Kurihara	Director of the Board
David Martin	Director of the Board
Hervé Poncin	Director of the Board
Tatsushi Yano	Director of the Board (Independent outside director)
Mina Ito	Director of the Board (Independent outside director)
Yuzo Tomita	Member of the Audit and Supervisory Committee
Shoko Kataoka	Member of the Audit and Supervisory Committee (Independent outside director)
Keigo Omi	Member of the Audit and Supervisory Committee (Independent outside director)

【Executive Officer】

Position	Name	Areas of Responsibility
Senior Executive Officer	Kengo Nakazawa	General Manager Head of Group IT Division
Senior Executive Officer	Shojiro Adachi	General Manager Head of Group Finance & Planning Division
Executive Officer	Naoshi Sato	General Manager Head of Group Legal & Compliance Division and Head of Secretary Office and Head of Group Legal Office
Executive Officer	Tetsuya Sakashita	General Manager Head of Group Human Resources Division and General Manager Head of Group Human Resources Department
Executive Officer	Koichi Fujisawa	Antalis S.A.S. Chief Finance Officer

## 2. KOKUSAI PLUP&PAPER CO., LTD.

### (1) Reorganization (As of 1<sup>st</sup> April, 2025)

#### ○Purpose of the Reorganization

Based on the Fourth Medium-Term Management Plan, the company will restructure its organization to clarify organizational functions and to strengthen and promote changes in sales methods with a view to reforming the business portfolio structure.

#### ● Corporate Administration HQ

[Administration Division]

The Business Subsidiaries Administration Department will become the Business Subsidiaries Administration Office and the Affiliated Company Administration Section will be abolished.

#### ● Sales Planning & Marketing Division

The Sales Strategy Department under the Sales Planning & Marketing Division, which is under the direct control of the president, will become the Sales Strategy Office and the Sales Strategy Section will be abolished.

#### ● General Business Management HQ1

[Paper Raw Material Sales Div.]

The Pulp Sales Department will be transferred to the Paper Raw Materials Sales Division to strengthen sales function in paper raw materials and the Pulp Sales Division will be abolished.

#### ● General Business Management HQ2

[Publishing & Direct Sales Div.]

The Publishing Department and the Direct Sales Department will be integrated with the aim of building and strengthening the transaction base for end users.

[Merchant & Functional materials Sales Div.]

The Functional Materials Department and the Merchant/Functional Materials administration section were newly established in the Merchant Sales Division to promote development of new sales with functional materials and others, based on distribution functions. And the organizational name will be changed to the Merchant and Functional Materials Sales Division.

[Purchasing Div.]

A new Purchasing Strategy Office will be established to build a system to strengthen purchasing strategies and purchasing functions.

[Kansai Branch]

The Kyoto Sales Section will be transferred to the Merchant Sales Department and The Kyoto Sales Department will be abolished.

(2) Personnel of Executive Officer (As of 1<sup>st</sup> April, 2025)

1) Change of Executive Officer

① Promotion of Executive Officer

Name	New	Current
Hirohiko Nojiri	Managing Executive Officer Deputy General Manager, Business Management Headquarters 2	Senior Executive Officer General Manager Head of Publishing & Direct Sales Division
Yasuo Mizuki	Senior Executive Officer Regional Executive Manager, Kansai Branch	Executive Officer Regional Executive Manager, Kyushu Branch
Shojiro Adachi	Senior Executive Officer General Manager Head of Finance & Planning Division	Executive Officer General Manager Head of Finance & Planning Division

② Newly Appointed of Executive Officer

Name	New	Current
Takeshi Komaba	Managing Executive Officer Deputy General Manager, Corporate Administration Headquarters	KPP GROUP HOLDINGS CO., LTD. Managing Executive Officer Directr of Spicers Limited
Nobushige Takase	Executive Officer General Manager Head of Overseas Sales Division and General Manager Head of Overseas Business Department1	General Manager Head of Overseas Sales Division and General Manager Head of Overseas Business Department1

2) Change in work assignment of Executive Officer

Name	New	Current
Munekazu Sugaya	Senior Executive Officer Regional Executive Manager, Chubu Branch	Senior Executive Officer Deputy Regional Executive Manager, Chubu Branch
Kensuke Yoshida	Executive Officer General Manager Head of~~~	Executive Officer Regional Executive Manager, Kansai Branch
Seiji Kayashima	Executive Officer Regional Executive Manager, Kyushu Branch	Executive Officer General Manager Head of Merchant Sales Division

3) Retirement (As of 31<sup>th</sup> March, 2025)

Name	Current
Mitsumasa Muramoto	Managing Executive Officer Regional Executive Manager, Chubu Branch
Tatsuya Sekine	Executive Officer Regional Executive Manager, Kita Nihon Branch
Hirofumi Koshiji	Executive Officer General Manager Head of Pulp Sales Division
Shuji Sato	Executive Officer General Manager

Officers (As of 1<sup>st</sup> April, 2025)

【Members Of The Board】

Name	Position
Tadashi Kurihara	Representative Director of the Board
Masatoshi Ikeda	Director of the Board
Hideomi Komai	Director of the Board
Hiroki Shimizu	Director of the Board
Madoka Tanabe	Director of the Board
Yasuyuki Sakata	Director of the Board
Tatsuhiko Tachibana	Auditor

【Executive Officer】

Position	Name	Areas of Responsibility
President & Executive Officer	Tadashi Kurihara	
Managing Executive Officer	Masatoshi Ikeda	Head of General Business Management Headquarters2
Managing Executive Officer	Hideomi Komai	Head of Corporate Administration Headquarters
Managing Executive Officer	Hiroki Shimizu	Head of General Business Management Headquarters1
Managing Executive Officer	Hirohiko Nojiri	Deputy General Manager, Business Management Headquarters 2
Managing Executive Officer	Takeshi Komaba	Deputy General Manager, Corporate Administration Headquarters
Senior Executive Officer	Kenichi Kitazumi	Business Transformation & Logistics Officer and Representative Director of the Board, KPP Logistics Co., LTD
Senior Executive Officer	Toru Nakamichi	Deputy General Manager, Business Management Headquarters1 and General Manager Head of Paper Raw Material Sales Division
Senior Executive Officer	Munekazu Sugaya	Regional Executive Manager, Chubu Branch
Senior Executive Officer	Kengo Nakazawa	IT System Special Mission Officer
Senior Executive Officer	Yasuo Mizuki	Regional Executive Manager, Kansai Branch
Senior Executive Officer	Shojiro Adachi	General Manager Head of Finance & Planning Division
Executive Officer	Kensuke Yoshida	General Manager Head of Graphic & Communication Paper Sales Division
Executive Officer	Seiji Kayashima	Regional Executive Manager, Kyushu Branch
Executive Officer	Takaharu Nakane	General Manager Head of Administration Division
Executive Officer	Tetsuya Sakashita	General Manager Head of Human Resources Division and General Manager Head of Human Resources Department
Executive Officer	Nobushige Takase	General Manager Head of Overseas Sales Division and General Manager Head of Overseas Business Department1