



PRESS RELEASE



May 15, 2026

Company name: Hokuetsu Corporation
Name of representative: Sekio Kishimoto, Chairman and Group CEO
(Securities code: 3865 (Prime Market, Tokyo Stock Exchange))
Inquiries: Yoshiharu Togawa, Corporate Officer, Public Relations Office
Tel: +81 3-3245-4500

Notice of Executive Personnel Changes

We hereby announce that, at a meeting of the Board of Directors held today, we have resolved on the following executive appointments.

1. Changes in Directors

【Scheduled for June 26, 2026】

(1) Changes in Representatives No personnel changes.

(2) Retiring Directors

Name	New	Current
Shigeharu Tachibana	Resignation (to assume the position of part-time senior advisor)	Senior Managing Director; Special Assignment under the Chairman
Yutaka Ishizuka	Resignation (to assume the position of part-time advisor)	Director; Special Assignment under the Chairman

(3) Candidates for New Directors

Name	New	Current
Satoshi Okamoto	Director; COO, Domestic Paper Sales Division; In charge of Paperboard Sales Division; Profit Management Office	Corporate Officer; COO, Domestic Paper Sales Division; In charge of Paperboard Sales Division; Profit Management Office
Kazuhiro Takasumi	Director; Niigata Mill Manager	Corporate Officer; Niigata Mill Manager

2. Management structure after the Ordinary General Meeting of Shareholders (scheduled for June 26, 2026)

(1) Executive Officer Structure

Director	Position and Responsibilities
Sekio Kishimoto	Chairman and Group CEO
Shigeru Wakamoto	President and COO; COO, Production Technology Division
Makoto Yanagisawa	Director; CFO; In charge of Legal Affairs & Compliance Office, Public Relations Office; General Manager, Profit Management Office; General Manager, Corporate Planning Department
Tomoyuki Iida	Director; COO, Resources & Raw Material Division; General Manager, Woodchip & Pulp Department; Profit Management Office
Satoshi Okamoto	Director; COO, Domestic Paper Sales Division; In charge of Paperboard Sales Division; Profit Management Office
Kazuhiro Takasumi	Director; Niigata Mill Manager
Mitsuyasu Iwata	Director (Outside Director)
Kazuo Nakase	Director (Outside Director)
Hiromitsu Kuramoto	Director (Outside Director)
Hiroko Nihei	Director (Outside Director)

Corporate Officer	Position and Responsibilities
Kiyoshi Iizuka	Corporate Officer; Osaka Branch Manager
Hisashi Abe	Corporate Officer; COO, Paperboard Sales Division; General Manager, Business Development Office; Profit Management Office
Kunihiro Ando	Corporate Officer; Kanto Mill Manager; General Manager, Ichikawa Product Department
Maou Sugimoto	Corporate Officer; COO, Sustainability Promotion Division; CDO; In charge of Group Governance Administration Department (General Manager), Information Systems Department
Katsuhide Nishikata	Corporate Officer; Nagaoka Mill Manager
Shigetaka Kato	Corporate Officer; COO, Performance Materials Sales Division; COO, International Paper Export Sales Division; General Manager, New Business Development Office; Profit Management Office; CEO Office
Takashi Kasahara	Corporate Officer; In charge of Personnel Department (General Manager), Executives' Secretariat (General Manager); General Manager, CEO Office; Profit Management Office
Naoto Ooba	Corporate Officer; General Manager, Domestic Paper Sales Department, Domestic Paper Sales Division; Niigata Office Manager
Keiichi Kobayashi	Corporate Officer President, CEO & CAO, Alberta-Pacific Forest Industries Inc.
Yoshiharu Togawa	Corporate Officer; In charge of General Affairs Department (General Manager); General Manager, Public Relations Office
Mitsumasa Takeda	Corporate Officer; Developer, Paperboard Sales Division; Deputy General Manager, New Business Development Office Executive Director, Hokuetsu Package Co., Ltd.; General Manager of Sales Development; General Manager, SCM Division
Yasushi Ichiki	Corporate Officer; Deputy General Manager, New Business Development Office
Tomonari Maruyama	Corporate Officer; General Manager, Corporate Management Department

(2) Auditing Structure

Position	Name
Standing Audit & Supervisory Board Member	Manabu Ueno
Outside Audit & Supervisory Board Member	Toraki Inoue
Outside Audit & Supervisory Board Member	Go Kondo

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.