

May 15, 2025

Company name: Hokuetsu Corporation  
 Name of representative: Sekio Kishimoto, President and CEO  
 (Securities code: 3865 (Prime Market, Tokyo Stock Exchange))  
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## Notice of Executive Personnel Changes

We hereby announce that, at a meeting of the Board of Directors held today, based on the recommendations of the Nomination and Compensation Committee, we have decided on the following executive appointments. Please note that the candidates for directors are scheduled to be formally appointed at the 187th Ordinary General Meeting of Shareholders of the Company to be held on June 27, 2025.

【Management structure after the Ordinary General Meeting of Shareholders (scheduled for June 27, 2025)】

Candidate for Director	Position and Responsibilities
Sekio Kishimoto	President and CEO
Shigeru Wakamoto	Senior Managing Director; Niigata Mill Manager
Shigeharu Tachibana	Senior Managing Director; COO, Paper Sales Division; Profit Management Office
Makoto Yanagisawa	Director CFO; In Charge of Legal Affairs & Compliance Office and Public Relations Office; General Manager, Profit Management Office
Yutaka Ishizuka	Director; COO, Production Technology Division; Deputy Division Manager, Sustainability Promotion Division; Profit Management Office
Tomoyuki Iida	Director; COO, Resources & Raw Material Division; General Manager, Woodchip & Pulp Department; Profit Management Office

Mitsuyasu Iwata	Director (Outside Director)
Kazuo Nakase	Director (Outside Director)
Hiromitsu Kuramoto	Director (Outside Director)
Hiroko Nihei	Director (Outside Director)

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