

January 27, 2026

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 Organizational Changes and Personnel Appointments

Hokuetsu Corporation (hereinafter, the “Company”) announces that at the Board of Directors meeting held today, the Company resolved to implement the following personnel changes.

1. Organizational Changes

In response to significant changes in the business environment surrounding the paper and pulp industry, we will newly establish the International Paper Export Sales Division and restructure our organization to simultaneously strengthen the competitiveness of both our domestic and overseas businesses. The Paper Sales Division will be reorganized into the Domestic Paper Sales Division, and the structure of the Domestic Paper Sales Division and International Paper Export Sales Division will be as follows:

Domestic Paper Sales Division: Domestic Paper Sales Department, Product Logistics Department

International Paper Export Sales Division: International Paper Export Department, Ho Chi Minh City Office

As a result, we will operate with a four-division sales structure: Domestic Paper Sales Division, International Paper Export Sales Division, White Paperboard Sales Division, and Performance Materials Sales Division.

2. Changes in Directors [Effective April 1, 2026]

Name	New Position	Current Position
Shigeharu Tachibana	Senior Managing Director Special Assignment under the Chairman	Senior Managing Director COO, Paper Sales Division; Profit Management Office
Yutaka Ishizuka	Director Special Assignment under the Chairman	Director COO, Production Technology Division; Deputy Division Manager, Sustainability Promotion Division; Profit Management Office

3. Changes in Corporate Officers

(1) Changes in Corporate Officers [Effective April 1, 2026]

Name	New Position	Current Position
Satoshi Okamoto	Corporate Officer COO, Domestic Paper Sales Division; In charge of White Paperboard Sales Division; Profit Management Office	Corporate Officer COO, Performance Materials Sales Division; Profit Management Office
Shigetaka Kato	Corporate Officer COO, Performance Materials Sales Division; COO, International Paper Export Sales Division; Profit Management Office; Staff General Manager, CEO Office	Corporate Officer General Manager, International Paper Export Department, Paper Sales Division; Staff General Manager, CEO Office
Kazuhiro Takasumi	Corporate Officer Niigata Mill Manager	Corporate Officer Kishu Mill Manager

(2) New Appointment of Corporate Officer [Effective April 1, 2026]

Name	New Position	Current Position
Tomonari Maruyama	Corporate Officer General Manager, Corporate Management Department	General Manager, Corporate Management Department

4. Related Personnel Changes [Effective April 1, 2026]

Name	New Position	Current Position
Hidetoshi Kawahara	Kishu Mill Manager	Production Technology Division General Manager, Production Technology Department; General Manager in charge of Paper Production Department

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