



May 15, 2026

Company Name: Nippon Paper Industries Co., Ltd.
Representative: Akira Sebe, President

Notice of Changes in Directors and Others

Nippon Paper Industries Co., Ltd. (the Company) hereby announces that its Board of Directors made a preliminary decision at a meeting held today regarding changes in Directors and others as follows on the basis of a report from the Personnel & Remuneration Advisory Committee, an advisory body to the Board of Directors.

The changes will be officially determined at the 102nd Ordinary General Meeting of Shareholders scheduled on Friday, June 26, 2026, and at a meeting of the Board of Directors held after the close of the General Meeting.

Details are as follows

1. Changes in Representative Directors

None

2. Changes in Directors

None

3. Newly Appointed Director (Effective June 26, 2026)

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Director (concurrent) President and Representative Director of Nippon Paper Crecia Co., Ltd. (effective June 23)	Takashi Fujihara	Executive Officer and General Manager, Fuji Mill

4. Retiring Director (Effective June 26, 2026)

Atsumi Yasunaga Retirement
Currently, Director
(concurrent) President and Representative Director of Nippon
Paper Crecia Co., Ltd. (scheduled to retire effective June 23)

5. Changes in Executive Officers (Effective June 26, 2026)

(1) Details of Change of Managing Officers

None

(2) Newly Appointed Executive Officers

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Executive Officer and General Manager, Fuji Mill	Tomoaki Koyanagi	General Manager, Otake Mill
Executive Officer and General Manager, Ishinomaki Mill	Takashi Ueno	General Manager, Soka Mill

(3) Retiring Executive Officer

Kazuyasu Yamamoto Retirement Executive Vice President, Nippon Paper Unitec Co., Ltd. (effective June 19)
(concurrent) President and Representative Director, Kokusaku Kikou Co., Ltd. (effective June 16)

Currently, Executive Officer and General Manager, Ishinomaki Mill

(4) Relevant Personnel Changes in Executive Officers and Changes in General Managers at Headquarters and Mills

<u>New position</u>	<u>Name</u>	<u>Current position</u>
General Manager, Soka Mill	Naruaki Obuchi	Deputy General Manager, Raw Materials & Purchasing Division and General Manager, Recycled Fibers & Purchasing Department
General Manager, Otake Mill	Ryoji Tsuruga	Senior Vice President of Operations, Nippon Dynawave Packaging Co.
Retirement (effective June 16)	Yoshiaki Uchida	President and Representative Director, Kokusaku Kikou Co., Ltd.

6. Organizational Changes

None

* Attachments: [Appendix 1](#) List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd. (Effective June 26, 2026)

[Appendix 2](#) List of Executive Officers of Nippon Paper Industries Co., Ltd. (Effective June 26, 2026)

Appendix 1

List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(Effective June 26, 2026 Underlined: Changes)

(Position)	(Name)	
Chairman & Representative Director	Toru Nozawa	Chairperson of the Board of Directors
President and Representative Director	Akira Sebe	CEO
Executive Vice President and Representative Director	Mitsuhiro Sugino	
Executive Vice President and Representative Director	Yasuhito Murakami	
Director	Keiko Watanabe	
<u>Director</u>	Takashi Fujihara	
Director	Makoto Fujioka	*Outside Director
Director	Yoko Hatta	*Outside Director
Director	Yutaka Kunigo	*Outside Director
Senior Audit & Supervisory Board Member	Tomoyasu Itakura	
Audit & Supervisory Board Member	Tomoyoshi Nishimoto	
Audit & Supervisory Board Member	Takafumi Okuda	*External Audit & Supervisory Board Member
Audit & Supervisory Board Member	Nanako Aono	*External Audit & Supervisory Board Member

Appendix 2

List of Executive Officers of Nippon Paper Industries Co., Ltd.
(Effective June 26, 2026 Underlined: Changes)

(Position)	(Name)	(in charge of)
President and Chief Executive Officer	Akira Sebe	CEO
Executive Vice President and Executive Officer	Mitsuhiro Sugino	Assistant to President General Manager, Technical & Engineering Division In charge of Biomass Material Business Division [Supervisor of biomass business promotion]
Executive Vice President and Executive Officer	Yasuhito Murakami	Assistant to President In charge of Duplex Board & Packaging Paper Sales Division [Supervisor of packaging business promotion] (concurrent) President, Nippon Tokai Industrial Paper Supply Co., Ltd.
Senior Managing Executive Officer	Takashi Ochi	General Manager, Research & Development Division
Senior Managing Executive Officer	Kazuto Shimada	General Manager, Graphic Paper Sales Division [Supervisor of graphic paper business]
Managing Executive Officer	Yoshisada Yamabe	General Manager, Yatsushiro Mill
Managing Executive Officer	Tetsuaki Taniguchi	General Manager, Newsprint Sales Division
Managing Executive Officer	Daishiro Takigawa	General Manager, Duplex Board & Packaging Paper Sales Division
Managing Executive Officer	Hideki Sugimura	Director, Nippon Tokai Industrial Paper Supply Co., Ltd.
Managing Executive Officer	Naohiro Ishioka	General Manager, Iwakuni Mill
Executive Officer	Koichi Sato	General Manager, Raw Materials & Purchasing Division
Executive Officer	Hiroyuki Nakagawa	Director, Shin Tokai Paper Co., Ltd.
Executive Officer	Yoshinori Matsubara	General Manager, Energy Business Division
Executive Officer	Hiroya Kakehashi	General Manager, Sales Planning Division In charge of production restructuring and promotion of recycling solutions, <u>CLO</u>
Executive Officer	Keiko Watanabe	General Manager of Sustainability Transformation Division In charge of Environmental Management Promotion
Executive Officer	Kazuhiro Ito	General Manager, Paper-Pak Sales Division
Executive Officer	Koichiro Takahashi	General Manager, General Affairs & Personnel Division
Executive Officer	Kentaro Nobori	General Manager, Chemical Sales Division
Executive Officer	Takanori Sano	General Manager, Corporate Planning Division In charge of Subsidiaries and Affiliated Companies
Executive Officer	Masato Takahashi	General Manager, Akita Mill
Executive Officer	Hikomichi Matoba	General Manager, Financial Division

Executive Officer	Takashi Matsuoka	General Manager, Biomass Material Business Division
Executive Officer	Yasuo Asano	General Manager, Gotsu Mill
Executive Officer	Norio Ozawa	Deputy General Manager, Technical & Engineering Division and General Manager, Production Department In charge of promotion of greenhouse gas emissions reduction
<u>Executive Officer</u>	Tomoaki Koyanagi	<u>General Manager, Fuji Mill</u>
<u>Executive Officer</u>	Takashi Ueno	<u>General Manager, Ishinomaki Mill</u>