

May 13, 2022

Company name : Nippon Paper Industries Co., Ltd.
Representative : Toru Nozawa, President
(Stock code: 3863, Prime market, TSE)

Notice of Changes in Directors and Others

Nippon Paper Industries Co., Ltd. (the Company) is pleased to announce that it has informally decided on following changes in Directors and others today. The changes will be formally approved at the 98th Ordinary General Meeting of Shareholders scheduled to be held on June 29, 2022, and at the meeting of the Board of Directors that will be held after the close of the General Meeting.

Details of Changes (as of June 29, 2022)

1. Change of Representative Directors

None

2. Changes in Directors

None

3. Newly Appointed Directors

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Director (concurrent) Executive Officer, and General Manager of Sales Planning Division	Tomomi Nojiri	General Manager of Asahikawa Mill

4. Retiring Representative Director

Atsushi O'haru Currently Managing Executive Officer, and General Manager of Sales Planning
Division

5. Changes in Executive Officers

(1) Details of Changes in Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Senior Managing Executive Officer, and General Manager of Paper-Pak Sales Division	Yasuhito Obayashi	Managing Executive Officer, and General Manager of Paper-Pak Sales Division

(2) Newly Appointed Executive Officers

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
Executive Officer, and General Manager of Iwanuma Mill	Naohiro Isihioka	General Manager of Iwanuma Mill
Executive Officer, and Deputy General Manager of Technical & Engineering Division	Kazuyasu Yamamoto	Deputy General Manager of Technical & Engineering Division and General Manager of Plant Engineering Dept.

(3) Retiring Executive Officers

Shigeru Inoue Currently Executive Officer, and General Manager of Yatsushiro Mill, to be appointed President & Representative Director of Nippon Paper Lumber Co., Ltd. as of June 21, 2022.

(4) Relevant Personnel Changes

<u>New Position</u>	<u>Name</u>	<u>Current Position</u>
General Manager of Asahikawa Mill	Takashi Masuda	DuPont Nippon Paper Papyrus Godo Kaisha President and General Manager of Hokkaido Mill
General Manager of Ashikaga Mill	Yoshitsugu Honda	General Manager of Kushiro Mill
General Manager of Souka Mill	Akira Kanamori	General Manager of Kanto Mill
General Manager of Yatsushiro Mill	Fujihara Takashi	Deputy General Manager of Business Communication Paper Sales Division and General Manager of Business Communication Paper Sales Dept.

6. Organizational Changes

(1) Kanto Mill Division divides into Ashikaga Mill and Souka Mill.

(Appendix 1.)

**List of Directors and Audit & Supervisory Board Members of Nippon Paper Industries Co., Ltd.
(June 29, 2022; underlined parts indicate changes)**

Chairman	Fumio Manoshiro	
President	Toru Nozawa	
Executive Vice President	Kazumori Fukushima	
Director	Masanobu Iizuka	
Director	Tomoyasu Itakura	
<u>Director</u>	Tomomi Nojiri	
Director	Makoto Fujioka	*outside
Director	Yoko Hatta	*outside
Director	Yutaka Kunigo	*outside
Senior Audit & Supervisory Board Member	Kazunari Tatsu	
Audit & Supervisory Board Member	Tomoyoshi Nishimoto	
Audit & Supervisory Board Member	Takafumi Okuda	*outside
Audit & Supervisory Board Member	Nanako Aono	*outside

(Appendix 2.)

**List of Executive Officers of Nippon Paper Industries Co., Ltd.
(June 29, 2022; underlined parts indicate changes)**

President & Chief Executive Officer	Toru Nozawa	
Executive Vice President	Kazumori Fukushima	President, Nippon Paper Crecia Co.,Ltd.
<u>Senior Managing Executive Officer</u>	Yasuhito Obayashi	General Manager of Paper-Pak Sales Division
Managing Executive Officer	Atsumi Yasunaga	General Manager of Iwakuni Mill
Managing Executive Officer	Masanobu Iizuka	Chief Executive Officer of Opal
Managing Executive Officer	Yoshihide Kimura	General Manager of Nakoso Mill
Executive Officer	Shinichiro Nakamura	General Manager of Ishinomaki Mill
Executive Officer	Mitsuhiro Sugino	General Manager of Biomass Material Business Division
Executive Officer	Takashi Ochi	General Manager of Research & Development Division
Executive Officer	Yasuhito Murakami	General Manager of Technical & Engineering Division
Executive Officer	Kazuto Shimada	General Manager of Printing Paper Sales Division
Executive Officer	Tomoyasu Itakura	General Manager of Financial Division
Executive Officer	Kazunori Itaya	General Manager of Chemical Sales Division
Executive Officer	Yoshisada Yamabe	General Manager of Fuji Mill
Executive Officer	Akira Sebe	General Manager of Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies, and International Business Division
Executive Officer	Osamu Niwaguchi	General Manager of Business

		Communication Paper Sales Division
Executive Officer	Tomomi Nojiri	<u>General Manager of Sales Planning Division</u>
Executive Officer	Tetsuaki Taniguchi	General Manager of Newsprint Sales Division
Executive Officer	Daishiro Takigawa	General Manager of Duplex Board &Packaging Paper Sales Division
Executive Officer	Hideki Sugimura	Director of Nippon Tokai Industrial Paper Supply Co., Ltd.
<u>Executive Officer</u>	Naohiro Isihioka	General Manager of Iwanuma Mill
<u>Executive Officer</u>	Kazuyasu Yamamoto	Deputy General Manager of Technical & Engineering Division