

May 15, 2023

Company Name: Nippon Paper Industries Co., Ltd.
Representative: Toru Nozawa, President

Changes of Directors and Executive Officers

Nippon Paper Industries Co., Ltd. (the Company) has announced the following changes for Directors and Executive Officers, which were approved at our Board of Director's meeting today.

Details of Changes (as of June 29,2023)

1. Changes in Representative Directors

(1) Purpose of Changes

Continued strengthening of the management structure.

(2) Newly Appointed Representative Director

New	Name	Present
Representative Director Executive Vice President; Assistant to President; In charge of Duplex Board & Packaging Paper Sales Division; Managing Executive Officer & President of Nippon Tokai Industrial Paper Supply Co., Ltd. (as of June 20)	Masanobu Iizuka	Director; Chief Executive Officer of Opal

(3) Profile of the New Representative Director

See Appendix 1.

(4) Retiring Representative Director

New	Name	Present
Retired	Kazumori Fukushima	Representative Director Executive Vice President; Assistant to President; President of Nippon Paper Crecia Co., Ltd. (Retired as of June 21)

2. Changes in Directors

None

3. Newly Appointed Directors

New	Name	Present
Director; President of Nippon Paper Crexia Co., Ltd. (June 21)	Atsumi Yasunaga	Managing Executive Officer; General Manager of Iwakuni Mill
Director; Managing Executive Officer; General Manager of Biomass Material Business Division	Mitsuhiro Sugino	Executive Officer; General Manager of Biomass Material Business Division

4. Retiring Director

New	Name	Present
Executive Officer; General Manager of Sales Planning Division	Tomomi Nojiri	Director; Executive Officer; General Manager of Sales Planning Division

5. Changes in Executive Officers

(1) Details of Changes of Executive Officers

New	Name	Present
Managing Executive Officer; General Manager of Iwakuni Mill	Shinichiro Nakamura	Executive Officer; General Manager of Ishinomaki Mill
Managing Executive Officer; General Manager of Research & Development Division	Takashi Ochi	Executive Officer; General Manager of Research & Development Division
Managing Executive Officer; General Manager of Technical & Engineering Division	Yasuhito Murakami	Executive Officer; General Manager of Technical & Engineering Division
Managing Executive Officer; General Manager of Graphic Paper Sales Division	Kazuto Shimada	Executive Officer; General Manager of Printing Paper Sales Division
Managing Executive Officer; General Manager of Chemical Sales Division	Kazunori Itaya	Executive Officer; General Manager of Chemical Sales Division
Executive Officer; General Manager of Ishinomaki Mill	Kazuyasu Yamamoto	Executive Officer; Deputy General Manager of Technical & Engineering Division

(2) Newly Appointed Executive Officers

New	Name	Present
Executive Officer; General Manager of Raw Materials & Purchasing Division	Koichi Sato	General Manager of Raw Materials & Purchasing Division
Executive Officer; Director of Shin Tokai Paper Co., Ltd.	Hiroyuki Nakagawa	Director of Shin Tokai Paper Co., Ltd.
Executive Officer; General Manager of Energy Business Division	Yoshinori Matsubara	General Manager of Energy Business Division
Executive Officer; General Manager of Akita Mill	Hiroya Kakehashi	General Manager of Akita Mill

(3) Retiring Executive Officers

Yoshihide Kimura	Retirement Present Managing Executive Officer; General Manager of Nakoso Mill
Osamu Niwaguchi	Retirement, To be appointed President & Representative Director of Nippon Paper Logistics Co., Ltd. as of June 21. Present Executive Officer; General Manager of Business Communication Paper Sales Division

(4) Related Personnel Changes

New	Name	Present
General Manager of Nakoso Mill	Yoshito Watanabe	Deputy General Manager of Iwakuni Mill; General Manager of Safety & Environmental Control Department, Iwakuni Mill
General Manager of Soka Mill	Takashi Ueno	Deputy General Manager of Corporate Planning Division; General Manager of Corporate Planning Department
General Manager of Gotsu Mill	Yasuo Asano	Deputy General Manager of Technical & Engineering Division; General Manager of Safety Department
General Manager of Otake Mill	Tomoaki Koyanagi	Chief Technical Officer of Opal
President of GAC Co., Ltd. (As of June 16)	Hiroshi Fujita	General Manager of Otake Mill
President of Flowric Co., Ltd. (As of June 19)	Shoichi Yokomachi	General Manager of Gotsu Mill
President of Kokuei Paper Co., Ltd. (As of June 20)	Akira Kanamori	General Manager of Soka Mill
Retired (As of June 20)	Satoru Muto	President of Nippon Tokai Industrial Paper Supply Co., Ltd.
Retired (As of June 21)	Takeo Konno	President of Nippon Paper Logistics Co., Ltd.

6. Organizational Changes

- (1) Printing Paper Sales Division and Business Communication Paper Sales Division will be integrated as the Graphic Paper Sales Division

Appendix 1

Profile of Newly Appointed Representative Director

Name: Masanobu Iizuka
Date of birth: January 17, 1960
Birthplace: Kanagawa Prefecture
Education: Graduated from Tokyo University of Science
(Department of Applied Chemistry, Faculty of Science Division) in 1984

Career at the company:

April 1984	Joined Jujo Paper Co., Ltd
February 2006	Seconded to Daishowa-Marubeni International Ltd. as Executive Vice President
October 2011	General Manager, Production Department, Yatsushiro Mill
April 2013	General Manager, Production Department and General Manager, Safety & Environmental Control Department, Yatsushiro Mill
June 2014	Deputy General Manager of Yatsushiro Mill, General Manager, Production Department and General Manager, Safety & Environmental Control Department at Yatsushiro Mill
July 2014	Deputy General Manager of Yatsushiro Mill, General Manager, Safety & Environmental Control Department at Yatsushiro Mill
July 2015	Deputy General Manager, Corporate Planning Division and General Manager, International Business Department
June 2017	Executive Officer; General Manager, Hokkaido Mill
June 2019	Director; Executive Officer; General Manager, Corporate Planning Division and in charge of Subsidiaries and Affiliated Companies
June 2020	Director; Executive Officer; President of Opal
June 2021	Director; Managing Executive Officer; President of Opal

Number of
Company' shares
held: 12,449 (as of March 31, 2023)

Appendix 2

**List of Directors and Audit & Supervisory Board Members of Nippon Paper Industries Co., Ltd.
(As of June 29, 2023; Underlined parts indicate changes)**

Position	Name
Chairman	Fumio Manoshiro
President	Toru Nozawa
<u>Executive Vice President</u>	Masanobu Iizuka
<u>Director</u>	Atsumi Yasunaga
<u>Director</u>	Mitsuhiro Sugino
Director	Tomoyasu Itakura
External Director	Makoto Fujioka
External Director	Yoko Hatta
External Director	Yutaka Kunigo
Senior Audit & Supervisory Board Member	Kazunari Tatsu
Audit & Supervisory Board Member	Tomoyoshi Nishimoto
External Audit & Supervisory Board Member	Takafumi Okuda
External Audit & Supervisory Board Member	Nanako Aono

Appendix 3

List of Executive Officers of Nippon Paper Industries Co., Ltd.
(As of June 29, 2023; Underlined parts indicate changes)

Position	Name	In charge of
President & Chief Executive Officer	Toru Nozawa	
<u>Executive Vice President</u>	Masanobu Iizuka	<u>Assistant to President;</u> <u>In charge of Duplex Board & Packaging</u> <u>Paper Sales Division;</u> <u>President of Nippon Tokai Industrial Paper</u> <u>Supply Co., Ltd.</u>
Senior Managing Executive Officer	Yasuhito Obayashi	General Manager of Paper-Pak Sales Division
<u>Managing Executive Officer</u>	Shinichiro Nakamura	<u>General Manager of Iwakuni Mill</u>
<u>Managing Executive Officer</u>	Mitsuhiro Sugino	General Manager of Biomass Material Business Division
<u>Managing Executive Officer</u>	Takashi Ochi	General Manager of Research & Development Division
<u>Managing Executive Officer</u>	Yasuhito Murakami	General Manager of Technical & Engineering Division
<u>Managing Executive Officer</u>	Kazuto Shimada	<u>General Manager of Graphic Paper Sales</u> <u>Division</u>
<u>Managing Executive Officer</u>	Kazunori Itaya	General Manager of Chemical Sales Division
Executive Officer	Tomoyasu Itakura	General Manager of Financial 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, International Business Division
Executive Officer	Tomomi Nojiri	General Manager of Sales Planning Division
Executive Officer	Tetsuaki Taniguchi	General Manager of News Printing 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.
Executive Officer	Naohiro Ishioka	General Manager of Iwanuma Mill
Executive Officer	Kazuyasu Yamamoto	<u>General Manager of Ishinomaki Mill</u>
<u>Executive Officer</u>	Koichi Sato	General Manager of Raw Materials & Purchasing Division
<u>Executive Officer</u>	Hiroyuki Nakagawa	Director of Shin Tokai Paper Co., Ltd.
<u>Executive Officer</u>	Yoshinori Matsubara	General Manager of Energy Business Division
<u>Executive Officer</u>	Hiroya Kakehashi	General Manager of Akita Mill