

May 15, 2024

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

Notice of Changes in Directors and Others

Nippon Paper Industries Co., Ltd. (the Company) is pleased to announce that it has preliminarily decided on the following changes in Directors and others today.

The changes will be formally approved at the 100th Ordinary General Meeting of Shareholders scheduled on Thursday, June 27, 2024, 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 (as of June 27, 2024)

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Director Managing Executive Officer and General Manager, Financial Division	Tomoyasu Itakura	Director Executive Officer and General Manager, Financial Division

3. Newly Appointed Directors

None

4. Retiring Director

None

5. Changes in Executive Officers (effective June 27, 2024)

(1) Details of Change of Managing Officers

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Managing Executive Officer and General Manager, Yatsushiro Mill	Yoshisada Yamabe	Executive Officer and General Manager, Fuji Mill
Managing Executive Officer, General Manager, Corporate Planning Division and in charge of Subsidiaries and Affiliated Companies	Akira Sebe	Executive Officer, General Manager, Corporate Planning Division and in charge of Subsidiaries and Affiliated Companies, and Overseas Business Division

(2) Newly Appointed Executive Officers

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Executive Officer and General Manager, Sustainability Transformation Division	Keiko Watanabe	Deputy General Manager, Technical & Engineering Division and General Manager, Environmental Department
Executive Officer and General Manager, Paper-Pak Sales Division	Kazuhiro Ito	Deputy General Manager, Paper-Pak Sales Division
Executive Officer and General Manager, Fuji Mill	Takashi Fujihara	General Manager, Yatsushiro Mill
Executive Officer and General Manager, General Affairs & Personnel Division	Koichiro Takahashi	General Manager, General Affairs & Personnel Division

(3) Retiring Executive Officers

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

(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>
NANKO UNYU CO., LTD. President and Representative Director (June 21)	Mitsuo Ueno	General Manager, CSR Division
Ohta Paper Co., Ltd. President and Representative Director (As of June 14)	Kenichi Numata	General Manager, the Overseas Business Division
Kyoei Seitai K.K. President and Representative Director (As of June 20)	Yoshitsugu Honda	General Manager, Ashikaga Mill
General Manager, Ashikaga Mill	Kimitaka Kameda	Deputy General Manager, Fuji Mill and General Manager, Safety & Environmental Control Department at Fuji Mill

6. Organizational Changes (Effective June 27, 2024)

- (1) The CSR Division will be abolished and the SX (=Sustainability Transformation) Division will be established.
- (2) The Planning Division and the Overseas Business Division will be integrated as the Corporate Planning Division

Appendix 1 : List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(As of June 27, 2024)

Appendix 2 : List of Executive Officers of Nippon Paper Industries Co., Ltd.
(As of June 27, 2024)

Appendix 1

List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(As of June 27, 2024 Underlined: Changes)

Position	Name
Chairman and Director	Fumio Manoshiro
President and Representative Director	Toru Nozawa
Executive Vice President and Representative Director	Masanobu Iizuka
Director	Atsumi Yasunaga
Director	Mitsuhiro Sugino
Director	Tomoyasu Itakura
Director	Makoto Fujioka *Outside Director
Director	Yoko Hatta *Outside Director
Director	Yutaka Kunigo *Outside Director
Senior Audit & Supervisory Board Member	Kazunari Tatsu
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.
(As of June 27, 2024 Underlined: Changes)

Position	Name	In charge of
President and Chief Executive Officer	Toru Nozawa	
Executive Vice President	Masanobu Iizuka	Assistant to President; In charge of Duplex Board & Packaging Paper Sales Division; (concurrent) President, Nippon Tokai Industrial Paper Supply Co., Ltd.
Managing Executive Officer	Shinichiro Nakamura	General Manager, Iwakuni Mill
Managing Executive Officer	Mitsuhiro Sugino	General Manager, Biomass Material Business Division
Managing Executive Officer	Takashi Ochi	General Manager, Research & Development Division
Managing Executive Officer	Yasuhito Murakami	General Manager, Technical & Engineering Division
Managing Executive Officer	Kazuto Shimada	General Manager, Graphic Paper Sales Division
Managing Executive Officer	Kazunori Itaya	General Manager, Chemical Sales Division
<u>Managing Executive Officer</u>	Tomoyasu Itakura	General Manager, Financial Division
<u>Managing Executive Officer</u>	Yoshisada Yamabe	<u>General Manager, Yatsushiro Mill</u>
<u>Managing Executive Officer</u>	Akira Sebe	<u>General Manager, Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies</u>
Executive Officer	Tomomi Nojiri	General Manager, Sales Planning Division
Executive Officer	Tetsuaki Taniguchi	General Manager, News Printing Sales Division
Executive Officer	Daishiro Takigawa	General Manager, Duplex Board & Packaging Paper Sales Division
Executive Officer	Hideki Sugimura	Director, Nippon Tokai Industrial Paper Supply Co., Ltd.
Executive Officer	Naohiro Ishioka	General Manager, Iwanuma Mill
Executive Officer	Kazuyasu Yamamoto	General Manager, Ishinomaki 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, Akita Mill
<u>Executive Officer</u>	Keiko Watanabe	<u>General Manager of Sustainability Transformation Division</u>

<u>Executive Officer</u>	Kazuhiro Ito	<u>General Manager, Paper-Pak Sales Division</u>
<u>Executive Officer</u>	Takashi Fujihara	<u>General Manager, Fuji Mill</u>
<u>Executive Officer</u>	Koichiro Takahashi	General Manager, General Affairs & Personnel Division