

February 27, 2025

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

Notice of Changes in Representative Directors and Others

Nippon Paper Industries Co., Ltd. (the Company) is pleased to announce that at a meeting held on February 27, 2025, its Board of Directors made a preliminary decision regarding changes in Representative Directors and other officers, based on a report from the Personnel & Remuneration Advisory Committee.

The changes will be formally approved at the 101st Ordinary General Meeting of Shareholders scheduled to be held in late June 2025, and at a meeting of the Board of Directors that will be held after the close of the General Meeting.

Details are as follows

1. Purpose of Changes

To change the management setup.

2. Changes (in late June 2025)

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Retirement Corporate Adviser	Fumio Manoshiro	Chairman and Director
Chairman & Representative Director (Chairperson of the Board of Directors)	Toru Nozawa	President and Representative Director (concurrent) President and Chief Executive Officer
President and Representative Director (concurrent) President and Chief Executive Officer	Akira Sebe	Managing Executive Officer General Manager, Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies,
Retirement	Masanobu Iizuka	Executive Vice President and Representative Director (concurrent) Executive Vice President and Executive Officer Assistant to President In charge of Duplex Board & Packaging Paper Sales Division (concurrent) Nippon Tokai Industrial Paper Supply Co., Ltd. President and Representative Director
Executive Vice President and Representative Director (concurrent) Executive Vice President and Executive Officer Assistant to President General Manager, Technical & Engineering Division In charge of Biomass Material Business Division Supervisor of biomass business promotion	Mitsuhiro Sugino	Director (concurrent) Managing Executive Officer General Manager, Biomass Material Business Division
Executive Vice President and Representative Director (concurrent) Executive Vice President and Executive Officer Assistant to President In charge of Duplex Board & Packaging Paper Sales Division Supervisor of paper for packaging business promotion (concurrent) Nippon Tokai Industrial Paper Supply Co., Ltd. President and Representative Director	Yasuhito Murakami	Managing Executive Officer General Manager, Technical & Engineering Division

3. Profile of the New Representative Director

See Appendix.

Appendix

Profile of Newly Appointed Directors

(1) Profile of Newly Appointed President and Representative Director

Name:	Akira Sebe
Academic background:	Department of Forestry, Faculty of Agriculture, Iwate University (graduated in 1988)
Date of birth:	December 12, 1965 (age 59)
Place of birth:	Shiga
Brief history:	
April 1988	Joined Jujo Paper Co., Ltd.
July 2014	General Manager, Forestry Department, Raw Materials & Purchasing Division, Nippon Paper Industries Co., Ltd.
June 2016	Deputy General Manager, Raw Materials & Purchasing Division and General Manager, Forestry Department, the same company
Jun 2018	General Manager, Raw Materials & Purchasing Division and General Manager, Forestry Department, the same company
April 2020	General Manager, Raw Materials & Purchasing Division, the same company
June 2020	Executive Officer and General Manager, Raw Materials & Purchasing Division, the same company
June 2021	Executive Officer, General Manager, Corporate Planning Division and in charge of Subsidiaries and Affiliated Companies, and Overseas Business Division, the same company
June 2024	Managing Executive Officer, General Manager, Corporate Planning Division and in charge of Subsidiaries and Affiliated Companies, the same company
	To present

The number of shares owned: 13,104 (Number of shares of Nippon Paper Industries Co., Ltd. as of January 31, 2025)

(2) Profile of the New Executive Vice President and Representative Director

Name: Mitsuhiro Sugino

Academic background: Molecular Chemistry major (PhD), Graduate School of Engineering, Hokkaido University (completed in 2001)
(Applied Chemistry major (master's degree), Graduate School of Engineering, Hokkaido University (completed in 1988))

Date of birth: July 30, 1963 (age 61)

Place of birth: Hokkaido

Brief history:

April 1988	Joins Sanyo-Kokusaku Pulp Co., Ltd.
June 2014	General Manager, Corporate Planning Department, Corporate Planning Division of Nippon Paper Industries Co., Ltd.
June 2015	Deputy General Manager, Corporate Planning Division and General Manager, Corporate Planning Department of the same company
Jun 2018	Executive Officer, Deputy General Manager of Technical & Engineering Division and General Manager of Production Department, the same company
June 2019	Executive Officer, General Manager of Technical & Engineering Division, General Manager of Production Department and General Manager of Energy Business Division, the same company
September 2019	Executive Officer, General Manager, Technical & Engineering Division and General Manager of Energy Business Division, the same company
June 2021	Executive Officer, General Manager, Biomass Material Business Division and General Manager, Business Transformation Promotion Office, the same company
January 2022	Executive Officer and General Manager, Biomass Material Business Division, the same company
June 2023	Director, the same company (Concurrent position) Managing Executive Officer and General Manager of Biomass Material Business Division, the same company
	To present

The number of shares owned: 14,058 (Number of shares of Nippon Paper Industries Co., Ltd. as of January 31, 2025)

Name: Yasuhito Murakami

Academic background: Department of Forest Science, School of Agriculture, Hokkaido University (graduated in 1986)

Date of birth: July 2, 1962 (age 62)

Place of birth: Hokkaido

Brief history:

April 1986	Joins Sanyo-Kokusaku Pulp Co., Ltd.
April 2009	General Manager of Safety & Environmental Control Department and General Manager of Technical Service Department, Shiraoi Mill, Nippon Paper Industries Co., Ltd.
April 2010	Deputy General Manager of Hokkaido Mill-Shiraoi, the same company
April 2011	General Manager of Hokkaido Mill-Yufutsu, the same company
Jun 2014	Seconded to Phoenix Pulp & Paper Public Company Ltd. Technical Director
July 2016	Seconded to Paper Australia Pty Ltd. Chief Technical Officer
Jun 2018	Seconded to Paper Australia Pty Ltd. President
June 2019	Executive Officer and General Manager, Hokkaido Mill, Nippon Paper Industries Co., Ltd.
June 2020	Executive Officer and General Manager, Shiraoi Mill, the same company
June 2021	Executive Officer and General Manager, Technical & Engineering Division, the same company
June 2023	Managing Executive Officer and General Manager, Technical & Engineering Division, the same company
	To present

The number of shares owned: 13,463 (Number of shares of Nippon Paper Industries Co., Ltd. as of January 31, 2025)