

March 31, 2025

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

Notice of Changes in Directors, Audit & Supervisory Board Members and Executive Officers

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

Election of directors and Audit & Supervisory Board members will be officially determined at the 101st Ordinary General Meeting of Shareholders scheduled late in June 2025.

Details are as follows

1. Changes in Representative Directors

Please refer to *Notice of Changes in Representative Directors and Others* announced on February 27, 2025.

2. Newly Appointed Directors (Scheduled to be Effective late June 2025)

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Director (concurrent) Executive Officer and General Manager, Sustainability Transformation Division in charge of Environmental Management Promotion	Keiko Watanabe	Executive Officer and General Manager, Sustainability Transformation Division

* Existing directors excluding the director who was announced as retiring in *Notice of Changes in Representative Directors and Others* published on February 27, 2025 and the director mentioned as newly appointed Audit & Advisory Board member in 3. below are expected to be re-elected.

3. Newly Appointed Audit & Supervisory Board Member (Scheduled to Be Effective late June 2025)

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Senior Audit & Supervisory Board Member	Tomoyasu Itakura	Director (concurrent) Managing Executive Officer, General Manager, Financial Division

* The appointment of the new Audit & Supervisory Board member has been approved by the Audit & Supervisory Board.

4. Retiring Audit & Supervisory Board Member (Scheduled to Be Effective late June 2025)

Kazunari Tatsu Retirement
Currently, Senior Audit & Supervisory Board Member

5. Changes in Executive Officers (Scheduled to Be Effective late June 2025)

(1) Details of Change of Managing Officers

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Senior Managing Executive Officer and General Manager, Research & Development Division	Takashi Ochi	Managing Executive Officer and General Manager, Research & Development Division
Senior Managing Executive Officer and General Manager, Graphic Paper Sales Division Supervisor of graphic paper business	Kazuto Shimada	Managing Executive Officer and General Manager, Graphic Paper Sales Division
Managing Executive Officer and General Manager, Newsprint Sales Division	Tetsuaki Taniguchi	Executive Officer and General Manager, Newsprint Sales Division
Managing Executive Officer and General Manager, Duplex Board & Packaging Paper Sales Division	Daishiro Takigawa	Executive Officer and General Manager, Duplex Board & Packaging Paper Sales Division
Managing Executive Officer and Director, of Nippon Tokai Industrial Paper Supply Co., Ltd.	Hideki Sugimura	Executive Officer and Director, of Nippon Tokai Industrial Paper Supply Co., Ltd.
Managing Executive Officer and General Manager, Iwakuni Mill	Naohiro Ishioka	Executive Officer and General Manager, Iwanuma Mill
Executive Officer and General Manager, Sales Planning Division in charge of production restructuring and promotion of recycling solutions	Hiroya Kakehashi	Executive Officer and General Manager, Akita Mill

(2) Newly Appointed Executive Officers

<u>New position</u>	<u>Name</u>	<u>Current position</u>
Executive Officer and General Manager, Chemical Sales Division	Kentaro Nobori	Deputy General Manager, Chemical Sales Division and General Manager, Chemical Sales Management Department
Executive Officer and General Manager, Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies,	Takanori Sano	Deputy General Manager, Corporate Planning Division and General Manager, Corporate Planning Department
Executive Officer and General Manager, Akita Mill	Masato Takahashi	General Manager, Shiraoi Mill
Executive Officer and General Manager, Financial Division	Hiromichi Matoba	Deputy General Manager, Financial Division
Executive Officer and General Manager, Biomass Material Business Division	Takashi Matsuoka	Deputy General Manager, Biomass Material Business Division and General Manager, Biomass Material Sales Promotion Department
Executive Officer and General Manager, Gotsu Mill	Yasuo Asano	General Manager, Gotsu Mill
Executive Officer Deputy General Manager, Technical & Engineering Division and General Manager, Production Department in charge of promotion of greenhouse gas emissions reduction	Norio Ozawa	Deputy General Manager, Technical & Engineering Division and General Manager, Production Department

(3) Retiring Executive Officers

Shinichiro Nakamura	Retirement	President & Representative Director, Nippon Paper Unitec Co., Ltd.
	Currently,	Managing Executive Officer and General Manager, Iwakuni Mill
Kazunori Itaya	Retirement	President & Representative Director, Sakurai Co., Ltd.
	Currently,	Managing Executive Officer and General Manager, Chemical Sales Division
Tomomi Nojiri	Retirement	President & Representative Director, Nippon Paper Development Co., Ltd.
		(concurrent) President & Representative Director, Douh Kouhatsu Ltd.
	Currently,	Executive Officer and General Manager, Sales Planning 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>
General Manager, Shiraoi Mill	Kimitaka Kameda	General Manager, Ashikaga Mill
General Manager, Ashikaga Mill	Takashi Masuda	General Manager, Asahikawa Mill
General Manager, Asahikawa Mill	Tsutomu Otani	Deputy General Manager, Iwakuni Mill and General Manager, Safety & Environmental Control Department, Iwakuni Mill
General Manager, Iwanuma Mill	Masahiro Shimizu	Deputy General Manager, Ishionmaki Mill and General Manager, Safety & Environmental Control Department, Ishionmaki Mill
Retirement	Tetsuya Yamamoto	President & Representative Director, Nippon Paper Development Co., Ltd. (concurrent) President & Representative Director, Douh Kouhatsu Ltd.
Retirement	Shoji Ueda	President & Representative Director, Nippon Paper Unitec Co., Ltd.
Retirement	Kazuhiko Sase	President & Representative Director, Sakurai Co., Ltd.

6. Organizational Changes

None

* Attachments: [Appendix 1](#) List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd. (Scheduled to Be Effective late June 2025)

[Appendix 2](#) List of Executive Officers of Nippon Paper Industries Co., Ltd. (Scheduled to Be Effective late June 2025)

Appendix 1

List of Directors and Corporate Auditors of Nippon Paper Industries Co., Ltd.
(Scheduled to Be Effective late June 2025 Underlined: Changes)

(Position)	(Name)	
<u>Chairman & Representative Director</u>	Toru Nozawa	Chairperson of the Board of Directors
<u>President and Representative Director</u>	Akira Sebe	CEO
<u>Executive Vice President and Representative Director</u>	Mitsuhiro Sugino	
<u>Executive Vice President and Representative Director</u>	Yasuhito Murakami	
Director	Atsumi Yasunaga	
<u>Director</u>	Keiko Watanabe	
Director	Makoto Fujioka	* Outside Director
Director	Yoko Hatta	* Outside Director
Director	Yutaka Kunigo	* Outside Director
<u>Senior Audit & Supervisory Board Member</u>	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.
(Scheduled to Be Effective late June 2025 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

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	<u>General Manager, Sales Planning Division</u> <u>In charge of production restructuring and promotion of recycling solutions</u>
Executive Officer	Keiko Watanabe	General Manager of Sustainability Transformation Division <u>In charge of Environmental Management Promotion</u>
Executive Officer	Kazuhiro Ito	General Manager, Paper-Pak Sales Division
Executive Officer	Takashi Fujihara	General Manager, Fuji Mill
Executive Officer	Koichiro Takahashi	General Manager, General Affairs & Personnel Division
<u>Executive Officer</u>	Kentaro Nobori	<u>General Manager, Chemical Sales Division</u>
<u>Executive Officer</u>	Takanori Sano	<u>General Manager, Corporate Planning Division, in charge of Subsidiaries and Affiliated Companies,</u>
<u>Executive Officer</u>	Masato Takahashi	<u>General Manager, Akita Mill</u>
<u>Executive Officer</u>	Hiromichi Matoba	<u>General Manager, Financial Division</u>
<u>Executive Officer</u>	Takashi Matsuoka	<u>General Manager, Biomass Material Business Division</u>
<u>Executive Officer</u>	Yasuo Asano	General Manager, Gotsu Mill
<u>Executive Officer</u>	Norio Ozawa	Deputy General Manager, Technical & Engineering Division and General Manager, Production Department <u>In charge of promotion of greenhouse gas emissions reduction</u>