



February 6, 2026

Company Name: Nippon Paper Industries Co., Ltd.
(Stock code: 3863, Prime, TSE)
Representative: Akira Sebe
President and Representative Director
Contact: Shinya Koike
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Notice Concerning Additional Contribution to Stock Compensation Plan (Board Benefit Trust)

Nippon Paper Industries Co., Ltd. (the "Company") announces that it has resolved at the meeting of the Board of Directors held on February 6, 2026 to make additional contribution of money to the stock compensation plan called "Board Benefit Trust" (hereinafter referred to as the "Plan" and its related trust established based on the trust agreement concluded with Mizuho Trust and Banking Co., Ltd. is referred to as the "Trust"), as described below.

For details of the Plan, see the press releases *Notice on Introduction of Stock Compensation Plan* issued on May 15, 2019 and *Notice on the Details of Introduction of a Stock Compensation Plan (Board Benefit Trust)* issued on November 6, 2019.

1. Reason for Additional Contribution

The Company is to additionally contribute money to the Trust (hereinafter referred to as the "Additional Trust") as a fund for the Trust to acquire the Company's shares that are expected to become necessary for the granting of shares in the future as the Company continues with the Plan.

2. Overview of the Additional Trust

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| (1) Date of Additional Trust: | February 20, 2026 |
| (2) Amount of Additional Trust: | 280 million yen |
| (3) Type of shares to be acquired: | Common stock of the Company |
| (4) Upper limit of shares to be acquired: | 229,000 shares |
| (5) Period of acquiring the Company's shares: | From February 20, 2026 to March 6, 2026 (tentative) |
| (6) Method of acquiring the Company's shares: | Through the stock market |