

Change of Directors of the Board, Audit & Supervisory Board Members, and Executive Officers

Japan Pulp & Paper Co., Ltd. resolved the following changes at a meeting of the board of directors on February 8, 2023.

I .Change of Director of the Board

1.Newly Appointed Director of the Board; end of June, 2023

Name	New
Hiroshi Takahashi*	Outside Director of the Board

This appointment is subject to final approval at the General Meeting of Shareholders scheduled for the end of June.

*Outside Director as provided for in Article 2-15 of the Companies Act.

In addition, the company plans to register him as an independent director as stipulated by the Tokyo Stock Exchange in the event that he is elected as a director.

2.Related Personnel Changes for Directors of the Board; April 1, 2023

Name	New	Current
Akihiko Watanabe	Representative Director President & CEO	Representative Director President
Chihiro Katsuta	Representative Director Senior Executive Vice President CFO	Representative Director Senior Executive Vice President CFO Raw Materials & Environment
Tetsuo Izawa	Director of the Board Senior Executive Vice President Paper Sales & Marketing, Logistics	Director of the Board Senior Executive Vice President Paper Sales & Marketing, ICT & Logistics

2. Retiring of Director of the Board; end of June, 2023

Name	New	Current
Itaru Masuda	Retired	Outside Director of the Board

This retirement will become effective at the close of the General Meeting of Shareholders scheduled for the end of June.

II . Change of Audit & Supervisory Board Members

1. Newly Appointed Audit & Supervisory Board Members; end of June, 2023

Name	New
Mitsutaka Hondo**	Outside Audit & Supervisory Board Member
Miyuki Fukushima***	Outside Audit & Supervisory Board Member

These appointments are subject to final approval at the General Meeting of Shareholders scheduled for the end of June.

** Outside Audit & Supervisory Board Member as provided for in Article 2-16 of the Companies Act.

*** Outside Audit & Supervisory Board Member as provided for in Article 2-16 of the Companies Act.

In addition, the company plans to register her as an independent director as stipulated by the Tokyo Stock Exchange in the event that she is elected as a director.

2. Retiring of Audit & Supervisory Board Member; end of June, 2023

Name	New	Current
Katsunori Kitamura*	Retired	Outside Audit & Supervisory Board Member

This retirement will become effective at the close of the General Meeting of Shareholders scheduled for the end of June.

III. Change of Executive Officers

1. Promotions and responsibility changes for Executive Officers; effective as of April 1, 2023

Name	New	Current
Yasushi Takei	Executive Vice President Administration, Planning & Sustainability	Executive Vice President Administration, Planning & Sustainability General Manager, Corporate Planning Division
Fumio Watanabe	Executive Vice President CIO	Senior Vice President President, OVOL ICT Solutions Co., Ltd.
Makoto Shirovani	Executive Vice President Raw Materials & Environment	Senior Vice President Raw Materials & Environment
Masaaki Sato	Senior Vice President General Manager, International Business Division	Executive Officer President, Japan Pulp & Paper (U.S.A.) Corp.
Shinichiro Yamamoto	Senior Vice President Director, Eco Paper JP Co., Ltd.	Senior Vice President President, Eco Paper JP Co., Ltd.
Hiroshi Kashima	Senior Vice President President, Japan Pulp & Paper (U.S.A.) Corp.	Executive Officer General Manager, International Business Division

2. Newly appointed Executive Officers; effective as of April 1, 2023

Name	New	Current
Shigeyuki Sasaki	Executive Officer General Manager, Corporate Planning Division	General Manager, Corporate Planning Department

Management Structure (as of April 1, 2023)

Directors of the Board and Audit & Supervisory Board Members

Representative Director President	Akihiko Watanabe*
Representative Director	Chihiro Katsuta*
Directors of the Board	Kazuhiko Sakurai*
	Tetsuo Izawa*
	Outside Director Itaru Masuda
	Outside Director Sumiko Takeuchi
	Outside Director Yoko Suzuki
Audit & Supervisory Board Members	Rie Uesaka
	Outside Audit & Supervisory Board Member Katsunori Kitamura
	Outside Audit & Supervisory Board Member Naofumi Higuchi

*Director of the Board also serving as an Executive Officer.

Executive Officers

President & CEO	Akihiko Watanabe
Senior Executive Vice Presidents	CFO Chihiro Katsuta
	Paperboard & Household Paper Kazuhiko Sakurai
	Paper Sales & Marketing, Logistics Tetsuo Izawa
Executive Vice Presidents	Administration, Planning & Sustainability Yasushi Takei
	CIO Fumio Watanabe
	Global Business, Specialties Mitsutoshi Imamura
	Raw Materials & Environment Makoto Shirotani
	General Manager, Kansai Branch Nobuyuki Matsuura
Senior Vice Presidents	General Manager, Newsprint & Publication Paper Sales Division Koji Ukeguchi
	General Manager, Paper Merchant & Printer Sales Division Kagetaka Matsuura
	General Manager, International Business Division Masaaki Sato
	General Manager, Chubu Branch Susumu Tanaami
	Director, Eco Paper JP Co., Ltd. Shinichiro Yamamoto
	President, Japan Pulp & Paper (U.S.A.) Corp. Hiroshi Kashima
Executive Officers	General Manager, Corporate Sustainability Division Shinsuke Yamamoto
	General Manager, Finance & Administration Division Kenichiro Fujii
	General Manager, Corporate Planning Division Shigeyuki Sasaki
	General Manager, Purchasing Division Hisaaki Matsuoka
	General Manager, Industrial Materials Sales Division Kozo Nishio
	General Manager, Functional Materials Sales Division Seiichi Suganuma
	General Manager, Raw Materials & Environmental Business Division Yutaka Endo
	Deputy General Manager, Kansai Branch Satoshi Wada
	General Manager, Kyushu Branch Shuichi Takeoka
	General Manager, Kitanihon Branch Toshihiko Kitayama
	President, JP Household Supply Co., Ltd. Takeyuki Matsuura
	Vice President, JP Corelex Holdings Co., Ltd. Hiroyuki Ito
	Managing Director, Ball & Doggett Group Pty Ltd Takahiro Miyata

Management Structure (as of end of June, 2023)

Directors of the Board and Audit & Supervisory Board Members

Representative Director President	Akihiko Watanabe*
Representative Director	Chihiro Katsuta*
Directors of the Board	Kazuhiko Sakurai*
	Tetsuo Izawa*
	Outside Director Sumiko Takeuchi
	Outside Director Yoko Suzuki
	Outside Director Hiroshi Takahashi
Audit & Supervisory Board Members	Rie Uesaka
	Outside Audit & Supervisory Board Member Naofumi Higuchi
	Outside Audit & Supervisory Board Member Mitsutaka Hondo
	Outside Audit & Supervisory Board Member Miyuki Fukushima

*Director of the Board also serving as an Executive Officer.

Executive Officers

President & CEO	Akihiko Watanabe
Senior Executive Vice Presidents	CFO Chihiro Katsuta
	Paperboard & Household Paper Kazuhiko Sakurai
	Paper Sales & Marketing, Logistics Tetsuo Izawa
Executive Vice Presidents	Administration, Planning & Sustainability Yasushi Takei
	CIO Fumio Watanabe
	Global Business, Specialties Mitsutoshi Imamura
	Raw Materials & Environment Makoto Shirotani
	General Manager, Kansai Branch Nobuyuki Matsuura
Senior Vice Presidents	General Manager, Newsprint & Publication Paper Sales Division Koji Ukeguchi
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	General Manager, International Business Division Masaaki Sato
	General Manager, Chubu Branch Susumu Tanaami
	President, Japan Pulp & Paper (U.S.A.) Corp. Hiroshi Kashima
Executive Officers	Shinichiro Yamamoto
	General Manager, Corporate Sustainability Division Shinsuke Yamamoto
	General Manager, Finance & Administration Division Kenichiro Fujii
	General Manager, Corporate Planning Division Shigeyuki Sasaki
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	General Manager, Kitanihon Branch Toshihiko Kitayama
	President, JP Household Supply Co., Ltd. Takeyuki Matsuura
	Vice President, JP Corelex Holdings Co., Ltd. Hiroyuki Ito
	Managing Director, Ball & Doggett Group Pty Ltd Takahiro Miyata

The Board of Directors are scheduled to be formally approved at the Annual General Meeting of Shareholders to be held in late June 2023 and the Board of Directors meeting to be held on the same day. Audit & Supervisory Board Members are scheduled to be formally approved at the Annual General Meeting of Shareholders to be held in late June 2023.