

**Personnel matters of Directors of the Board, Audit & Supervisory Board Members,
and Executive Officer**

Japan Pulp & Paper Co., Ltd. resolved the following matters at a meeting of the board of directors on February 9, 2024.

I . Directors of the Board

1.Board member Candidates (As of The Ordinary General Meeting of Shareholders, late June 2024)

Name	Current	
Akihiko Watanabe	Representative Director, President & CEO	re-appointment
Chihiro Katsuta	Representative Director Senior Executive Vice President CFO	re-appointment
Kazuhiko Sakurai	Directors of the Board Senior Executive Vice President Paperboard & Household Paper	re-appointment
Tetsuo Izawa	Director of the Board Senior Executive Vice President Paper Sales & Marketing, Logistics	re-appointment
Sumiko Takeuchi*	Outside Director	re-appointment
Yoko Suzuki*	Outside Director	re-appointment
Hiroshi Takahashi*	Outside Director	re-appointment

These appointments are subject to final approval at the General Meeting of Shareholders scheduled in late June 2024.

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

In addition, the company plans to register them as independent directors as stipulated by the Tokyo Stock Exchange in the event that they are elected as directors.

II . Audit & Supervisory Board Members

1. Audit & Supervisory Board Member Candidates

(As of The Ordinary General Meeting of Shareholders, late June 2024)

Name	Current	
Rie Uesaka	Audit & Supervisory Board Member	re-appointment
Naofumi Higuchi**	Outside Audit & Supervisory Board Member	re-appointment

These appointments are subject to final approval at the General Meeting of Shareholders scheduled in late June 2024.

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

In addition, the company plans to register him as an independent officer as stipulated by the Tokyo Stock Exchange in the event that he is elected as audit & supervisory board member.

III. Executive Officers

1. Retiring on March 31, 2024

Name	Current
Shinichiro Yamamoto	Senior Vice President

Management Structure (As of April 1, 2024)

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
Audit & Supervisory Board Members	Outside Director Hiroshi Takahashi
	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 Shirovani
	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
	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

The Board of Directors are scheduled to be formally approved at the Annual General Meeting of Shareholders to be held in late June 2024 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 2024.