

Organizational Changes and Change of Director of the Board, and Executive Officers

Japan Pulp & Paper Co., Ltd. resolved the following matters at a meeting of the board of directors on February 10, 2025.

I . Organizational Changes (effective as of April 1, 2025)

1. The Corporate DX Division is newly established.

II . Director of the Board

1. Responsibility changes for Directors of the Board; April 1, 2025

Name	New	Current
Chihiro Katsuta	Representative Director Senior Executive Vice President CFO, Business Head – Raw Materials & Environment	Representative Director Senior Executive Vice President CFO

III . Executive Officers

1. Promotions and responsibility changes for Executive Officers; effective as of April 1, 2025

Name	New	Current
Nobuyuki Matsuura	Executive Vice President Deputy Business Head – Paper Sales & Marketing, Logistics, General Manager, Newsprint & Publication Paper Sales Division	Executive Vice President General Manager, Kansai Branch
Makoto Shirotni	Executive Vice President General Manager, Kansai Branch	Executive Vice President Raw Materials & Environment
Susumu Tanaami	Senior Vice President Deputy Business Head – Paperboard, General Manager, Industrial Materials Sales Division	Senior Vice President General Manager, Chubu Branch
Yutaka Endo	Senior Vice President Deputy Business Head – Raw Materials & Environment, General Manager, Raw Materials & Environmental Business Division	Executive Officer General Manager, Raw Materials & Environmental Business Division
Hiroyuki Ito	Senior Vice President Deputy Business Head – Household Paper, Vice President, JP Corelex Holdings Co., Ltd.	Executive Officer Vice President, JP Corelex Holdings Co., Ltd.
Koji Ukeguchi	Senior Vice President General Manager, Chubu Branch	Senior Vice President General Manager, Newsprint & Publication Paper Sales Division

Name	New	Current
Hiroshi Kashima	Senior Vice President Chief Representative of Europe	Senior Vice President President, Japan Pulp & Paper (U.S.A.) Corp.
Kozo Nishio	Executive Officer Advisor, Misuzushigyo Co., Ltd. (Scheduled to be appointed as the President of the company)	Executive Officer General Manager, Industrial Materials Sales Division

2. Newly appointed Executive Officers; effective as of April 1, 2025

Name	New	Current
Fumiteru Kase	Executive Officer General Manager, Corporate DX Division	General Manager, Digital Transformation Promotion Office
Hideo Ogi	Executive Officer Senior Executive Director, Eco-Port Kyushu Co., Ltd.	Senior Executive Director, Eco-Port Kyushu Co., Ltd.
Koichi Okuda	Executive Officer President, Japan Pulp & Paper (U.S.A.) Corp.	General Manager, International Sales Department I

Management Structure (As of April 1, 2025)

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*
	Sumiko Takeuchi Outside Director
	Yoko Suzuki Outside Director
	Hiroshi Takahashi Outside Director
Audit & Supervisory Board Members	Rie Uesaka
	Naofumi Higuchi Outside Audit & Supervisory Board Member
	Mitsutaka Hondo Outside Audit & Supervisory Board Member
	Miyuki Fukushima Outside Audit & Supervisory Board Member

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

Executive Officers

President & CEO	Akihiko Watanabe
Senior Executive Vice Presidents	Chihiro Katsuta CFO, Business Head – Raw Materials & Environment
	Kazuhiko Sakurai Business Head – Paperboard, Household Paper
	Tetsuo Izawa Business Head – Paper Sales & Marketing, Logistics
Executive Vice Presidents	Yasushi Takei Head – Administration, Planning & Sustainability
	Fumio Watanabe CIO
	Mitsutoshi Imamura Business Head – Global Business, Specialties
	Nobuyuki Matsuura Deputy Business Head – Paper Sales & Marketing, Logistics, General Manager, Newsprint & Publication Paper Sales Division
	Makoto Shirotani General Manager, Kansai Branch
Senior Vice Presidents	Susumu Tanaami Deputy Business Head – Paperboard, General Manager, Industrial Materials Sales Division
	Yutaka Endo Deputy Business Head – Raw Materials & Environment, General Manager, Raw Materials & Environmental Business Division
	Hiroyuki Ito Deputy Business Head – Household Paper, Vice President, JP Corelex Holdings Co., Ltd.
	Kagetaka Matsuura General Manager, Paper Merchant & Printer Sales Division
	Masaaki Sato General Manager, International Business Division
	Koji Ukeguchi General Manager, Chubu Branch
	Hiroshi Kashima Chief Representative of Europe

Executive Officers	Shinsuke Yamamoto	General Manager, Corporate Sustainability Division
	Kenichiro Fujii	General Manager, Finance & Administration Division
	Shigeyuki Sasaki	General Manager, Corporate Planning Division
	Fumiteru Kase	General Manager, Corporate DX Division
	Hisaaki Matsuoka	General Manager, Purchasing Division
	Seiichi Suganuma	General Manager, Functional Materials Sales Division
	Shuichi Takeoka	General Manager, Kyushu Branch
	Toshihiko Kitayama	General Manager, Kitanihon Branch
	Satoshi Wada	Deputy General Manager, Kansai Branch
	Takeyuki Matsuura	President, JP Household Supply Co., Ltd.
	Kozo Nishio	Advisor, Misuzushigyo Co., Ltd. (Scheduled to be appointed as the President of the company)
	Hideo Ogi	Senior Executive Director, Eco-Port Kyushu Co., Ltd.
	Koichi Okuda	President, Japan Pulp & Paper (U.S.A.) Corp.
	Takahiro Miyata	Managing Director, Ball & Doggett Group Pty Ltd

The Board of Directors are scheduled to be formally approved at the Annual General Meeting of Shareholders to be held in late June 2025 and the Board of Directors meeting to be held on the same day.