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November 9, 2026

Company name: Japan Pulp & Paper Co., Ltd.
Representative: Akihiko Watanabe
Representative Director, President & CEO
Securities code: 8032 (Tokyo Stock Exchange – Prime Market)
Contact: Kenichiro Fujii
Senior Vice President, General Manager
Finance & Administration Division
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Notice Concerning Decision on Matters Relating to Share Acquisition for the Share-Based Remuneration System

Japan Pulp & Paper Co., Ltd. (the "Company") has resolved, at a meeting of the Board of Directors held on August 28, 2026, to continue the Share-Based Remuneration System (the "System"; and the trust established for the introduction of the System, the "Trust"), which applies to the Company's Directors (excluding Outside Directors; the same applies hereinafter) and Executive Officers who have entered into a mandate agreement with the Company (collectively, the "Directors, etc."). The Company hereby announces that, in addition, at the meeting of the Board of Directors held today, it decided to entrust additional funds to the Trust for the additional acquisition of shares of the Company by the trustee of the Trust. The details are described below.

1. Overview of the Trust

(1)	Name	Share Delivery Trust for Officers
(2)	Trustor	The Company
(3)	Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4)	Beneficiaries	Directors, etc. who satisfy the beneficiary requirements
(5)	Trust administrator	A third party that is independent of the Company and its officers
(6)	Exercise of voting rights	The voting rights of shares of the Company held within the Trust will not be exercised during the trust period
(7)	Type of trust	Trust of money other than "money trust" (*kinsen-shintaku*) (third-party-benefit trust)
(8)	Date of trust agreement	August 29, 2017
(9)	Date of additional entrustment of funds	November 30, 2026 (scheduled)
(10)	Date of termination of the trust (after continuation)	Final day of September 2029 (scheduled)

2. Matters related to the additional acquisition of shares of the Company by the trustee of the Trust

(1)	Class of shares to be acquired	Common shares
(2)	Total amount for acquisition of shares	¥358,975,200
(3)	Total number of shares to be acquired	298,400 shares
(4)	Method of share acquisition	Acquisition by disposal of treasury shares
(5)	Timing of share acquisition	November 30, 2026 (scheduled)