

*ENGLISH TRANSLATION FOR REFERENCE PURPOSE ONLY*

*This notice is an English translation of the original Japanese text of the timely disclosure statement dated May 13, 2022 issued by Daio Paper Corporation, and is for reference purposes only. In the event of any discrepancy between the original Japanese text and this English translation, the Japanese text shall prevail.*

May 13, 2022

To Whom It May Concern:

Name of Company: Daio Paper Corporation  
Name of Representative: Yorifusa Wakabayashi  
President and Representative Director Chief Executive Officer  
Securities Code: 3880  
Prime Market of the Tokyo Stock Exchange  
Contact Person: Yukihiro Tanaka  
Director Managing Executive Officer  
General Manager of General Affairs and Personnel Division, Corporate Unit  
Telephone No.: +81 3 6856 7503

**Regarding Change of Executive Officers**

Daio Paper Corporation hereby announces that we have resolved at the Board of Directors meeting held today to make changes to Executive Officers, effective July 1, 2022, details of which are stated below.

1. Change of Executive Officers (effective July 1, 2022)

(1) Change of Executive Officers

(New position)	(Name)	(Current position)
Managing Executive Officer President and Representative Director of Elleair International Turkey Kişisel Bakım Ürünleri Üretim A.Ş.	Toshiki Yamagami	Managing Executive Officer General Manager of Overseas Business Group, Home & Personal Care Unit
Managing Executive Officer President and Representative Director of Elleair International China (Nantong) Co., Ltd.	Takahisa Kashiwabara	Senior Executive Officer President and Representative Director of Elleair International China (Nantong) Co., Ltd.
Managing Executive Officer General Manager of Corporate Planning Division, Corporate Unit	Shuhe Shinagawa	Senior Executive Officer General Manager of Corporate Planning Division, Corporate Unit
Senior Executive Officer General Manager of Overseas Business Group, Home & Personal Care Unit General Manager of Overseas Business Promotion Division, Home & Personal Care Unit	Makoto Saito	Executive Officer General Manager of Overseas Business Promotion Division, Overseas Business Group, Home & Personal Care Unit

(2) New Executive Officers

(New position)	(Name)	(Current position)
Executive Officer General Manager of Newsprint Sales Division, Newsprint and Paper Business Group, Paper & Paperboard Unit	Yoshitsugu Fuji	General Manager of Newsprint Sales Division, Newsprint and Paper Business Group, Paper & Paperboard Unit
Executive Officer President and Representative Director of Daio Package Corporation	Akio Nagaoka	President and Representative Director of Daio Package Corporation

(3) Retiring Executive Officers

(New position)	(Name)	(Current position)
Executive Vice President and Director of Elleair International Turkey Kişisel Bakım Ürünleri Üretim A.Ş. <Responsible for Sales>	Toru Shimizu	Executive Officer President and Representative Director of Elleair International Turkey Kişisel Bakım Ürünleri Üretim A.Ş.
President and Representative Director of Daio Paper Products Corporation	Akihiro Yoshino	Executive Officer President and Representative Director of Daio Paper Products Corporation

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