

ENGLISH TRANSLATION FOR REFERENCE PURPOSE ONLY

This notice is an English translation of the original Japanese text of the timely disclosure statement dated February 13, 2026 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.

February 13, 2026

To whom it may concern

Company Name: Daio Paper Corporation

Representative: Yorifusa Wakabayashi, Representative Director, President and Chief Executive Officer

Securities Code: 3880 Prime Market of Tokyo Stock Exchange

Inquiries: Iku Kitano, General Manager, Public Relations and IR Department, Corporate Planning Division

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Regarding Change of Directors, etc.

Daio Paper Corporation hereby announces that we have resolved at the Board of Directors meeting held on February 13, 2026, to make changes to Directors, Executive Officers, Division Heads and Representative of consolidated subsidiary, effective April 1, 2026, and the candidates for Directors to be elected at the 115th Annual General Meeting of Shareholders which will be held on June 29, 2026, details of which are stated below.

1. Change of Directors (effective April 1, 2026)

New position	Name	Current position
Representative Director Executive Vice President Responsible for General Affairs & Human Resources Division, Resources and Procurement Division, Corporate Unit; Risk & Compliance Serving concurrently as General Manager of Sustainability Promotion Division, Corporate Unit	Hiroshi Yamasaki	Representative Director Executive Vice President Responsible for Human Resources Division, Resources and Procurement Division, Corporate Unit; Risk & Compliance Serving concurrently as General Manager of General Affairs Division, General Manager of Sustainability Promotion Division, Corporate Unit
Director Managing Executive Officer Chairman and Representative Director of Daio Package Corporation	Atsushi Ishida	Director Managing Executive Officer General Manager of Paper & Paperboard Business Group; Responsible for Intelligence Technology Planning Division, Corporate Unit; Global Logistics Division

New position	Name	Current position
Director Managing Executive Officer Responsible for Business Administration Division and Intelligence Technology Planning Division; General Manager of Corporate Planning Division, Corporate Unit	Shuhei Shinagawa	Director Managing Executive Officer General Manager of Corporate Planning Division and Business Administration Division, Corporate Unit

2. Change of Executive Officers (effective April 1, 2026)

(1) Change of Executive Officers

New position	Name	Current position
Managing Executive Officer General Manager of Paper & Paperboard Business Group; Responsible for Global Logistics Division, Corporate Unit	Yoshitsugu Fujii	Executive Officer General Manager of Media solution Division, Paper & Paperboard Business Group
Senior Executive Officer General Manager of Overseas Business Division I, Home & Personal Care Overseas Business Group	Makoto Saito	Senior Executive Officer General Manager of Overseas Business Promotion Division, Home & Personal Care Overseas Business Group
Senior Executive Officer General Manager of General Affairs & Human Resources Division, Corporate Unit	Takahisa Kashiwabara	Executive Officer President and Representative Director of Elleair International China (Nantong) Co., Ltd.
Senior Executive Officer General Manager of Overseas Business Division II, Home & Personal Care Overseas Business Group	Masahiko Takeshima	Executive Officer Deputy General Manager of Overseas Business Promotion Division, Home & Personal Care Overseas Business Group
Senior Executive Officer Deputy General Manager of Paper & Paperboard Business Group and General Manager of Package Solution Division, Paper & Paperboard Business Group	Akio Nagaoka	Executive Officer President and Representative Director of Daio Package Corporation
Executive Officer General Manager of Business Administration Division, Corporate Unit	Takeshi Kojima	Executive Officer General Manager of Human Resources Division, Corporate Unit

(2) Retiring Executive Officer

New position	Name	Current position
Senior Advisor of Plant Engineering Department, Mishima Mill, Production Unit	Hiroaki Tasaka	Executive Officer General Manager of Kani Mill, Production Unit

3. Change of Division Heads and Representative of Consolidated Subsidiary (effective April 1, 2026)

New position	Name	Current position
President and Representative Director of Daio Package Corporation	Kazuhiro Hamanaka	General Manager of Package Solution Division, Paper & Paperboard Business Group
General Manager of Media Solution Division, Paper & Paperboard Business Group	Osamu Yoshida	Deputy General Manager of Media Solution Division, Paper & Paperboard Business Group
President and Representative Director of Elleair International China (Nantong) Co., Ltd.	Masaro Suzuki	Executive Vice President and Director of Elleair International China (Nantong) Co., Ltd.
General Manager of Kani Mill, Production Unit	Hiroyuki Shimoyoshi	General Manager of Technology Development Department, Mishima Mill, Production Unit
General Manager of Technology Development Department, Mishima Mill, Production Unit	Yoshiki Mizusawa	President and Representative Director of Marubishi Paper Tec. Corporation
President and Representative Director of Marubishi Paper Tec. Corporation	Yasushi Imamura	General Manager of Papermaking Department II, Mishima Mill, Production Unit

4. Change of Organization (effective April 1, 2026)

- 1) In order to drive human capital management and organizational culture reform in an integrated manner and to further strengthen their effectiveness, we will consolidate the General Affairs Division and the Human Resources Division and establish the General Affairs & Human Resources Division.
- 2) In order to further strengthen the strategic agility of our overseas operations and enhance the speed and effectiveness of strategy formulation and execution—particularly with respect to reinforcing business platforms in markets of countries where we already operate and accelerating expansion into new markets—we will undertake an organizational restructuring of the Overseas Business Promotion Division within the Home & Personal Care Overseas Business Group. Through this restructuring, we will establish the Overseas Business Division I and Overseas Business Division II, thereby creating a more robust and execution-oriented management structure for our global operations.

5. Candidates for Directors (effective June 29, 2026)

1) Candidates for Directors to be Reappointed

New position	Name	Position as of April 1
Representative Director President and Chief Executive Officer	Yorifusa Wakabayashi	Representative Director President and Chief Executive Officer
Representative Director Executive Vice President Responsible for General Affairs & Human Resources Division, Corporate Unit; Resources and Procurement Division; Risk & Compliance Serving concurrently as General Manager of Sustainability Promotion Division, Corporate Unit	Hiroshi Yamasaki	Representative Director Executive Vice President Responsible for General Affairs & Human Resources Division, Corporate Unit; Resources and Procurement Division; Risk & Compliance Serving concurrently as General Manager of Sustainability Promotion Division, Corporate Unit
Director Managing Executive Officer General Manager of Home & Personal Care Domestic Business Group; General Manager of Home & Personal Care Overseas Business Group	Hiroyuki Fujita	Director Managing Executive Officer General Manager of Home & Personal Care Domestic Business Group; General Manager of Home & Personal Care Overseas Business Group
Director Managing Executive Officer Responsible for Production Unit	Toshikatsu Tanahashi	Director Managing Executive Officer Responsible for Production Unit
Director Managing Executive Officer Responsible for Business Administration Division and Intelligence Technology Planning Division; General Manager of Corporate Planning Division, Corporate Unit	Shuhei Shinagawa	Director Managing Executive Officer Responsible for Business Administration Division and Intelligence Technology Planning Division; General Manager of Corporate Planning Division, Corporate Unit
Outside director	Naosuke Oda	Outside director
Outside director	Makoto Horie	Outside director
Outside director	Takako Masai	Outside director
Outside director	Yoshihiro Iwata	Outside director

2) Candidates for new director

New position	Name	Position as of April 1
Director Managing Executive Officer General Manager of Paper & Paperboard Business Group; Responsible for Global Logistics Division, Corporate Unit	Yoshitsugu Fujii	Managing Executive Officer General Manager of Paper & Paperboard Business Group; Responsible for Global Logistics Division, Corporate Unit

3) Retiring director

New position	Name	Position as of April 1
Chairman and Representative Director of Daio Package Corporation	Atsushi Ishida	Director Managing Executive Officer Chairman and Representative Director of Daio Package Corporation

(END)

Career Summary of New Officer

Structure of Directors and Officers after the Annual General Meeting of Shareholders to be Held on June 29,
2026 (plan)

1. Board of Directors and Audit & Supervisory Committee Members

Representative Director President and Chief Executive Officer	Yorifusa Wakabayashi	
Representative Director Executive Vice President	Hiroshi Yamasaki	Responsible for General Affairs & Human Resources Division, Resources and Procurement Division, Corporate Unit; Risk & Compliance Serving concurrently as General Manager of Sustainability Promotion Division, Corporate Unit
Director Managing Executive Officer	Hiroyuki Fujita	General Manager of Home & Personal Care Domestic Business Group; General Manager of Home & Personal Care Overseas Business Group
Director Managing Executive Officer	Toshikatsu Tanahashi	Responsible for Production Unit
Director Managing Executive Officer	Shuhei Shinagawa	Responsible for Business Administration Division and Intelligence Technology Planning Division; General Manager of Corporate Planning Division, Corporate Unit
Director Managing Executive Officer	Yoshitsugu Fujii	General Manager of Paper & Paperboard Business Group; Responsible for Global Logistics Division, Corporate Unit
Outside director	Naosuke Oda	
Outside director	Makoto Horie	
Outside director	Takako Masai	
Outside director	Yoshihiro Iwata	
Director, Audit & Supervisory Committee member	Yukihiro Tanaka	
Director, Audit & Supervisory Committee member	Yosuke Kimura	
Outside director, Audit & Supervisory Committee member	Yoichi Takei	
Outside director, Audit & Supervisory Committee member	Kyoko Okada	
Outside director, Audit & Supervisory Committee member	Yoshikuni Noguchi	

2. Executive Officers

President and Chief Executive Officer	Yorifusa Wakabayashi	
Executive Vice President	Hiroshi Yamasaki	Responsible for General Affairs & Human Resources Division, Resources and Procurement Division, Corporate Unit; Risk & Compliance Serving concurrently as General Manager of Sustainability Promotion Division, Corporate Unit
Managing Executive Officer	Hiroyuki Fujita	General Manager of Home & Personal Care Domestic Business Group; General Manager of Home & Personal Care Overseas Business Group
Managing Executive Officer	Toshikatsu Tanahashi	Responsible for Production Unit
Managing Executive Officer	Shuhei Shinagawa	Responsible for Business Administration Division and Intelligence Technology Planning Division; General Manager of Corporate Planning Division, Corporate Unit
Managing Executive Officer	Yoshitsugu Fujii	General Manager of Paper & Paperboard Business Group; Responsible for Global Logistics Division, Corporate Unit
Senior Executive Officer	Hiroshi Mizobuchi	Responsible for Advanced Bio Materials Business Promotion Center, Production Unit
Senior Executive Officer	Mitsuru Ogawa	General Manager of Human & Family Care Sales Division and Pet Care Sales Division, Home & Personal Care Domestic Business Group
Senior Executive Officer	Shuji Ozaki	General Manager of Mishima Mill, Production Unit
Senior Executive Officer	Makoto Saito	General Manager of Overseas Business Division I, Home & Personal Care Overseas Business Group
Senior Executive Officer	Takahisa Kashiwabara	General Manager of General Affairs & Human Resources Division, Corporate Unit
Senior Executive Officer	Masahiko Takeshima	General Manager of Overseas Business Division II, Home & Personal Care Overseas Business Group
Senior Executive Officer	Akio Nagaoka	Deputy General Manager of Paper & Paperboard Business Group and General Manager of Package Solution Division, Paper & Paperboard Business Group
Executive Officer	Hiroyuki Shidara	Chief Executive Officer of Santher -Fábrica de Papel Santa Therezinha S.A.
Executive Officer	Michihiko Tamaki	General Manager of Advanced Bio Materials Business Promotion Center <Biorefinery Group • New Business Planning Group >, Production Unit
Executive Officer	Yukio Kume	General Manager of Product Development Division, Home & Personal Care Domestic Business Group; Responsible for Global Marketing Division

Executive Officer	Mikiro Shiramine	General Manager of Resources and Procurement Division, Corporate Unit
Executive Officer	Junichi Ikawa	Deputy General Manager of Sustainability Promotion Division, Corporate Unit
Executive Officer	Akihisa Yano	Acting Manager of Mishima Mill, Production Unit (Responsible for Utility Unit)
Executive Officer	Akihisa Masuda	General Manager of Shikoku Operation Department, Mishima Mill, Production Unit
Executive Officer	Takeshi Kojima	General Manager of Business Administration Division, Corporate Unit
Executive Officer	Noriyo Tanabe	General Manager of Life × Work Integration Promotion Department, General Affairs & Human Resources Division, Corporate Unit