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FOR IMMEDIATE RELEASE

Company name: Mitsubishi Paper Mills Limited
Securities code 3864
TSE Prime Market

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Notice Regarding Restructuring of a Consolidated Subsidiary

Mitsubishi Paper Mills Limited (the “Company”) announces that its consolidated subsidiary in Germany Mitsubishi Hi-tec Paper Europe GmbH (“MPE”) has decided to restructure its business, including the offering of voluntary retirement opportunities starting on June 4, 2025.

1. Reasons for Restructuring

The Company’s business in Germany spun off the Flensburg mill, transferring it in 2022, and has been continuously working to improve profitability. However, due to the continuing economic stagnation in Europe and severe price competition in the area of thermal paper, the Company has decided to restructure the business, including a voluntary retirement program for employees.

2. Details of Voluntary Retirement Program

- 1) Scope: Employees of MPE
- 2) Number of applicants: Approx. 140
- 3) Application period: June 4–11, 2025
- 4) Date of retirement: June 30, 2025
Applicants who wish to can use the German Transfergesellschaft reemployment support system beginning on July 1 and receive reemployment support.
- 5) Preferential treatment, etc.: Severance payment

3. Details of the subsidiary offering the program

- 1) Name: Mitsubishi HiTec Paper Europe GmbH
- 2) Place: Bielefeld, Germany
- 3) Representative: Fujitaka Mizushima (Managing Director)
- 4) Capital: 11,759,000 euro
- 5) Year of foundation: 1799
- 6) Ownership Structure: Mitsubishi Paper Holding (Europe) GmbH 100%
(HQ: Düsseldorf, Germany, 100% Subsidiary of Mitsubishi Paper Mills Limited)

4. Forecast

This has been factored into the consolidated results forecast for FY2026/3. However, if the Company determines that it is necessary to revise the forecast due to the number of applicants, etc., it will announce this promptly.