

November 16, 2021

Nippon Express Co., Ltd.

**Notice Concerning the Organization of the Newly Established Company in Connection  
With the Transition to a Holding Company Structure**

Nippon Express Co., Ltd. (Mitsuru Saito, president and CEO) has announced the following organizational structure for a holding company in connection with the transition to a holding company structure via the establishment of Nippon Express Holdings, Inc. on January 4, 2022.

1. Details of and reasons for the organization

The organizational design of the holding company in connection with the transition to a holding company structure on January 4, 2022, will be a four-division structure corresponding to the roles of the holding company. These roles consist of management strategy functions, corporate management functions, risk management functions, and global business execution functions. The divisions and functions under the jurisdiction of each division will be as described in A through D, below.

A. Global Business Headquarters

The Global Business Headquarters will be placed over the Global Sales Management Division and Global Business Management Division, responsible for group global business activities.

- (1) The Global Sales Management Division will be responsible for marketing, account management design, overall sales strategy, and new business development.
- (2) The Global Business Management Division will be responsible for forwarding business strategy, logistics business strategy, and global business strategy.

B. Corporate Management Headquarters

The Corporate Management Headquarters will be placed over the Human Resources Strategy Management Division, Corporate Communication Division, Information Technology Strategy Division, and Accounting Division, responsible for corporate functions supporting group business growth.

- (1) The Human Resources Strategy Management Division will be responsible for human resources strategy, human resources, human resources development, education, training, and labor affairs.
- (2) The Corporate Communication Division will be responsible for brand strategy execution, public relations, advertising, and social contributions.
- (3) The Information Technology Strategy Division will be responsible for developing, implementing,

providing guidance, and coordinating IT strategy and security policies.

- (4) The Accounting Division will be responsible for efficient operations related to accounting, financial statement closings, taxes, custodianship, credit management, and accounting processes. The division will also be responsible for shared services related to accounting processes.

#### C. Risk Management Headquarters

The Risk Management Headquarters will be placed over the Compliance and Risk Management Division, Legal and Intellectual Property Division, and Internal Auditing Division, responsible for integrated group risk and crisis management, legal affairs and intellectual property management, compliance, safety and quality management, and internal audits, conducting risk management for the group overall.

The Compliance and Risk Management Division will be placed over the Compliance Promotion Group and Safety and Quality Promotion Group.

- (1) The Compliance and Risk Management Division will be responsible for risk management, crisis management, compliance, personal information management, safety, and quality.
- (2) The Legal and Intellectual Property Division will be responsible for legal affairs and intellectual property.
- (3) The Internal Auditing Division will be responsible for audits and assisting members of the Audit & Supervisory Board.

#### D. Corporate Strategy Headquarters

The Corporate Strategy Headquarters will be placed over the Corporate Planning Division, DX Promotion Division, Sustainability Promotion Division, Secretarial Division, and Financial Planning Division, responsible for group management strategy.

The Corporate Planning Division will be placed over the Investor Relations Promotion Group.

- (1) The Corporate Planning Division will be responsible for management strategy, corporate governance, internal controls, business portfolio management, corporate acquisitions, business restructuring, and investor relations.
- (2) The DX Promotion Division will be responsible for DX strategy, digitalization strategies, and strategies for introducing advanced technologies.
- (3) The Sustainability Promotion Division will be responsible for sustainability management and matters related to the environment.
- (4) The Secretarial Division will be responsible for secretarial work, general affairs, stocks, and other duties not part of other divisions.
- (5) The Financial Planning Division will be responsible for budgeting, performance management, investment and financing, cash, CRE strategy, and guidance and coordination in connection with finance-related

operations.

## 2. Effective date

January 4, 2022

◇ Inquiries

Nippon Express Co., Ltd.

Public Relations & Advertising Division

Kasai, Kato or Sekiya

TEL : 03-6251-1454 e-mail : nittsu-ko\_ho@nipponexpress.com

Nippon Express Holdings, Inc. Organization Chart

As of January 4, 2022

