

February 21, 2020

Nippon Express Co., Ltd.

Notice Concerning Change in Organization

Nippon Express Co., Ltd. (Mitsuru Sato, president and CEO) has made the following organizational revisions in the company's pursuit of innovation, business growth strategy, and efforts to implement our long-term vision, as defined in our current Nippon Express Group Business Plan 2023 ~"Dynamic Growth"~.

1. Details of and reasons for organizational revision

A. Business Solutions Unit Global Sales Strategy Headquarters

(1) Creation of new Digital Platform Strategy Division

The company will create a new Digital Platform Strategy Division to provide optimal solutions for pharmaceuticals and other industrial hubs across the entire supply chain.

(2) Creation of new Mobility Business Sales Division

The company will create a new Mobility Business Sales Division to pursue sales in the mobility industry, focused mainly on the automobile, aviation, and space sectors.

(3) Creation of new Lifestyle & Consumer Industry Sales Division

The company will create a new Lifestyle & Consumer Industry Sales Division to pursue sales industries related to medicine, lifestyle, electric precision instruments, fashion, and more.

(4) Name change for the former Sales Promotion Division

The company will change the name of the former Sales Promotion Division to the Material Industry Sales Division.

B. Japan Business Unit Network Transport Business Promotion Headquarters

(1) Creation of new Domestic Ocean Liner Division

The company will create a new Domestic Ocean Liner Division to accomplish several objectives. One objective is to build out; business strategy, strengthen sales activities, improve current network, and better quality for domestic ocean liner cargo shipments. Another objective is to strengthen cross-functional capacity in the company's ocean liner business. A third objective is to create collaborations among network products.

C. Corporate Solutions Unit Corporate Support Headquarters

(1) Creation of new General Affairs Division

The company will create a new General Affairs Division to specialize in and carry out duties related to general affairs.

The functions of the General Affairs & Labor Division related to general affairs will be transferred to the General Affairs Division.

(2) Creation of new Human Resources Strategy Division

The company will create a new Human Resources Strategy Division to hire, train, and otherwise support the activity of company human resources. Further, the division will establish and carry out human resources policies and systems in a strategic manner.

The Human Resources Strategy Division will have jurisdiction over the Diversity Promotion Group and Nittsu Group University.

The functions of the General Affairs & Labor Division related to human resources, labor, and wage planning, as well as the functions related to Nittsu Group University, will be transferred to the Human Resources Strategy Division.

(3) Termination of General Affairs & Labor Division

In conjunction with (1) and (2), above, the company will terminate the General Affairs & Labor Division.

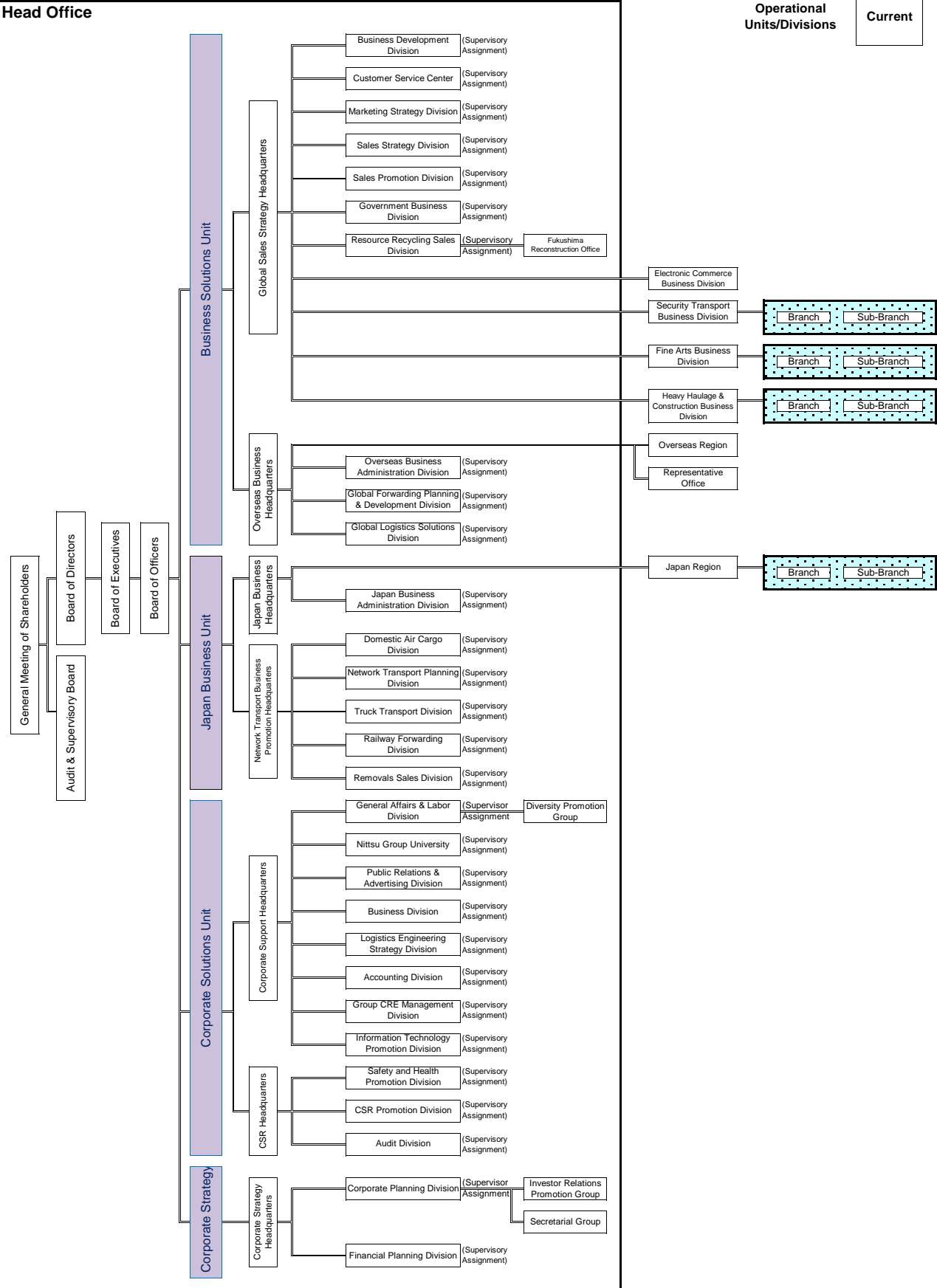
2. Effective date

April 1, 2020

3. Attachments

New organizational chart (head office)

Head Office



Head Office

