

November 16, 2021

Nippon Express Co., Ltd.

**Notice Concerning the Organizational Revision of Nippon Express Co., Ltd. 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 Nippon Express Co., Ltd. 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 organizational revision

A. Overview of the Nippon Express Co., Ltd. head office restructuring

In conjunction with the transfer of group head office functions following the establishment of a new holding company and to improve organizational efficiencies, the current divisions of the Nippon Express Co., Ltd. head office organization will be abolished, and the head office structure will be revised from seven divisions to six. In addition, the overseas bloc will be placed directly under the management of the new holding company.

B. Overview of division structure and organizational restructuring

(1) Global Sales Strategy Headquarters

The Global Sales Strategy Headquarters will be placed over the Business Development Division, Marketing Strategy Division, Sales Strategy Division, Pharmaceutical Logistics Quality Assurance Division, Digital Platform Strategy Division, Mobility Business Sales Division, Material Industry Sales Division, Government Business Division, Resource Recycling Sales Division, Lifestyle & Consumer Industry Sales Division, Pharmaceutical Business Division, and Electronic Commerce Business Division, and will be responsible for sales activities. The Business Development Division will be placed over the (renamed) Customer Center.

a. The Customer Service Center will be placed under the Business Development Division.

b. The Fukushima Reconstruction Office of the Resource Recycling Sales Division will be abolished as the large-scale portion of the reconstruction project will be completed by March 2022.

(2) Global Business Strategy Headquarters (New)

The Global Business Strategy Headquarters will be placed over the Overseas Business Strategy Division (renamed), Global Forwarding Planning & Development Division, and Global Logistics Solutions Division, responsible for conducting global business.

The Global Business Strategy Headquarters will not have jurisdiction over the Overseas bloc.

As a result of this change in jurisdiction, the Overseas Business Headquarters will be abolished.

The Overseas Business Administration Division will be renamed the Global Business Strategy Division, while operations related to overseas business, including personnel, budgets, and management of representative offices, will be transferred to departments within the holding company. Operations related to contracts with agents and other parties in connection with overseas business will be shifted to the Global Forwarding Planning & Development Division.

(3) Specialized Transport Business Headquarters (New)

The Specialized Transport Business Headquarters will be placed over the Security Transport Business Division, Fine Arts Business Division, and Heavy Haulage & Construction Business Division, and will be responsible for specialized transport businesses.

(4) Logistics & Network Headquarters (New)

The Logistics & Network Headquarters will be placed over domestic blocs, the Logistics Division, Domestic Air Cargo Division, Domestic Ocean Liner Division, Harbor Transportation Division (new), Network Transport Planning Division, Small-Lot Cargo Division (renamed), Railway Forwarding Division, and the Removals Sales Division, and will be responsible for domestic businesses in Japan. The Logistics Division will be placed over the Logistics Engineering Strategy Group.

With this change in jurisdiction, the Japan Business Headquarters and Network Transport Business Promotion Headquarters will be abolished.

- a. The Japan Business Administration Division will be abolished, with operations related to managing the business in Japan shifted to the Corporate Strategy Division.
- b. Operations related to DX promotion will be added to the Logistics Engineering Strategy Group.
- c. The functions for managing the Harbor Transportation Division will be shifted from the Kantokoshinetsu Region Forwarding Business Unit to the newly established Harbor Transportation Division.
- d. The name of the Truck Transport Division will be changed to the Small-Lot Cargo Division to clarify the differences in operations with the Logistics Division.

(5) Corporate Solutions Headquarters (New)

The Corporate Solutions Headquarters will be placed over the Human Resources Strategy Division, Finance and Accounting Division (new), CRE Management Division (renamed), Information Technology Promotion Division, Safety and Operation Quality Promotion Division (new), and Compliance and Risk Management Division (new), and will be responsible for business support and risk management.

The Human Resources Strategy Division will have jurisdiction over the Diversity Promotion Group and N X Group University (renamed).

The Corporate Support Division and CSR Headquarters will be abolished as a result of this change in

jurisdiction.

- a. The General Affairs Division will be abolished, with general affairs, stock, and duties not belonging to other departments shifted to the Corporate Strategy Division, while duties related to legal affairs and risk management will be shifted to the Compliance and Risk Management Division.
- b. Duties related to health management of the Safety and Health Promotion Division will be shifted to the Human Resources Strategy Division.
- c. In conjunction with the introduction of the NX group branding, Nittsu Group University will be renamed NX Group University.
- d. The duties of the Accounting Division and Financial Planning Division will be shifted to the Finance and Accounting Division. As a result, the Accounting Division will be abolished.
- e. For the sake of overall organization consistency, the name of the Group CRE Management Division will be changed to the CRE Management Division.
- f. The Safety and Operation Quality Promotion Division will take over the duties of the Business Division and will be placed over safety management of the Safety and Health Promotion Division, duties related to engineering employee training, and duties related to waste, environmental pollutants, and recycled resources of the CSR Promotion Division. The Safety and Operation Quality Promotion Division will be responsible safety and labor, as well as for functions related to the operation methods of quality, the motor transportation business, and the warehousing business, taking over the major operations that occur on-site. As a result, the Safety and Health Promotion Division and the Business Division will be abolished.
- g. The CSR Promotion Division will be abolished, with operations related to compliance and personal information management shifted to the Compliance and Risk Management Division, and duties related to the environment shifted to the Corporate Strategy Division.
- h. The Compliance and Risk Management Division will be placed over duties related to risk management and crisis management, legal and intellectual property management compliance, internal reporting, and personal information.
- i. The holding company will take over the fundamental duties of the Public Relations & Advertising Division and Audit Division, while shifting duties to be handled by Nippon Express Co., Ltd. to the Corporate Strategy Division. The Public Relations & Advertising Division and Audit Division will be abolished.

(6) Corporate Strategy Headquarters (new)

The Corporate Strategy Headquarters will be placed over the Corporate Strategy Division, and will be responsible for corporate business strategy.

- a. The Corporate Strategy Division will be in charge of planning and implementing business plans related to Nippon Express Co., Ltd. and its subsidiaries. The Corporate Strategy Division will also be responsible for governance, internal controls, the management of rules and regulations, the operations of general

shareholders and other meetings, the management of affiliates under the holding company, public relations, general affairs, athletics clubs, head office building management, coordinating with head office divisions and blocs, and duties otherwise not under other divisions.

- b. The Corporate Planning Division will be abolished, shifting all duties, excluding duties to be transferred to the holding company, to the Corporate Strategy Division.
- c. The Financial Planning Division will be abolished, shifting duties to the Finance and Accounting Division.

2. Effective date

January 4, 2022

◇ Inquiries

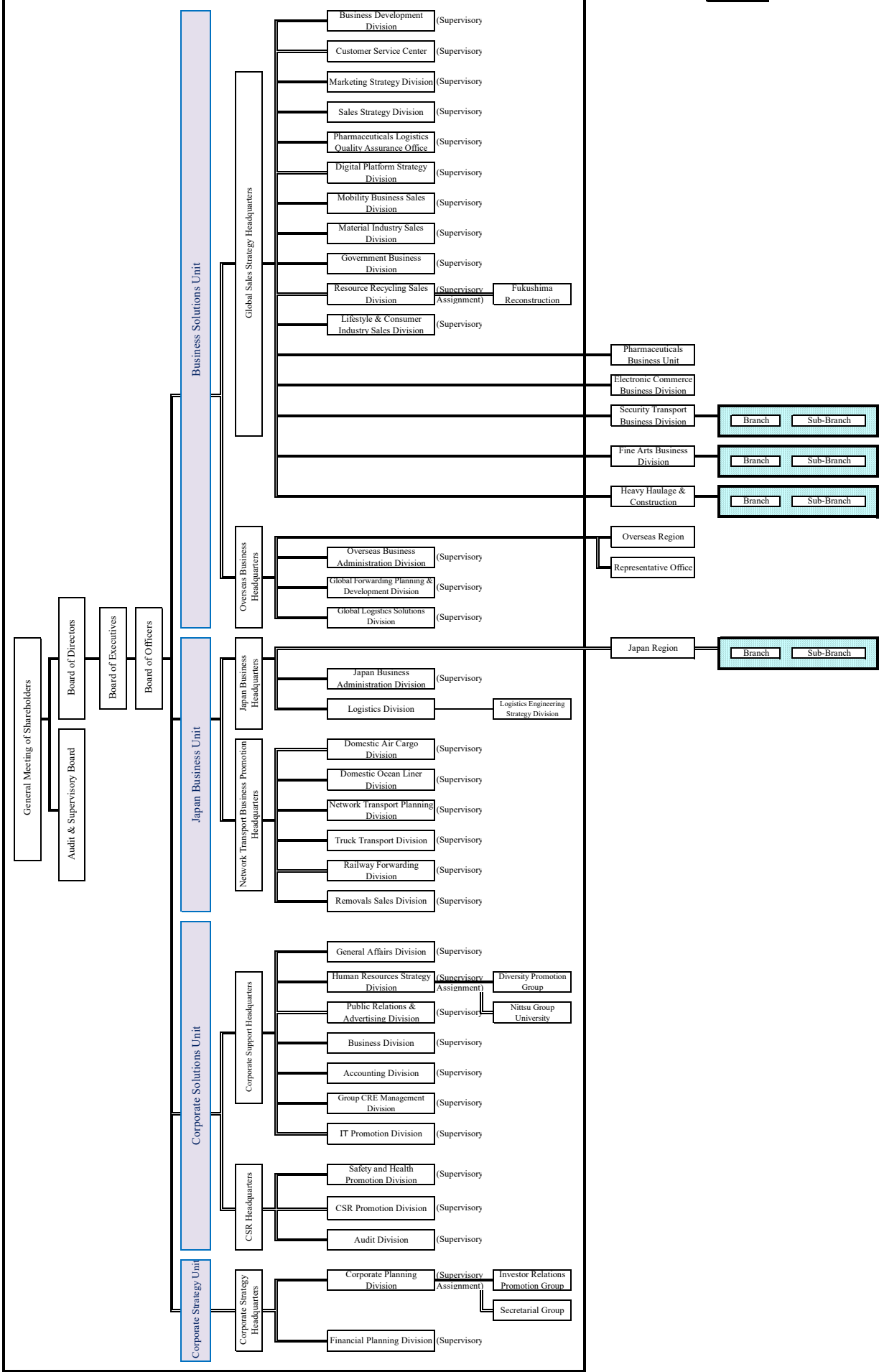
Nippon Express Co., Ltd.

Public Relations & Advertising Division

Kasai, Kato or Sekiya

TEL : 03-6251-1454 e-mail : nittsu-ko_ho@nipponexpress.com

Head Office



Head Office

