

Officer Assignments

At the Board of Directors meeting held today, the following decisions were made regarding the assignments of officers effective January 1, 2025.

In addition, at the Board of Directors meeting of Nippon Express Co., Ltd. held today, the following decisions were made regarding the assignments of officers effective January 1, 2025.

In order to realize our vision for 2037 of becoming a "Logistics Company with a Strong Presence in the Global Market," we will advance the globalization of our management structure and restructure our business in Japan to transform ourselves into a highly profitable organization.

On the same date, we have decided on the new titles, ranks, and duties of the officers, so we will announce them as attached.

1. NIPPON EXPRESS HOLDINGS, INC.

A. Newly elected Executive Officers

	(Current title)
Kazuoki Oguro	Executive Officer, Nippon Express Co., Ltd.
Yasuhiro Okanishi	Associate Director, Senior Advisor, Business Development Division, Nippon Express Co., Ltd.
Koichiro Kamegawa	General Manager, Finance and Accounting Division, Nippon Express Co., Ltd.

B. Persons scheduled to retire

	(Current title)
Toshiya Abe	Managing Executive Officer

2. Nippon Express Co., Ltd.

A. Newly elected Executive Officers

(Current title)

Katsuya Yamazaki	Associate Director, General Manager, Sapporo Branch
Shunichi Okamoto	General Manager, Kyoto Branch
Hideki Nagaoka	Managing Director, NIPPON EXPRESS (MALAYSIA) SDN. BHD.
Taisuke Fujishiro	General Manager, International Ocean Cargo Division, Forwarding Business Unit, Kantokoshinetsu Region
Satoshi Satake	General Manager, Lifestyle Sales Division
Koji Uno	Group General Manager, Human Resources Strategy Management Division, NIPPON EXPRESS HOLDINGS, INC.; General Manager, Human Resources Strategy Division, Nippon Express Co., Ltd.

B. Persons scheduled to retire

(Current title)

Masayuki Yamada	Managing Executive Officer
Yasuo Miyazaki	Executive Officer
Kazuoki Oguro	Executive Officer

NIPPON EXPRESS HOLDINGS, INC.
Director Titles, Ranks, Duties

January 1, 2025

Name	Title	Duties
Mitsuru Saito	Chairman and Representative Director	Chairman of the Board of Directors
Satoshi Horikiri	President, Chief Executive Officer and Representative Director	Chief Executive Officer
Tadahiro Furue	Senior Managing Executive Officer	Chief Managing Officer, Global Business Headquarters; Air Freight Forwarding Division, Ocean Freight Forwarding Division
Hideshi Otsuki	Managing Executive Officer	Chief Managing Officer, Corporate Strategy Headquarters; Director and Managing Executive Officer, NIPPON EXPRESS CO., LTD.; President, Representative Director, NX Real Estate Co., Ltd.
Tatsuya Akama	Managing Executive Officer	Chief Managing Officer, Corporate Management Headquarters, Risk Management Headquarters; Human Resources Strategy Management Division; General Manager, Human Resources Strategy Management Division; Director and Managing Executive Officer, Nippon Express Co., Ltd.
Shinichi Kakiyama	Managing Executive Officer	Regional General Manager, Europe Region; Managing Director, Nippon Express Europe GmbH
Satoshi Otsuji	Managing Executive Officer	Business Process & Operations Division, Corporate Venturing Division, Pharmaceutical Logistics Global Quality Assurance Division, Sales Strategy Division, Logistics Solution Division, Business Strategy Division
Sumitoshi Matsuo	Managing Executive Officer	Regional General Manager, East Asia Region; Chairman, Nippon Express (China) Co., Ltd.; Chairman, Nippon Express (H.K.) Co., Ltd.
Mamoru Akaishi	Director and Executive Officer	Corporate Planning Division; General Manager, Corporate Planning Division
Atsushi Tempaku	Executive Officer	DX Promotion Division; General Manager, DX Promotion Division
Takeshi Kunitani	Executive Officer	Chief Managing Officer, IT Digital Solution Headquarters; Information Technology Strategy Division
Takeshi Sakamoto	Executive Officer	Compliance and Risk Management Division, Legal and Intellectual Property Division
Kazuoki Oguro	Executive Officer	Regional General Manager, Americas Region; President, Nippon Express U.S.A., Inc.
Katsuhito Kobayashi	Executive Officer	Regional General Manager, South Asia & Oceania Region; Managing Director, Nippon Express (South Asia & Oceania) PTE. Ltd.
Hiroko Kishida	Executive Officer	Sustainability Promotion Division; General Manager, Sustainability Promotion Division
Yuichi Ikeda	Executive Officer	Corporate Communication Division, Secretarial Division; General Manager, Secretarial Division;
Sachiko Abe	Director and Executive Officer	Internal Auditing Division

Name	Title	Duties
Yasuhiro Okanishi	Executive Officer	Special Appointive Officer
Koichiro Kamegawa	Executive Officer	Financial Planning Division,Accounting Division, Management Platform Development Division;General Manager,Financial Planning Division,Accounting Division
Yojiro Shiba	Outside Director	
Yumiko Ito	Outside Director	
Tsukiko Tsukahara	Outside Director	
Takashi Nakamoto	Director	Members of the Audit and Supervisory Committee
Yoshio Aoki	Outside Director	Members of the Audit and Supervisory Committee
Nobuko Sanui	Outside Director	Members of the Audit and Supervisory Committee
Ryuji Masuno	Outside Director	Members of the Audit and Supervisory Committee

*Directors Shiba, Ito,Tsukahara,Aoki,Sanui,Masuno are outside directors as defined in the Companies Act.

*Directors Shiba, Ito,Tsukahara,Aoki,Sanui,Masuno are part-time directors.

attachment 2

NIPPON EXPRESS HOLDINGS, INC.

Persons Scheduled to Retire

January 1, 2025

Name	Title(Current)	Planned subsequent
Toshiya Abe	Managing Executive Officer	

Nippon Express Co., Ltd.
Director Titles, Ranks, Duties

January 1, 2025

Name	Title	Duties
Shinjiro Takezoe	President, Chief Executive Officer and Representative Director	Chief Executive Officer
Chihiro Sugiyama	Executive Vice President, Chief Operating Officer and Representative Director	Chief Managing Officer, Account Sales Headquarters, Business Management Headquarters
Tatsuya Fujimoto	Senior Managing Executive Officer	General Manager, Logistics Business Unit
Hideshi Otsuki	Director and Managing Executive Officer	Chief Managing Officer, Corporate Strategy Headquarters
Tatsuya Akama	Director and Managing Executive Officer	Chief Managing Officer, Corporate Solutions Headquarters
Kenji Kato	Director and Managing Executive Officer	Safety and Operation Quality Promotion Division, Compliance and Risk Management Division
Toru Hirose	Managing Executive Officer	Digital Commerce Sales Division, Pharmaceutical Business Division
Tatsuya Toda	Managing Executive Officer	Domestic Air Cargo Division, Network Transport Planning Division, Small-Lot Cargo Division, Railway Forwarding Division
Hiroshi Takahara	Managing Executive Officer	President, East Company; General Manager, Sendai Branch
Michiharu Sakata	Managing Executive Officer	President, West Company
Haruyasu Toda	Executive Officer	Digital Platform Strategy Division
Takashi Obayashi	Director and Executive Officer	Information Technology Promotion Division; President, NX INFORMATION SYSTEMS CO., LTD.
Jun Tanaka	Executive Officer	Chubu Region Sales Management Division
Tsuneo Ando	Executive Officer	Domestic Ocean Liner Division, Harbor Transportation Division; General Manager, Forwarding Business Unit
Akira Unno	Executive Officer	Domestic Removals Division, Fine Arts Business Division, Business Development Division, Pharmaceutical Logistics Quality Assurance Division
Osamu Sasaki	Executive Officer	Mobility Business Sales Division
Yoshiyuki Kanamori	Executive Officer	Deputy General Manager, Forwarding Business Unit
Nobuaki Kanazawa	Executive Officer	Account Sales Management Division, Logistics Business Promotion Division, Sales Enablement Division; General Manager, Account Sales Management Division

Name	Title	Duties
Jun Matsumoto	Director and Executive Officer	Finance and Accounting Division, CRE Management Division; General Manager, Finance and Accounting Division
Kazuhiko Fukushima	Director and Executive Officer	Corporate Strategy Division; General Manager, Corporate Strategy Division
Kaoru Yasuda	Executive Officer	Steel Sales Division, Government Business Division, Resource Recycling Sales Division
Kozo Okudaira	Executive Officer	General Manager, Account Sales Business Unit
Shoji Sagikawa	Executive Officer	Executive Vice President, West Company; General Manager, Hiroshima Branch
Yoshiaki Koshida	Executive Officer	Device & Machinery Sales Division; General Manager, Device & Machinery Sales Division
Katsuya Yamazaki	Executive Officer	Executive Vice President, East Company; General Manager, Sapporo Branch
Shunichi Okamoto	Executive Officer	Kansai Region Sales Management Division
Hideki Nagaoka	Executive Officer	Lifestyle Sales Division; General Manager, Lifestyle Sales Division
Taisuke Fujishiro	Executive Officer	Industrial Material Sales Division; General Manager, Industrial Material Sales Division
Satoshi Satake	Executive Officer	Foods & Beverage Sales Division; General Manager, Foods & Beverage Sales Division
Koji Uno	Executive Officer	Human Resources Strategy Division; General Manager, Human Resources Strategy Division
Koji Mizota	Audit & Supervisory Board Member	
Tatsuya Sugimoto	Audit & Supervisory Board Member	

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Nippon Express Co., Ltd.
Persons Scheduled to Retire

January 1, 2025

Name	Title(Current)	Planned subsequent
Masayuki Yamada	Managing Executive Officer	
Yasuo Miyazaki	Executive Officer	President, Representative Director, NX Engineering Co., LTD.
Kazuoki Oguro	Executive Officer	Executive Officer, NIPPON EXPRESS HOLDINGS, INC.