

Press Release

March 13, 2026

NIPPON EXPRESS HOLDINGS, INC.

**Notice of Organizational Changes at Nippon Express**

Nippon Express Co., Ltd. (President: Shinjiro Takezoe), a group company of NIPPON EXPRESS HOLDINGS, INC. (President: Satoshi Horikiri), hereby announces the following organizational changes to be implemented as of April 1, 2026.

**1. Changes to be implemented**

A new Logistics Engineering Division will be established within the Account Sales Headquarters and some of the functions of the Logistics Business Promotion Division will be transferred thereto.

**2. Reasons for changes**

- A. Under the NX Group Business Plan 2028 Dynamic Growth 2.0 "Accelerating Sustainable Growth", the Company will expand and enhance its organization to strengthen its logistics business by pursuing global account management and extending business domains to customers by providing end-to-end solutions.
- B. The Logistics Business Promotion Division will be given primary responsibility for the development, deployment and management of logistics human resources, and a system will be established to enable intensive engagement in these activities. Among the Division's specific roles will be developing human resources capable of launching, expanding sales of, and implementing quality control for products and services connected with the logistics business through specialized education and training programs; assigning these human resources to business locations in Japan and overseas as key account managers handling logistics business; and continuously overseeing the activities of these human resources.
- C. The newly established Logistics Engineering Division will collaborate with the Head Office's sales and operational organizations in proposing, designing and launching new projects for the logistics business, and in handling associated project management tasks.
- D. The Logistics Business Promotion Division and the new Logistics Engineering Division will strive to reinforce the Company's account-centric logistics business by integrally cooperating in developing human resources, offering sales and startup support, and improving operations and productivity.

**3. Effective date of changes**

April 1, 2026

