

To Whom It May Concern

Name of the Company NIPPON EXPRESS HOLDINGS, INC.
 Name of Representative Satoshi Horikiri, President and Representative Director & CEO
 (Code No. 9147 Tokyo Stock Exchange Prime Market)
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Notice Concerning Dividends From Surplus (Year End Dividend)

At a meeting held March 2, 2026, the Nippon Express Holdings, Inc. (“the Company”) Board of Directors resolved to pay a year-end dividend with a record date of December 31, 2025. The details of said dividend are as follows.

1. Dividend payment details

	Amount	Most recent dividend forecast (published February 13, 2026)	Previous year results (year ended December 31, 2024)
Record date	December 31, 2025	December 31, 2025	December 31, 2024
Dividend per share	50.00 yen	50.00 yen	150.00 yen
Total dividend	12,143 million yen	—	13,009 million yen
Effective date	March 12, 2026	—	March 13, 2025
Source of dividend	Retained earnings	—	Retained earnings

(Note 1) The Company's Articles of Incorporation stipulate that the Company may pay dividends from surplus, etc., by resolution of the Board of Directors in accordance with Article 459, Paragraph 1 of the Companies Act.

(Note 2) The Company conducted a three-for-one common share split effective January 1, 2025. The dividend per share for the fiscal year ending December 2024 is presented based on the pre-split amount.

2. Reasons for dividend payment

The Company considers returning profits to shareholders a key priority. The Company’s basic policy is to determine dividends through a comprehensive assessment of profitability, payout ratio, and other relevant factors, while maintaining retained earnings to strengthen its management foundation and financial position. The capital policy under the business plan, *Nippon Express Group Business Plan 2028 Dynamic Growth 2.0 Accelerating Sustainable Growth*, called for a minimum annual dividend of 100 yen per share, a dividend payout ratio of 40% or more, and a total return ratio of 55% or more (cumulative total, fiscal years 2024 through 2028). Based on this policy, the Company has decided to pay a year-end dividend of 50.00 yen per share.

(Reference) Annual dividend details

	Dividend per share		
Record date	Second quarter	Year end	Total
(FY2025)	50.00 yen	50.00 yen	100.00 yen

End