NEWS RELEASE

To Members of the Media

November 16, 2022

NIPPON EXPRESS HOLDINGS, INC.

**Notice Concerning Change in the Nippon Express Holdings Organization**

Nippon Express Holdings, Inc. (Mitsuru Saito, president and CEO) has announced that it will implement the following organizational changes effective January 1, 2023. These changes are designed to help the company achieve its vision to become a logistics company with a strong presence in the global market, as stated in the NX Group Business Plan 2023 ~"Dynamic Growth"~.

1. Implementation contents

A. Establishment：Headquarters

IT Digital Solution Headquarters

B. Establishment：Division (belong to GBHQ)

(1) Corporate Venturing Division
(2) Pharmaceutical Logistics Global Quality Assurance Division

C. Change of affiliated Headquarters：Division

(1) Corporate Communication Division
Current: belong to Corporate Management Headquarters
New: belong to Corporate Strategy Headquarters

(2) Information Technology Strategy Division
Current: belong to Corporate Management Headquarters
New: belong to IT Digital Solution Headquarters

2. Implementation reason

A. Establishment： IT Digital Solution Headquarters

In order to respond to the rapidly changing external environment, such as the innovations in ICT, and to secure NX Group's superiority in competing with global mega-forwarders and other companies, IT Strategy Division will be launched as an independent department, as strengthening the strategic functions related to IT is an urgent issue.

The newly established IT Digital Solutions Division will promote solutions to customers' problems through NX Digital Solutions and streamline the operations of NX Group in order to establish the competitive advantage. At the same time, the division will focus on ensuring a thorough security system.

B. Establishment： Division

(1) Corporate Venturing Division

The company is considering and pursuing the establishment of a corporate venture capital fund (CVC fund) to invest in startups as a new investment method to create innovation and new businesses for the NX Group. In this context, the Corporate Venturing Division will be established to liaise with fund management companies, research and select startups, and formulate startup investment strategies.

(2) Pharmaceutical Logistics Global Quality Assurance Division

The Global Quality Assurance Division, under Pharmaceutical Logistics, will be established to strengthen the group's global quality assurance system. This move will make the quality assurance function of Pharmaceutical Logistics, previously under the control of the Marketing Division, an independent unit.

C. Change of affiliated Headquarters：Division

(1) Corporate Communication Division

The Corporate Communication Division will be transferred under the Corporate Strategy Headquarters to ensure that public relations, advertising, and social contribution activities are coordinated with management strategies.

(2) Information Technology Strategy Division

With the establishment of IT Digital Solutions Division, the Information Technology Strategy Division will be transferred from the Corporate Management Division to the IT Digital Solutions Division.

# NIPPON EXPRESS HOLDINGS Organization Chart

As of July 1, 2022

## NIPPON EXPRESS HOLDINGS, INC.

**Current**

- General Meeting of Shareholders
- Board of Directors
- Audit & Supervisory Board
- Executive Committee
- Global Business Headquarters
  - Marketing Strategy Division
  - Sales Stratgy Division
  - Logistics Solution Division
  - Air Freight Forwarding Division
  - Ocean Freight Forwarding Division
  - Business Stratgy Division
- Corporate Management Headquarters
  - Human Resources Strategy Management Division
  - Corporate Communication Division
  - Information Technology Strategy Division
  - Accounting Division
- Risk Management Headquarters
  - Compliance and Risk Management Division
    - Compliance Promotion Group
    - Safety and Quality Promotion Group
  - Legal and Intellectual Property Division
  - Internal Auditing Division
- Corporate Strategy Headquarters
  - Corporate Planning Division
    - Investor Relations Promotion Group
  - DX Promotion Division
  - Sustainability Promotion Division
  - Secretarial Division
  - Financial Planning Division

Effective from January 1, 2023

## NIPPON EXPRESS HOLDINGS, INC.

**New**

- General Meeting of Shareholders
- Board of Directors
- Audit & Supervisory Board
- Executive Committee
- Global Business Headquarters
  - Marketing Strategy Division
  - Corporate Venturing Division ※Establishment：Division
  - Pharmaceutical Logistics Global Quality Assurance Division ※Establishment：Division
  - Sales Stratgy Division
  - Logistics Solution Division
  - Air Freight Forwarding Division
  - Ocean Freight Forwarding Division
  - Business Stratgy Division
- Corporate Management Headquarters
  - Human Resources Strategy Management Division
  - Accounting Division
- Risk Management Headquarters
  - Compliance and Risk Management Division
    - Compliance Promotion Group
    - Safety and Quality Promotion Group
  - Legal and Intellectual Property Division
  - Internal Auditing Division
- IT Digital Solution Headquarters
  - Information Technology Strategy Division

※Establishment：Headquarters

※Change of affiliated Headquarters：Division

- Corporate Strategy Headquarters
  - Corporate Planning Division
    - Investor Relations Promotion Group
  - Corporate Communication Division

※Change of affiliated Headquarters：Division

  - DX Promotion Division
  - Sustainability Promotion Division
  - Secretarial Division
  - Financial Planning Division