NEWS RELEASE

To Members of the Media

June 16, 2023

Nippon Express Holdings, Inc.

Notice Concerning Change in Organization

Nippon Express Holdings Inc. (Mitsuru Saito, president and CEO) group company, Nippon Express Co., Ltd. (Satoshi Horikiri, president and CEO), has announced that it will implement the following organizational changes effective July 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. Details of changes
   A. Restructuring of the Sales Strategy Headquarters
   (1) Establish the Logistics Business Promotion Division
   (2) Eliminate the Electronic Commerce Business Division and establish the Digital Commerce Sales Division
   B. Restructuring of the Logistics & Network Headquarters
   (1) Change the name of the Logistics & Network Headquarters to Network Headquarters
   (2) Eliminate the Logistics Division and move the Logistics Engineering Strategy Group formerly under the Logistics Division to the Logistics Business Promotion Division

2. Implementation reason
   A. Reasons for restructuring the Sales Strategy Headquarters
   (1) Nippon Express Co., Ltd. ("Company") provides end-to-end logistics solutions for global supply chains amid recent changes and uncertainties in customer supply chains. To be effective, the Company's global, regional, and bloc organizations must be agile and aligned organically toward the same strategic objectives. To this end, the Company intends to establish an organization for the comprehensive management of functions necessary to logistics solutions within the Sales Strategy Headquarters. This organization will provide central and integrated management through visualization and communications related to sales projects, human capital, business locations, warehouse space, expertise, and other management resources. At the same time, the Company will strengthen the function blocs, focusing on human capital development in particular.
   (2) The Electronic Commerce Business Division was established in May 2016 to conduct account management sales for specific customers and to assume the cross-functional role of the offices handling related business operations. In the meantime, the e-commerce market continues to expand on a global scale, and e-commerce businesses must participate in the growth areas of this market. Beyond e-commerce, the Company plans to establish a sales structure in response to demands to strengthen operations in digital commerce targeting D2C and an emphasis on customer lifetime value (LTV).

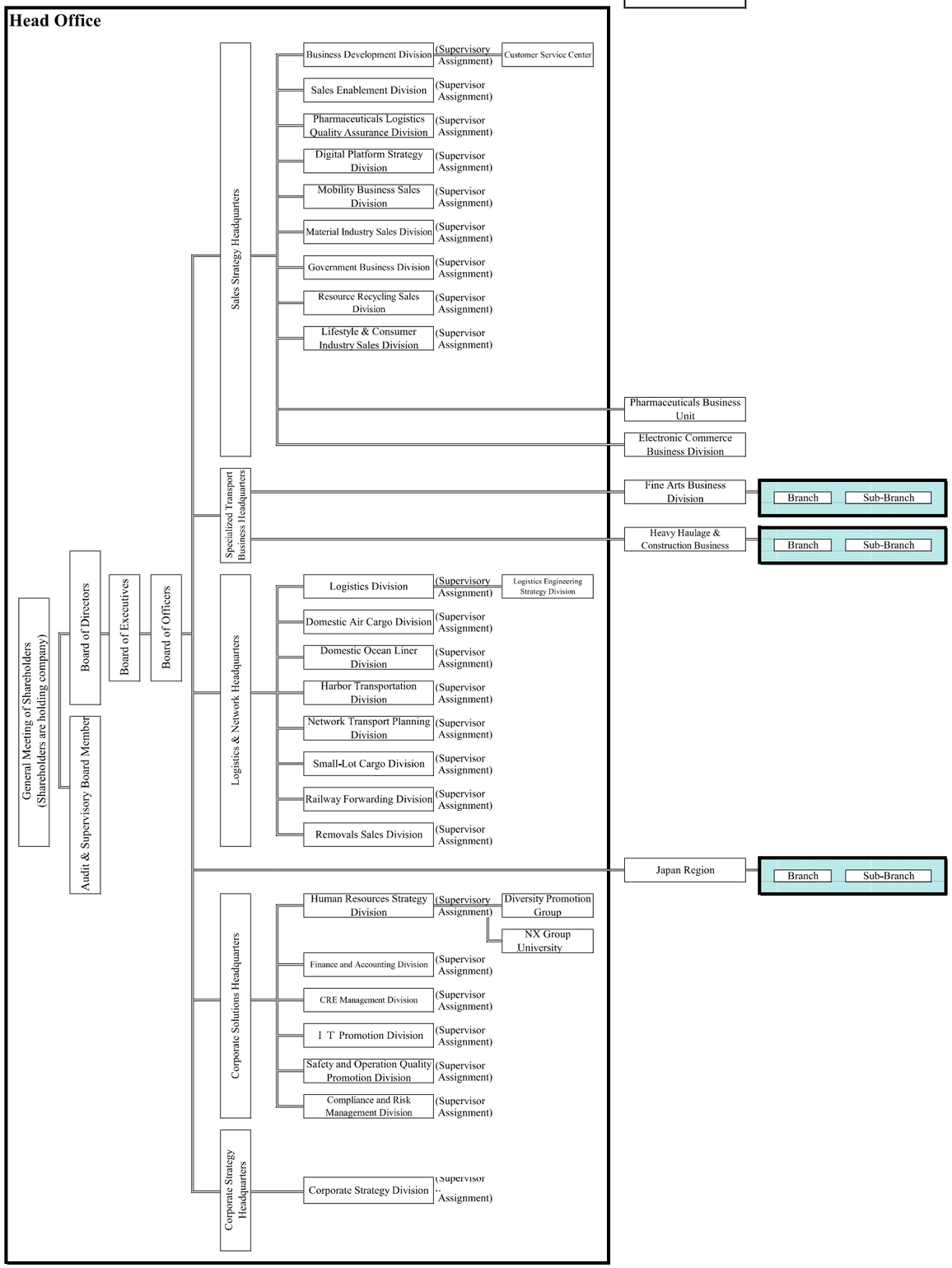
   B. Reasons for restructuring the Logistics & Network Headquarters
   The Company intends to establish the Logistics Business Promotion Division within the Sales Strategy Headquarters, eliminate the Logistics Division, and rename the organization to the Network Headquarters.

3. Effective date
   July 1, 2023

Nippon Express Co., Ltd., Organization Chart

As of June 16, 2023

Current



Nippon Express Co., Ltd., Organization Chart

As of July 1, 2023

After Revision

Headquarters Name Change
New Department/Transfer

