

January 19, 2024

To Whom It May Concern

Name of the Company	NIPPON EXPRESS HOLDINGS, INC.
Name of Representative	Mitsuru Saito, Chairman and Representative Director (Code: 9147 Tokyo Stock Exchange Prime Market)
Contact	Miki Tomita, General Manager, Corporate Communication Division (TEL. 03-5801-1000)

Notice of Changes in Representative Directors and Personnel Changes Among Directors and Corporate Auditors After Transition to a Company With an Audit and Supervisory Committee

As stated in the *Notice of Transition to a Company With an Audit and Supervisory Committee*, dated today, Nippon Express Holdings, Inc. (“Company”) expects to transition the Company to a Company With an Audit and Supervisory Committee, subject to approval at the 2nd Ordinary General Meeting of Shareholders scheduled for March 28, 2024. At the meeting held today, the Board of Directors resolved the following matters regarding changes in representative directors and personnel changes among directors and corporate auditors after transition to a Company With an Audit and Supervisory Committee. Matters will be formally decided upon after approval at the 2nd Ordinary General Meeting of Shareholders and at the Board of Directors' meeting to be held thereafter.

1. Chairman and representative director reassignment

(1) Reasons for the reassignments

To further strengthen the new management structure aiming to maximize the value of the NX Group.

(2) Reassignment details

Name	New title	Current title
Satoshi Horikiri	President and Representative Director Chief Executive Officer	Chief Executive Officer

(3) Career highlights for newly appointed representative directors

See Attachment 1.

(4) Scheduled appointment date

March 28, 2024 (Scheduled date of the 2nd Ordinary General Meeting of Shareholders)

2. Personnel changes among directors and corporate auditors after transition to a Company With an Audit and Supervisory Committee

(1) Director candidates (excluding directors who are members of the Audit and Supervisory Committee)

Name	New title	Current title
Mitsuru Saito	Chairman and Representative Director	Chairman and Representative Director
Satoshi Horikiri	President and Representative Director Chief Executive Officer	Chief Executive Officer
Mamoru Akaishi	Director and Executive Officer	Director and Executive Officer
Sachiko Abe	Director and Executive Officer	Audit & Supervisory Board Member, Nippon Express Co., Ltd
Yojiro Shiba	Outside Director	Outside Director
Yumiko Ito	Outside Director	Outside Director
Tsukiko Tsukahara	Outside Director	New Appointment

* Outside Directors Shiba, Ito, Tsukahara are part-time directors

(2) Director nominations for members of the Audit and Supervisory Committee

Name	New title	Current title
Takashi Nakamoto	Director and Audit and Supervisory Committee Member	General Manager, Internal Auditing Division
Yoshio Aoki	Outside Director and Audit and Supervisory Committee Member	Outside Audit & Supervisory Board Member
Nobuko Sanui	Outside Director and Audit and Supervisory Committee Member	Outside Audit & Supervisory Board Member
Ryuji Masuno	Outside Director and Audit and Supervisory Committee Member	New Appointment

* Outside Directors Aoki, Sanui, Masuno are Part-time directors

(3) Personnel scheduled to retire

Name	New title	Current title
Kenji Watanabe	Senior Advisor, Nippon Express Co., Ltd	Director

Sadako Yasuoka	—	Outside Director
Shigeki Arima	Chairman and Representative Director, NX WANBISHI ARCHIVES CO., LTD.	Audit & Supervisory Board Member
Koji Mizota	Audit & Supervisory Board Member, Nippon Express Co., Ltd	Audit & Supervisory Board Member
Toshiaki Nojiri	—	Outside Audit & Supervisory Board Member

End

Attachment 1

Career Highlights

Name: Satoshi Horikiri

Date of Birth: October 25, 1960

Education	March 1983	Faculty of Law, University of Tokyo
Career	April 1983	Joined Nippon Express Co., Ltd.
	May 2007	General manager, General Affairs & Labor Division, Nippon Express Co., Ltd.
	June 2011	General manager, Kyoto Branch, Nippon Express Co., Ltd.
	May 2015	Executive officer, Nippon Express Co., Ltd. Regional General manager, North Kanto & Shin-Etsu Region and general manager, Gunma Branch
	May 2017	Executive officer, Nippon Express Co., Ltd.
	June 2017	Director and executive officer, Nippon Express Co., Ltd.
	May 2018	Director and managing executive officer, Nippon Express Co., Ltd.
	April 2019	Director and senior managing executive officer, Nippon Express Co., Ltd.
	June 2019	Senior managing executive officer, Nippon Express Co., Ltd.
	April 2020	Chief operating officer, Nippon Express Co., Ltd.
	June 2020	Executive vice president and chief operating officer, Nippon Express Co., Ltd.
	January 2022	Executive vice presidents and chief operating officer, Nippon Express Holdings, Inc.
	January 2023	Chief operation officer, Nippon Express Holdings, Inc.
	January 2023	President and chief executive officer, Nippon Express Co., Ltd.
	January 2024	Chief executive officer, Nippon Express Holdings, Inc. (current post)

Stock Ownership 7,500 shares

End