

English Translation

May 22, 2020

To Whom It May Concern

Nippon Express Co., Ltd.

### Notice Concerning Reduction in Director Remuneration

The Nippon Express Group forecasts that the global spread of the COVID-19 pandemic will have a significant impact on group financial performance.

Given these conditions, the group has decided to reduce director remuneration as follows to demonstrate our solidarity with stakeholders and introduce a greater sense of urgency to business management.

1. Affected Personnel

Representative directors (including persons scheduled to be appointed) Five

2. Details

A 10% reduction in month director remuneration

3. Period

June 2020 through September 2020 (four months)