

March 19, 2024

Organizational Changes

Kintetsu World Express, Inc. is pleased to announce the following organizational changes effective April 1, 2024.

1. Establishment of the Department

As part of further strengthening the business platform, the following organization will be newly established to clarify authority and duties of the Corporate Division and the Administration Department of the Company (non-consolidated: KWE Japan).

(1) General Affairs Department

Under the jurisdiction of the Corporate Planning & Administration Department (CPA).

(2) Human Resources Department

The Corporate Human Resources Department (CHR) has been abolished, and the authority and duties related to KWE Japan's human resources and labor affairs previously performed by CHR have been transferred to the Human Resources Department.

(3) Finance & Accounting Department

Under the jurisdiction of the Corporate Finance & Accounting Department (CFA).

(4) Information System Department

Under the jurisdiction of the Corporate Information Technology Department (CIT).

2. Establishment of the Division

The following organizations will be newly established within the department.

(1) Corporate Planning & Administration Department (CPA)

① Global Credit Management Division

Credit management and transaction screening for the KWE Group (excluding the APLL Group).

② Sustainability Development Division

Planning and development of sustainability activities of the KWE Group.

(2) Human Resources Department

① Global Human Resources Development Division

Development of the global human management system of the KWE Group (excluding the APLL Group).

3. Change of Jurisdiction

(1) Internal Control Division

Change the jurisdiction from CPA Department to General Affairs Department.

(2) Kintetsu Global I.T., Inc.

Change the jurisdiction from CIT Department to CPA Department.

4. Background of Organizational Change

This decision was made to establish a strong organization in which the entire group functions organically and maximizes the effectiveness of the individual strategies set forth in the Management Plan 2027.

5. Date of change: April 1, 2024