

Organizational Changes

Kintetsu World Express, Inc. is pleased to announce the following organizational changes, effective April 1, 2026.

1. Reorganization of Regional Headquarters Responsibilities

To enhance management efficiency and strengthen sales capabilities, we will revise the responsibilities of the regional headquarters. The following changes will be implemented.

(1) Establishment of **South Asia, Middle East & Africa Regional Headquarters**

To strengthen our management and sales foundation in the high-growth South Asia market and generate cross-regional synergies by integrating the management of South Asia, the Middle East, and Africa, we will establish a new **South Asia, Middle East & Africa Regional Headquarters**.

(2) Transfer of the Russian Subsidiary to the **Corporate Planning & Administration Department**

To further strengthen our governance structure, the Russian subsidiary will be transferred under the **Corporate Planning & Administration Department (CPA)**.

(3) Name Change of **Europe, Middle East & Africa Regional Headquarters**

In line with the above changes, the current **Europe, Middle East & Africa Regional Headquarters** will be renamed **Europe Regional Headquarters**.

(4) Abolition of Organizations Under the **JTK (Japan, Taiwan & Korea) Regional Headquarters**

To optimize our organizational structure, the **Regional Sales & Marketing Center**

under the **JTK Regional Headquarters** will be dissolved, and its functions will be transferred to the **Export Sales Department** and the **Import Sales Department**.

Headquarters Jurisdiction: Before & After Revision

Headquarters	Before Revision	After Revision
JTK	Japan, Taiwan, Korea	No change
The Americas	North America, South America	No change
Europe, Middle East & Africa (Revised Name: Europe Headquarters)	Europe, Eastern Europe, Middle East, Africa	Europe, Eastern Europe (excluding Russia)
East Asia	China (including Hong Kong)	No change
South East Asia & Oceania	Southeast Asia, South Asia, Oceania	Southeast Asia, Oceania
South Asia, Middle East & Africa (Newly Established)	—	South Asia (including India, Sri Lanka, Bangladesh, Nepal, Pakistan, among others) Middle East (including Saudi Arabia, Bahrain, UAE, Oman, among others), Africa

2. Corporate Division and Organizational Restructuring

As part of strengthening our business platform, we will further review and enhance the management structure within headquarters functions. The following restructuring will be implemented.

(1) Establishment of the **Corporate Human Resources Department**

To promote awareness of the KWE Global HR Guidelines and to enhance information management across the Group in the HR domain, we will establish the **Corporate Human Resources Department** (CHR).

(2) Reorganization of the **Customs Compliance Department**

To further reinforce our legal compliance framework in customs operations, the **Customs Compliance Department** will be transferred out of the **CPA** and reorganized as an independent unit.

(3) Reorganization of the **Internal Control Division**

To strengthen controls across the KWE Group, the **Internal Control Division** will be transferred from under the **General Affairs Department** to the **CPA**.

3. Effective Date of the Revisions

The above revisions will take effect on April 1, 2026.