

September 17, 2025

To Whom It May Concern

Name of the Company	NIPPON EXPRESS HOLDINGS, INC.
Name of Representative	Satoshi Horikiri, President and Chief Executive Officer (Code :9147 Tokyo Stock Exchange Prime Market)
Contact	Miki Tomita, General Manager, Corporate Communication Division (TEL. 03-5801-1000)

Results of “Second Career Support” at NIPPON EXPRESS CO., LTD

NIPPON EXPRESS CO., LTD (President: Shinjiro Takezoe, hereinafter “NIPPON EXPRESS”), a group company of NIPPON EXPRESS HOLDINGS, INC. (President: Satoshi Horikiri) announces that the results of its “Second Career Support” program, announced on July 18, 2025, have been finalized.

1. Overview of the “Second Career Support”

(1) Eligible Employees

Employees who meet the specified recruitment criteria regarding job type, age, years of service, etc.

(2) Number of Applicants to be Recruited

Approximately 300

(3) Application Period

Monday, August 18, 2025 – Friday, August 29, 2025

(4) Retirement Date

Tuesday, September 30, 2025

(5) Support Details

- In addition to retirement benefits equivalent to those for mandatory retirement based on years of service at the time of retirement, an additional retirement allowance will be provided.
- Provision of second career consulting.
- Provision of reemployment support services.

2. Results of the recruitment

Number of Eligible Employees: 480

3. Future Outlook

As a result of implementing “second career support,” we will record approximately 9 billion yen in additional retirement benefits as a loss (other expenses).

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