

Notice of Transition to a Management Structure Centered on LOGISTEED Holdings, Ltd.

The LOGISTEED Group hereby announces that, it has transitioned to a management structure centered on LOGISTEED Holdings, Ltd. (hereinafter, "LOGISTEED Holdings").

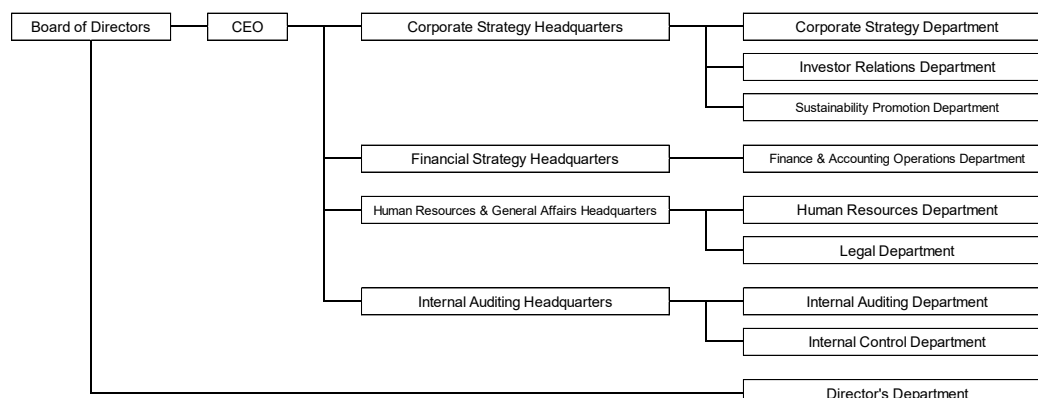
1. Management Structure

At LOGISTEED Holdings, the Board of Directors is responsible for determining Group-wide management policies and other important matters, as well as overseeing business execution, while Executive Officers and Operating Officers carry out swift and agile business execution in accordance with those policies. Operating companies, by focusing on autonomous business operations that leverage their respective strengths, aim to achieve sustainable growth and enhance medium- to long-term corporate value. This structure enables the Company to balance speedy decision-making with disciplined management, even in a rapidly changing business environment.

In addition, Dr. Detlef Trefzger, with extensive management experience at leading global logistics companies, has newly joined the Board as a Non-Executive Director. Details of the structure of the Board of Directors and Executive Officers are provided in the attached materials.

2. Organizational Structure

The organizational structure of LOGISTEED Holdings is shown in the diagram below.



3. Comment from CEO Nakatani

"We have taken a new step forward as a holding company group. While strengthening group-wide strategy and governance, we will further enhance the autonomy of our operating companies, with LOGISTEED, Ltd. serving as the core operating company, and move forward with a clear focus on the global market. Even as uncertainty in the business environment continues to grow, we will remain disciplined in our management and move ahead together as one group, committed to sustainable growth and the long-term enhancement of corporate value."

(Appendix 1) List of Directors and Executive Officers

(Appendix 2) Profile of Newly Appointed Non-Executive Director (Reference Material)

(Appendix 3) Group Structure Diagram

(Website) LOGISTEED Holdings, Ltd. <https://logisteed-holdings.com/en/>

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(Appendix 1) List of Directors and Executive Officers

Members of the Directors and Titles

Job Title	Name
Representative Director	Yasuo Nakatani
Non-Executive Director	Mitsudo Urano
Non-Executive Director	Detlef Trefzger
Non-Executive Director	Tsukasa Namiki
Non-Executive Director	Hirofumi Hirano
Non-Executive Director	Eiji Yatagawa
Non-Executive Director	Takeshi Watabe
Non-Executive Director (Audit & Supervisory Committee Member Director)	Miho Aoki
Non-Executive Director (Audit & Supervisory Committee Member Director)	Hideaki Miyauchi
Board Director (Audit & Supervisory Committee Member Director)	Akira Namatame

*1 Listed in Japanese alphabetical order by title.

Members of the Executive Officers and the Operating Officers

Job Title	Name
President and CEO	Yasuo Nakatani
Executive Vice President and Executive Officer	Kazuhiro Nishikawa
Executive Vice President and Executive Officer	Nobukazu Hayashi
Executive Vice President and Executive Officer	Christopher Logan
Executive Officer, CHRO General Manager, Human Resources & General Affairs Headquarters	Tsukasa Kudo
Executive Officer, CSO and CPO General Manager, Corporate Strategy Headquarters	Isao Takaoka
Executive Officer, CFO General Manager, Financial Strategy Headquarters	Hideo Nakamoto
Operating Officer Deputy General Manager, Corporate Strategy Headquarters	Kenichiro Ogawa

*1 Listed in Japanese alphabetical order by title.

*2 Concurrently serving in a position at LOGISTEED, Ltd.

Notes on Abbreviations

CEO: Chief Executive Officer	CPO: Chief Procurement Officer
CHRO: Chief Human Resources Officer	CFO: Chief Financial Officer
CSO: Chief Strategy Officer	

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(Appendix 2) Profile of Newly Appointed Non-Executive Director (Reference Material)

Dr. Detlef Trefzger (born on December 8, 1962)

1989	Joined Siemens AG
1994	Joined Roland Berger
1999	Joined Schenker & Co. AG
	- CFO Region South East Europe
2004	Promoted Executive Vice President (EVP) Schenker AG
	- Head of Global Contract Logistics and Supply Chain Management
	- Temporary / Interim Head of European Road Logistics, Global Sea and Air Freight
2013	Appointed Chief Executive Officer (CEO) of Kuehne + Nagel International AG
2022	Retired CEO of Kuehne + Nagel International AG

Current Major Positions

- Non-Executive Director, Accelleron Industries AG
- Non-Executive Director, Swissport International AG
- Non-Executive Director, Swiss Prime Site AG
- Director, PSA International
- Operating Advisor, Clayton, Dubilier & Rice (CD&R)
- Founder & Chairman Larix Equity AG
- and others

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(Appendix 3) Group Structure Diagram

