

January 28, 2026

Company name: H.I.S. Co., Ltd.
Name of representative: Sawada Hidetaka, President
(Securities code: 9603; Prime Market)
Inquiries: Akao Shohei, Executive Officer
General Manager of Human Resources
(Telephone: +81-50-1746-4177)
(Mail: his-pr@his-world.com)

Notice Concerning Appointment of New Executive Officers and Reassignment of Current Executive Officers

H.I.S. Co., Ltd. hereby gives notice that, at the meeting of its Board of Directors held today, the Board resolved to appoint new Executive Officers and to reassign current Executive Officers, as detailed below.

1. New Executive Officers (effective February 1, 2026)

Name	New positions and assignments	Former positions
Yoshino Shinji	Executive Officer General Manager of Leisure International Travel Business Division	Acting General Manager of Leisure International Travel Business Division
Ogawa Takeshi	Executive Officer General Manager of Human Resources and Domestic Travel Contents Purchasing Division (*1)	General Manager of Domestic Travel Contents Purchasing Division
Kajiki Hiroshi	Executive Officer General Manager of Corporate Sales Division	General Manager of Corporate Sales Division

(*1) Will concurrently serve as General Manager of Domestic Travel Contents Purchasing Division until February 28, 2026.

2. Changes to the appointment of Executive Officers (effective February 1, 2026)

Name	New positions and assignments	Former positions and assignments
Hatano Hideo	Executive Officer HIS Global Destination Management Company Vice President, H.I.S. Canada Holdings Inc. President and CEO, General Manager of Global Sales Division	Executive Officer HIS Global Destination Management Company Vice President, H.I.S. Canada Holdings Inc. President and CEO
Oda Konosuke (*2)	Executive Officer General Manager of AI Innovation Division	Executive Officer President, Americas, Hawaii and Micronesia Regional Company
Kumamoto Tomohisa (*2)	Executive Officer President, Americas, Hawaii and Micronesia Regional Company	Executive Officer General Manager of Central and South America, General Manager of HIS Mexico, General Manager of Global Sales Division
Fukui Shigeru	Executive Officer Group Miki Holdings Ltd. President and CEO, President, Europe, Middle East and Africa Regional Company, Deputy General Manager of Global Sales Division	Executive Officer Group Miki Holdings Ltd. President and CEO, President, Europe, Middle East and Africa Regional Company
Akao Shohei (*3)	Executive Officer Kyushu Industrial Transportation Holdings Co., Ltd. Executive Officer	Executive Officer General Manager of Human Resources

(*2) Oda Konosuke and Kumamoto Tomohisa reassignment will take effect from April 1, 2026.

(*3) Akao Shohei reassignment will take effect from March 1, 2026.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.