

## Modern Slavery and Human Trafficking Statement (FY2025)

H.I.S. Co., Ltd. (hereinafter "the Company") and its affiliates (hereinafter collectively "the HIS Group"), which are the reporting entities of this statement, hereby report the measures taken during FY2025 (the fiscal year from November 1, 2024, to October 31, 2025) to prevent modern slavery, forced labor, child labor, and human trafficking within the HIS Group and its supply chains, in accordance with global guidelines and legal obligations under the modern slavery acts of various countries (such as the UK, Australia, etc. \*1).

\*1 Section 54 of the Modern Slavery Act (UK) / Section 16 of the Modern Slavery Act (Australia)

### 1. Reporting Entity and Organizational Structure

The Company is a travel agency headquartered in Shinjuku-ku, Tokyo (\*headquartered in Minato-ku, Tokyo during the target period of FY2025). The HIS Group operates a diversified business portfolio centered on the Travel Business, including the Hotel Business, the Kyushu Sanko Group (public transport operations, etc.), and other businesses (theme parks, non-life insurance, system development, etc.). As of October 31, 2025, the HIS Group has 141 overseas locations in 110 cities across 58 countries, and 149 locations within Japan, with a consolidated headcount of 10,804 employees.

### 2. Business and Supply Chain

The Company's supply chain consists of a wide range of third-party providers worldwide, including airlines, hotels, land operators in various countries, and transport/bus companies. In particular, the Travel Business accounts for approximately 82.9% of consolidated net sales, providing services through a global network. Furthermore, the Hotel Business also conducts procurement through a global supply chain.

### 3. Risks of Modern Slavery and Child Labor

The Company recognizes that given the extensive supply chains in the tourism and hospitality industries, risks of forced labor, child labor, and human trafficking may exist in regions dependent on foreign and migrant workers. Addressing the risk of directly or indirectly causing negative impacts on human rights through our business activities is a material issue for the Company.

### 4. Policies and Commitments

#### ● HIS Group Philosophy

With our desire for peace in mind, we established the "HIS Group Purpose" in 2022 as the value we wish to continue providing to the world. We also established the "HIS Group Value," which serves as the guiding principle for achieving our purpose, and the "HIS Group Action Guidelines," which serve as our code of conduct towards society, as we aim to always act with a high sense of ethics and integrity.

#### ● HIS Group Human Rights Policy

The Company believes that respecting human rights is essential for realizing our purpose of unleashing your "KOKORO ODORU", and established the HIS Group Human Rights Policy in 2024 (Reference below). We recognise that all business activities impact human rights, either directly or indirectly, and we are dedicated to upholding the dignity of everyone involved in our operations. We encourage our business partners to understand and support this policy so that, together, we conduct activities that respect human rights and address related issues. In cases where issues arise that contradict this policy, we will promptly investigate, take appropriate measures, and implement steps to prevent recurrence. This policy is compliant with the "UN Guiding Principles on Business and Human Rights (UNGPs)" and the "ILO Declaration on Fundamental Principles and Rights at Work", and includes the following commitments:

- Prohibition of Forced Labor and Child Labor: We strictly prohibit forced labor, child labor, and human trafficking, including in our supply chain.
- Stance against Discrimination: We strictly prohibit any form of discrimination on the basis of nationality, race, gender, or any other characteristic.

- Prevention of Excessive Labor and Occupational Health and Safety: We verify the laws and rules regarding workplace health and safety and their operational status, ensuring a safe work environment.

## **5. Measures to Identify, Assess, and Mitigate Risks (Due Diligence and Remediation)**

The Company has implemented the following frameworks and processes to identify and mitigate negative impacts on human rights:

- Establishment of a Promotion Framework: A "Human Rights Project" has been established under the "Sustainability Promotion Committee" to build and promote a human rights due diligence framework. Furthermore, sustainability promotion committees have been set up in the Americas and the Asia-Oceania regions, strengthening our global driving force.
- Risk Management: To identify and assess business risks across the entire Group, the "Risk Management and Compliance Committee" is held quarterly (held 7 times in FY2025) to maintain and improve compliance functions.
- Thorough Safety and Quality Management: We have developed "Arrangement, Intermediation, and Quality Safety Management Standard Guidelines" and conduct regular safety checks on local vehicle companies and tour operators through our overseas subsidiaries to monitor risks.
- Remediation Mechanisms (Reporting Channels): We strive for the early detection and remediation of adverse human rights impacts. In addition to establishing reporting channels for employees—such as the "Whistleblowing Channel" managed by an external specialized agency and an internal "Suggestion Box"—we operate a "Customer Service Center" to receive concerns from our customers.
- Consideration for Income Compensation regarding Child Labor: In the unlikely event that child labor is confirmed within the supply chain, rather than simply terminating the business relationship, we will engage in dialogue and procedures to implement appropriate remediation measures to ensure that the child and their most vulnerable family members do not fall into further hardship due to the loss of income. At present, no loss of income due to such cases has been confirmed in the Company's business.

## **6. Capacity Building through Education and Training**

To ensure the "HIS Group Human Rights Policy" takes root in our business activities, we provide continuous education to directors, officers, and employees. The main achievements and initiatives in FY2025 are as follows:

- Conducted labor management and compliance training for all HIS Group managers.
- Regularly conducted training and e-learning for employees on compliance and various laws, including respect for human rights.
- Held "Sustainability Week" to foster employee awareness.
- Established the Governance Management Division to strengthen compliance awareness within the Company. When concluding contracts with business partners, we clarify legal compliance and establish transaction clauses that prohibit fraudulent transactions and involvement with anti-social forces.

## **7. Evaluating the Effectiveness of Initiatives**

To measure whether initiatives addressing human rights and modern slavery risks are functioning effectively, the Company conducts the following monitoring:

- **Measuring Engagement and Awareness:** We conducted an employee satisfaction survey targeting all employees, and the "Job Satisfaction Index" for FY2025 was 66.7%. We are promoting improvements in the working environment with the goal of achieving 80% by FY2026.
- **Monitoring the Whistleblowing System:** The number and content of reports to consultation channels are analyzed, and the Risk Management and Compliance Committee evaluates and confirms the response status.
- **Monitoring External Channels (Customer Service Center, etc.):** We continuously aggregate and analyze customer feedback and concerns received by the "Customer Service Center" via phone or forms, as well as the results of "Customer Questionnaires." We utilize these voices to improve our services, as well as for the early detection of any negative impacts on human rights and the reduction of risks in the supply chain.

## 8. Consultation Process with Group Companies

In preparing this statement, the Company consulted with domestic and overseas group companies through frameworks such as the Sustainability Promotion Committee. This includes confirming the alignment of governance structures with key subsidiaries, such as Group Miki Holdings Limited, which has legal obligations in the UK.

- Group Miki Holdings Limited, a UK entity, and its operating companies publish a separate statement individually, in accordance with the country's statutory obligations and due to differences in their applicable fiscal years.

[Group Miki Holdings Limited's response to the Modern Slavery Act \(English site\)](#)

- Although H.I.S. Oceania Holdings Pty Ltd, our Oceania entity, and its operating companies fall outside the scope of local statutory obligations, they have formulated their own Standard Operating Procedures (SOP: Anti-Slavery and Human Trafficking) in accordance with regional standards, and are voluntarily and rigorously committed to preventing modern slavery and human trafficking within their supply chains.

## 9. Approval

This statement has been approved by the Board of Directors and signed by Sawada Hidetaka, Representative Director, President, in accordance with Section 54 of the Modern Slavery Act (UK), Section 16 of the Modern Slavery Act (Australia).

April 24, 2026

H.I.S. Co., Ltd.  
Representative Director, President  
Sawada Hidetaka