HIS Group Human Rights Policy

The HIS Group operates globally under the guiding purpose: unleashing your "KOKORO ODORU" - a state of genuine interest, excitement, and inspiration.

We believe that respecting human rights is essential for creating a world where everyone can experience this excitement. With this commitment, we present the "HIS Group Human Rights Policy." 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.

Scope of Application

This policy applies to all HIS Group directors, officers and employees. We expect all business partners involved in our operations to understand and support this policy and implement it across their operations.

Compliance with International Norms and Laws

We support and respect international standards, including:

- **The International Bill of Human Rights**
- **ILO Declaration on Fundamental Principles and Rights at Work**
- **Global Code of Ethics for Tourism**

We are guided by the UN Guiding Principles on Business and Human Rights and promote initiatives for respecting human rights. We comply with the laws of each country and region in which we operate. In cases where conflicts arise between internationally recognised human rights standards and local laws, we will striveto maximize our adherence to international standards.

Means of Implementation

We are committed to implementing this policy through open dialogue with stakeholders and ongoing integration across our business activities.

Education

We provide ongoing education and training to ensure that all directors, officersand employees understand and actively integrate this policy into our corporate activities.

Human Rights Due Diligence

We will establish a human rights due diligence framework to identify, prevent, and mitigate any negative impacts on human rights across our operations and supply chain.

Remediation and Correction

We offer various consultation channels to address human rights concerns. If a negative impact on human rights is identified, we engage in dialogue and pursue appropriate procedures to provide remedies and corrective measures.

Information Disclosure

We regularly disclose updates on our human rights initiatives via our corporate website and other platforms, demonstrating our transparency and accountability.

Key Issues in Business Activities

We are committed to addressing the following human rights issues throughout our business operations:

- **Discrimination:** We do not tolerate any form of discrimination based on nationality, race, gender, religion, creed, social status, employment status, disability, sexual orientation, or gender identity. We also ensure that our services, products, and advertisements do not contain discriminatory content.
- **Harassment:** We prohibit any form of harassment that threatens the mental or physical well-being of others or violates their dignity.
- **Excessive Labor and Occupational Health and Safety:** We comply with all relevant labor and occupational health and safety laws in each country or region of operation, ensuring a safe and comfortable work environment.
- **Right to Privacy:** We respect the privacy of all stakeholders, including employees and customers, and manage personal information in compliance with data protection laws and regulations.
- **Consumer Safety and Right to Know:** We are committed to providingsafe products and services and to openly sharing information that helps customers make informed purchasing decisions.
- **Respect for Intellectual Property Rights:** We respect intellectual property rights and refrain from any actions that would infringe upon the rights ofindividuals, companies, or organisations.

- **Unethical Business Practices and Unjust Favouritism:** We prohibit the exchange, solicitation, or receipt of financial or other benefits for business convenience, upholding a firm stance against unethical business practices.
- **Human Rights Issues in the Supply Chain:** We expect our suppliers to uphold human rights standards and we will evaluate their compliance to ensure alignment with our values.
- **Rights of Indigenous Peoples and Local Communities:** We respect the rights of indigenous and local communities, taking measures to prevent any direct or indirect negative impact on their lives, culture, or religious practices, especially in our core travel and tourism operations.
- **Environmental and Climate Change-Related Human Rights Issues:** We actively avoid environmental degradation, such as air or water pollution, which may violate the rights of local communities to a healthy environment. We refrain from funding activities that could accelerate environmental damage or global warming.
- **Forced Labor and Child Labor:** We strictly prohibit forced labor, child labor,and human trafficking, including in our supply chain.

This policy was approved by the Board of Directors of H.I.S. Co.,Ltd. on December 13, 2024.

Established on December 13, 2024

Revised on January 28, 2026

H.I.S. Co.,Ltd.

President

Sawada Hidetaka