

April 18, 2025

Company name: H.I.S. Co., Ltd.
Name of representative: Yada Motoshi, President and CEO
(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 of Disciplinary Action Against Relevant Officers of Consolidated Subsidiaries

As described in "Notice Regarding Receipt of the Investigation Report from the Special Investigation Committee" dated March 21, 2025, as a result of the investigation by the Special Investigation Committee, three of our consolidated subsidiaries have been found to have received employment adjustment subsidy, etc., improperly.

H.I.S. Co., Ltd., (the "Company") takes seriously the management responsibility in this matter. Therefore, the Board of Directors resolved to take disciplinary actions against the relevant officers of two consolidated subsidiaries at the Board of Directors meeting held today. Kobayashi Atsushi, President and Representative Director of Cruise Planet Co., Ltd. who was found to have engaged in management fraud, resigned as President and Representative Director on April 17, 2025, following a recommendation for his resignation from the Company. The disciplinary action against the officers involved in NUMBER ONE TRAVEL SHIBUYA Co., Ltd., is as announced in the "Wrongful Receipt of Employment Adjustment Subsidy by Consolidated Subsidiary of H.I.S. (Follow-Up Report)" dated January 27, 2025.

1. Disciplinary action against relevant officers (from May 2025)

<Cruise Planet Co., Ltd.>

- Kobayashi Atsushi, Former President and Representative Director
50% reduction in monthly compensation (5 months)
- One Former Officer serving concurrently as Employee
35% reduction in monthly compensation

<Ohshu Express Ltd.>

- Furukawa Hideki, President and Representative Director
30% reduction in monthly compensation (3 months)
- One Director
10% reduction in monthly compensation (1 month)

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.