

October 22, 2025

Company name: H.I.S. Co., Ltd.
Name of representative: Yada Motoshi, President and CEO
(Securities code: 9603; Prime Market)
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Notice Concerning Change of Representative Director and Officer Transfers

H.I.S. Co., Ltd. (the “Company”) announces that, at a meeting of the company’s Board of Directors convened today, the Company has rendered personnel decisions concerning its Representative Directors and officers, as follows.

The personnel matters are scheduled to be formally decided at the 45th Ordinary General Meeting of Shareholders planned for January 28, 2026 and at a meeting of the Board of Directors to be convened following said meeting of shareholders.

1. Reasons for personnel changes

To achieve sustainable growth and enhance its corporate value amid a rapidly changing external environment, the company intends to transition to a management structure capable of leading future generations and to undertake proactive strategies utilizing AI and technology. The Company will also enhance the soundness of its management and further fortify its structure by strengthening its governance and risk management.

2. Changes to Representative Directors (effective January 28, 2026)

Name	New positions and assignments	Former positions and assignments
Yada Motoshi	<u>Representative Director and Chairman</u> <u>In charge of Accounting, Finance and</u> <u>Domestic Affiliates</u>	Representative Director, President and CEO
Sawada Hidetaka	<u>President and Representative Director</u> <u>In charge of Corporate Planning, HR,</u> <u>Information Systems, AI & DX</u> <u>Promotion, M&A and Investment</u> <u>Strategy</u>	Director, Senior Executive Officer HIS JAPAN Vice President, In charge of Information System DX Promotion and CISO, General Manager of Domestic Travel Sales Division, Investment Strategy Division and AI Innovation Division

3. Changes to directors (effective January 28, 2026)

(1) New candidates for director

Name	New positions and assignments	Former position
Iwama Yuji	<u>Director</u> <u>HIS Global Destination Management</u> <u>Company President</u>	Executive Officer Kyushu Industrial Transportation Holdings Co., Ltd. Representative Director and President
Sawada Hideo	<u>Director and Chief Advisor</u> H.I.S. Hotel Holdings Co., Ltd. Representative Director Chairman and President	Chief adviser H.I.S. Hotel Holdings Co., Ltd. Representative Director Chairman and President

(2) New candidates for independent outside director

Name	New position	Former position
Matsumoto Koichi	<u>Independent Outside Director</u>	—

(3) New candidates for independent outside director and member of Audit and Supervisory Committee

Name	New position	Former position
Kagawa Shingo	Independent Outside Director Member of Audit and Supervisory Committee	Independent Outside Director

(4) Directors scheduled to retire (effective January 28, 2026)

Name	Current position in the company
Nakamori Tatsuya	Senior Managing Director
Oda Masayuki	Managing Director
Nabeshima Atsushi	Independent Outside Director Member of Audit and Supervisory Committee

Nakamori Tatsuya is scheduled to assume the position of Vice President of H.I.S. Hotel Holdings Co., Ltd. and will continue in his current position as Representative Director and President of Japan Holiday Travel, Co., Ltd. Oda Masayuki is scheduled to assume the position of Representative Director and President of Kyushu Industrial Transportation Holdings, Co., Ltd.

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