

October 22, 2025

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(Securities code: 9603; Prime Market)
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Notice Concerning Changes to Organizations and to the Appointment of Officers

H.I.S. Co., Ltd. (the “Company”) announces that, at a meeting of the Company's Board of Directors convened today, the Company has resolved to make changes to its organizations and to the appointment of officers, effective November 1, 2025, as follows.

1. Main contents of reorganization (effective November 1, 2025)

Heading toward its 50th anniversary in 2030, the Company is enacting its Medium-Term Management Plan aimed at the realization of further sustainable growth and Purpose-driven management. To achieve its Medium-Term Management Plan and Vision2030, the HIS Group's vision for the 50th anniversary of its founding, the Company is restructuring its organizations and intends to establish new departments as follows.

(1) AI Innovation Division

This division will be responsible for the optimization of management resources and the formulation of cross-functional strategies for the Group, with the objective of achieving business growth through the promotion of AI utilization, which the company views as a core management strategy.

(2) HIS Global Destination Management Company

To further expand global business, this organization will oversee overseas regional companies and affiliated overseas subsidiaries while strengthening cross-functional collaboration. As a core organization within global business, it is positioned as an internal company on an equivalent level to HIS Japan. An officer of the company will serve as its president.

(3) Global Sales Division

Within HIS Global Destination Management Company, this division will be responsible for a wide range of BtoB sales activities, including the provision of travel products and services to outbound travel business operators, the enhancement of connectivity for product distribution, and after-sales follow-up, aimed at increasing customers for DMCs and other inbound businesses.

(4) CX Management Division

This division will be responsible for customer touch point service optimization through data analysis for the purpose of making customer experience and user insights visible, thereby maximizing the LTV that features in action plans under the Medium-Term Management Plan.

(5) Governance Management Division

With the aim of building a more robust governance structure, this division will oversee the Risk Management Office, Legal Department, Internal Control Office, and General Affairs Group. It will be responsible for enhancing the speed of decision-making and centralizing governance-related functions.

2. Changes to the appointment of directors (effective November 1, 2025)

Name	New positions and assignments	Former positions and assignments
Oda Masayuki (*1)	Managing Director In charge of Global Business Strategy, Accounting, Finance and M&A <u>HIS Global Destination Management Company President</u>	Managing Director In charge of Global Business Strategy, Accounting, Finance and M&A
Sawada Hidetaka (*2)	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 <u>AI Innovation no Division</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 and Investment Strategy Division

(*1) Oda Masayuki is scheduled to resign from his position at the 45th Ordinary General Meeting of Shareholders of H.I.S. Co., Ltd. scheduled for January 28, 2026.

(*2) Sawada Hidetaka is scheduled to be nominated as a director at the 45th Ordinary General Meeting of Shareholders of H.I.S. Co., Ltd. scheduled for January 28, 2026, and to be elected Representative Director and President at a meeting of the Board of Directors to be convened following said meeting of shareholders.

3. Changes to the appointment of executive officers (effective November 1, 2025)

Name	New positions and assignments	Former positions and assignments
Takano Kiyoshi	Executive Officer General Manager of Information Systems, DX Promotion Headquarters and <u>CX Management Division; Deputy General Manager of AI Innovation Division</u>	Executive Officer General Manager of Information Systems and DX Promotion Headquarters
Fukushima Ken (*3)	Executive Officer <u>General Manager of Governance Management Division</u>	Executive Officer Representative Director and President HIS Design and Plus Co., Ltd.
Hatano Hideo	Executive Officer H.I.S. Canada Holdings Inc. President and CEO, <u>HIS Global Destination Management Company Vice President</u>	Executive Officer General Manager of Global Business Headquarters, (*4) H.I.S. Canada Holdings Inc. President and CEO
Kumamoto Tomohisa	Executive Officer General Manager of Central and South America, General Manager of HIS Mexico, <u>General Manager of Global Sales Division</u>	Executive Officer General Manager of Central and South America, General Manager of HIS Mexico

(*3) Fukushima Ken is scheduled to be reassigned effective December 1, 2025.

(*4) As a result of the reorganization, the functions of the Overseas Business Management Division will be transferred to the new Global Management Department.

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.