

June 12, 2026

Company name: H.I.S. Co., Ltd.  
Name of representative: Sawada Hidetaka, President  
(Securities code: 9603; Prime Market)  
Inquiries: Segawa Katsu,  
General Manager of Corporate Planning  
(Telephone: +81-50-1746-4188)  
(Mail: his-ir@his-world.com)

## Notice Regarding Formulation of Medium Term Business Plan (FY2027 to 2030)

The Board of Directors of H.I.S. Co., Ltd. (the "Company") resolved today to approve the following medium term business plan, which covers the period starting from the fiscal year ending October 31, 2027 to the fiscal year ending October 31, 2030.

### 1. Background to and Positioning of the Medium Term Business Plan

We have been engaged in implementing sound management practices in areas such as rebuilding our Company's financial base since the end of the Covid 19 pandemic, and strengthening governance. Considering the current external environment, we feel we are in a business environment where it is essential to be highly responsive to factors such as soaring global prices, instability in the international order, and changes in business and consumer demand as a result of advancements in AI technology. To this end, under our new medium term business plan that sets out our plans until 2030, the year we celebrate our Company's 50th anniversary, we aim to achieve sustainable growth and increase corporate value by building on our foundations and strengths developed through our travel business, while also moving beyond our existing business frameworks to create a portfolio in which diverse businesses can generate synergies.

### 2. Business Strategy

In order to create a sustainable growth cycle, we have reorganized our business portfolio. We will roll out the next generation of our profit centers, first by upgrading business models in the "Core Area" that provide our current profit bases, while strategically reallocating management resources to the "Next Core Area" and "Growth Area", where high market growth potential is expected.

- Core Area: Areas in which the Company will pursue more sophisticated business models and improve productivity, in order to maintain commanding positions in respective markets and build our revenue base.
- Next Core Area: Areas with high rates of profit growth that can be developed into next-generation pillars of our business.
- Growth Area: Challenging areas where seeds of future businesses are nurtured and markets are developed.

### 3. Policy

Transformation through Collaboration between AI, Technology and Humans

#### 4. Action Plan

- Use hyper-personalization to maximize LTV and improve productivity
- Leverage our global network to expand our business and create new business models
- Through M&A, investments and alliances "enter new business fields" and "expand existing businesses"
- Commitment to activating and growing a diverse workforce that embodies HIS Group Values
- Establish an aggressive governance structure for the Group that supports sustainable growth

#### 5. Plan period

FY2027 to FY2030 (4 years)

#### 6. Key management targets

Total Transaction Volume: 1 trillion yen; Net Sales: 500 billion yen; EBITDA: 35 billion yen; Operating Income: 25 billion yen (Operating Margin: 5%); Equity Ratio: 20%; ROIC: 7%; ROE: 20%; Dividend Payout Ratio: 25% or greater

For more detailed information, please refer to the Japanese language version of our publication "HIS Group Vision 2030 BEYOND".

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.