October 30, 2026

Company name: H.I.S. Co., Ltd.
Name of representative: Sawada Hidetaka, President
(Securities code: 9603; Prime Market)
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Notice Regarding Changes in Representative Directors and Officers

H.I.S. Co., Ltd. (the "Company") announces that its Board of Directors, at a meeting convened today, resolved on personnel changes regarding the Representative Director and Officers as follows. Please note that the changes in Directors among these are scheduled to be formally decided at the Annual General Meeting of Shareholders scheduled for January 27, 2027, and the subsequent meeting of the Board of Directors.

1. Changes to Representative Directors and Change in Assignment (effective January 27, 2027)

Name	New positions and assignments	Former positions and assignments
Sawada Hidetaka	Representative Director, President, CEO and President Executive Officer In charge of Corporate Planning, HR, Accounting, Finance, Information Systems, AI & DX Promotion, M&A and Investments	Representative Director and President In charge of Corporate Planning, HR, Information Systems, AI & DX Promotion, M&A and Investments
Yada Motoshi	Director In charge of Domestic Affiliates and External Relations	Representative Director and Chairman In charge of Accounting, Finance and Domestic Affiliates

2. Reason for Change in Representative Directors

In a rapidly changing business environment, the Company has been transitioning to a new, next-generation management structure since last year to achieve sustainable growth and enhance corporate value over the medium to long term.

To further accelerate the rejuvenation of the management team and the transition to the next generation, Yada Motoshi will step down from his role as Representative Director and Chairman. After stepping down, he will continue to serve as a Director to strongly support the new management team led by younger members, while dedicating himself to strengthening collaboration within the Group and providing management support.

Following this change, the Company will transition to a single Representative Director structure led by Sawada Hidetaka, Representative Director, President, CEO and President Executive Officer.

3. Changes to Directors and Change in Assignment (effective January 27, 2027)

Name	New positions and assignments	Former position
Yamanobe Atsushi	Director, Managing Executive Officer HIS JAPAN President	Director HIS JAPAN President
Iwama Yuji	Director, Senior Executive Officer HIS Global Destination Management Company President	Director HIS Global Destination Management Company President

4. Executive Officer Promotion and Change in Assignment (effective November 1, 2026)

Name	New position	Former position
Hanazaki Osamu	Senior Executive Officer General Manager of Accounting and Finance	Executive Officer General Manager of Accounting and Finance
Segawa Katsu	Executive Officer General Manager of Corporate Planning and Assistant to the President	Executive Officer General Manager of Corporate Planning and Affiliates Management

5. Newly Appointed Executive Officer (effective November 1, 2026)

Name	New position	Former position
Asada Naoki	Executive Officer General Manager of Investment Strategy	General Manager of Investment Strategy

6. New candidates for independent Outside Director and Member of Audit and Supervisory Committee (effective January 27, 2027)

Name	New position	Former position
Yano Haruhisa	Independent Outside Director Member of Audit and Supervisory Committee	—

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.