

April 18, 2025

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(Securities code: 9603; Prime Market)
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Changes to the Group's Governance System

The Board of Directors of H.I.S. Co., Ltd., (the “Company”) resolved the following changes to the governance system of the corporate group.

1. Main changes

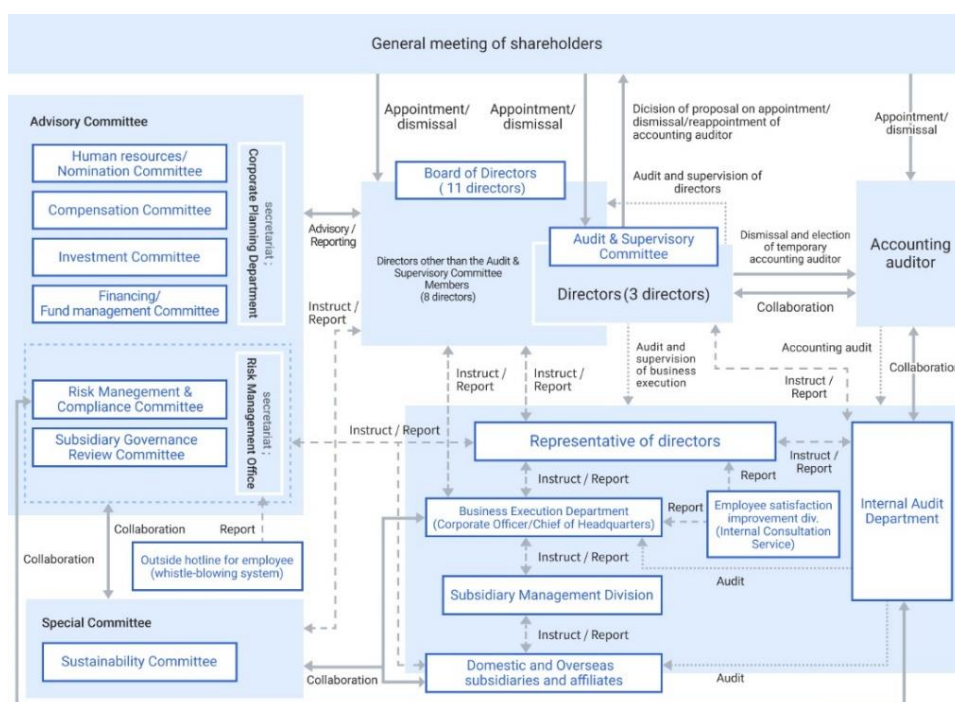
(1) Establishment of Subsidiary Governance Review Committee

In order to address issues related to the receipt of employment adjustment subsidies and other subsidies, the Company announced the measures to prevent recurrence on March 31, 2025. The "Subsidiary Governance Review Committee (tentative name)" included in the measures was established today as an advisory body to the Board as the "Subsidiary Governance Review Committee" which is chaired by an outside director.

The committee will be set for a limited period to provide focused discussions reviewing subsidiary governance policies and to take prompt and effective action to strengthen group governance. Thereafter, the Risk Management and Compliance Committee will check on and improve the implementation of the governance policies.

(2) Change in the positioning of the Risk Management and Compliance Committee

The Risk Management and Compliance Committee, which was previously an issue-specific committee, will now be an advisory committee together with the Subsidiary Governance Review Committee, and the matters to be considered by the committee will not be limited to those matters on which the Board of Directors consults with them, but will cover all items necessary to promote the preventive measures.



2. Effective date of change

April 18, 2025

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.