

March 11, 2026

Company name: H.I.S. Co., Ltd.  
Name of representative: Sawada Hidetaka, President  
(Securities code: 9603; Prime Market)  
Inquiries: Gomi Mutsumi, Director  
In charge of GRC  
(Telephone: +81-50-1746-4188)  
(Mail: his-ir@his-world.com)

## Notice Concerning Final Report on the Matter of Employment Adjustment Subsidies by Consolidated Subsidiaries of H.I.S.

Following the results of the investigation by the Special Investigation Committee disclosed on March 21, 2025, regarding the receipt of employment adjustment subsidies by consolidated subsidiaries, we have been cooperating fully with the investigations conducted by the Labor Bureaus overseeing each group company.

We hereby announce that all investigations across all group companies have now been finished, and the notified repayments have been completed.

We will continue to work toward restoring trust by thoroughly strengthening governance throughout the entire group.

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.