

## "Multi-stakeholder Policy"

We are committed to appropriate collaboration with multi-stakeholders, based on the recognition that cooperation and collaboration with diverse stakeholders, including customers, employees, business partners and local communities, are indispensable for corporate management. In light of this, we will be advancing the following initiatives, drawing on the concept that appropriate distribution to multi-stakeholders of the results generated by our corporate philosophy of creating new value and contributing to the development of a peaceful society will lead to sustainable corporate growth and development, and based on the importance of returning profits to our employees and giving consideration to our business partners.

### Note

#### 1. Returning profits to our employees

We believe that human resources are the most important asset of all, and we will focus on maximizing added value by achieving sustainable growth and improving productivity by ensuring each and every employee takes a key role in understanding and implementing our management philosophy and code of conduct. And based on generated earnings and results, we will raise wages, improve compensation, create a comfortable work environment, and promote diversity in an appropriate manner based on our company's situation, with a focus on education and training, etc., to contribute to higher employee engagement and further productivity, with the aim of providing sustainable returns to employees.

(Individual items)

Specifically, we will consider raising wages through sincere and appropriate discussions between labor and management, taking into account our situation. In terms of education and training, etc., we will further enhance various training programs, including level-specific training, theme-based training and self-development training, and expand training opportunities, both online and in real life.

#### 2. Consideration for business partners

We will continue our efforts to comply with the principles of the Declaration of Partnership Building.

In the event that the Declaration of Partnership Building is no longer listed on the portal site, we will voluntarily withdraw the publication of the multi-stakeholder policy.

- Partnership Building Declaration URL

[<https://www.biz-partnership.jp/declaration/133951-15-00-osaka.pdf>]

In terms of business relationships with tax-exempt businesses, we will also work to establish appropriate relationships by referring to the government's publicly announced ideas on how tax-exempt businesses and their business partners should respond to the invoice system.

#### 3. Other stakeholder initiatives

We believe that we have been able to continue to grow steadily to this day due to the positive relationship of trust we have built up with our customers and other stakeholders. In line with the slogan, "We aim to be a company that is needed by society, by constantly seeking change and creating "travel" that meets the needs of customers," we will continue to engage in active two-way communication with our stakeholders and work to become a company that grows together with our various partners.

We will continue to make steady efforts to address these items while checking on the status of such initiatives.

End.

March 30, 2026

(Updated on April 1, 2026 due to change of representative.)

Hankyu Travel International, Co., Ltd.

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