



VELTRA changes TRAVEL

FY2025 Q1 Financial Results



VELTRA CORPORATION:TSE7048



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FY2025 Q1 Results Overview



Results

- Operating revenue increased by **+15.5%** year-on-year to **1,131 million yen**, driven by the recovery of the travel business and the expansion of LINKTIVITY.
- Operating income came in at **56 million yen**, a **+106.2%** increase year-on-year.

OTA Business OTA business segment revenue **was 922 million yen** (792 million yen in the same period of the previous year), an increase of **+16.3% YoY**.

The overseas travel business grew by **+18.4% YoY**. However, the recovery of the overseas travel market is expected to remain impacted for the foreseeable future, as Japanese travelers continue to refrain from international trips due to the weaker yen and rising prices.

Tourism IT Business LINKTIVITY's transaction volume is growing faster than the increase in inbound tourists. Revenue for the tourism IT business segment was **193 million yen** (compared to 175 million yen in the same period last year), a **YoY increase of 10.0%**.

*Operating revenue for each segment is the amount before inter-segment transactions are offset and eliminated.

External Environment

- The number of Japanese outbound recovered to **71.5%** of the 2019 level.

2025 Jan-Mar
Approx. **3.5 million** (YoY +16 %)

- The number of inbound visitors reached **+30.8%** of the 2019 level, surpassing the pre-covid level.

2025 Jan-Mar
Approx. 10.5 million (YoY +23%)

Source: JNTO

Profit and Loss Summary



Driven by the gradual recovery in travel demand and the expansion of our business portfolio, top-line revenue grew by +15.5% compared to the same period last year.

Furthermore, thorough cost control resulted in operating income reaching 56 million yen, more than double that of the same period last year.

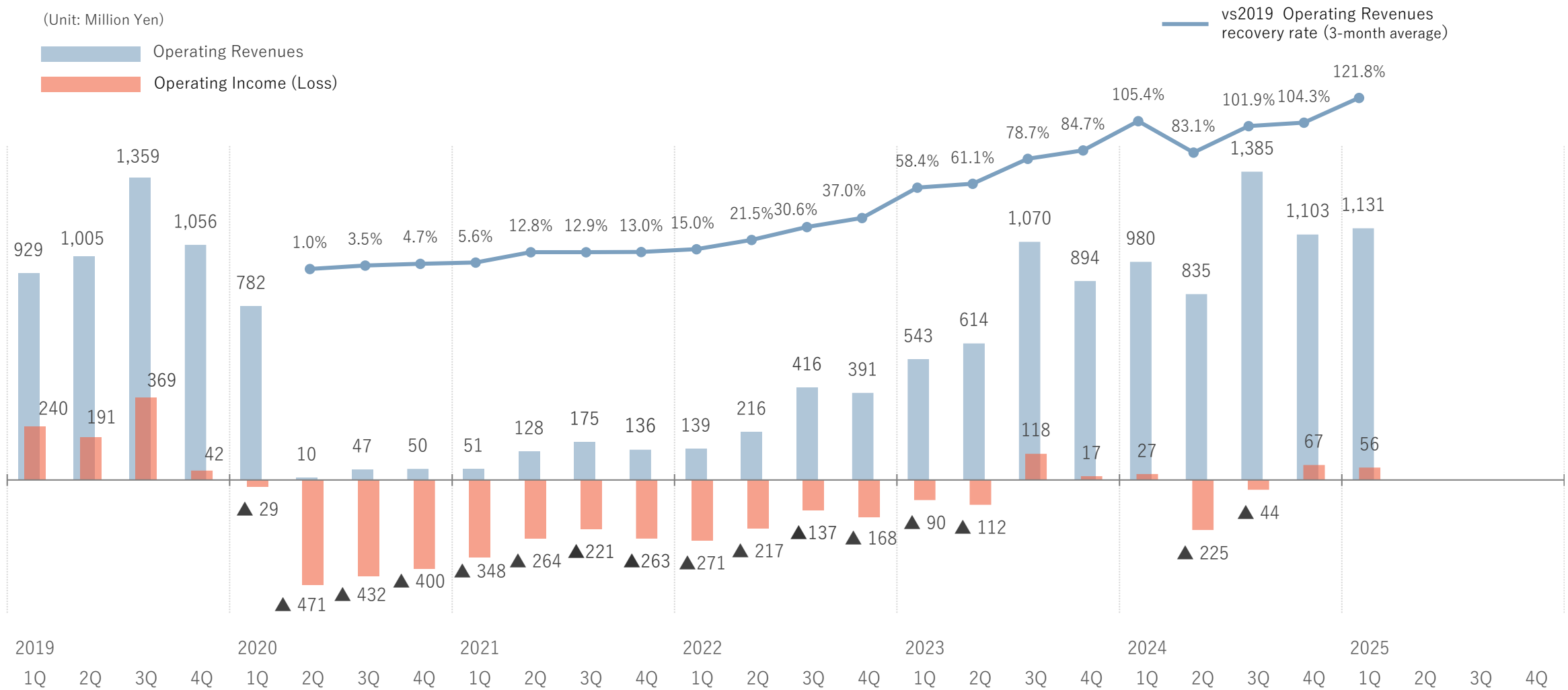
Unit: Million Yen	FY2024 Q1	FY2025 Q1	YoY	Change
Operating Revenue	980	1,131	+15.5%	+151
Operating Expenses	952	1,075	+12.9%	+122
Operating Loss	27	56	+106.2%	+28
Non-operating Income	0	2	+334.3%	+1
Non-operating Expenses	38	21	▲43.5%	▲16
Ordinary Loss	▲10	36	—	+47
Net Income	▲14	27	—	+41
Net income per share (Yen)	▲0.39	0.76	—	+1.15yen

Quarterly Changes in Operating Revenues and Operating Income (Loss)



Business portfolio expansion progressed, achieving record-high operating revenue for Q1, significantly surpassing 2019 levels.

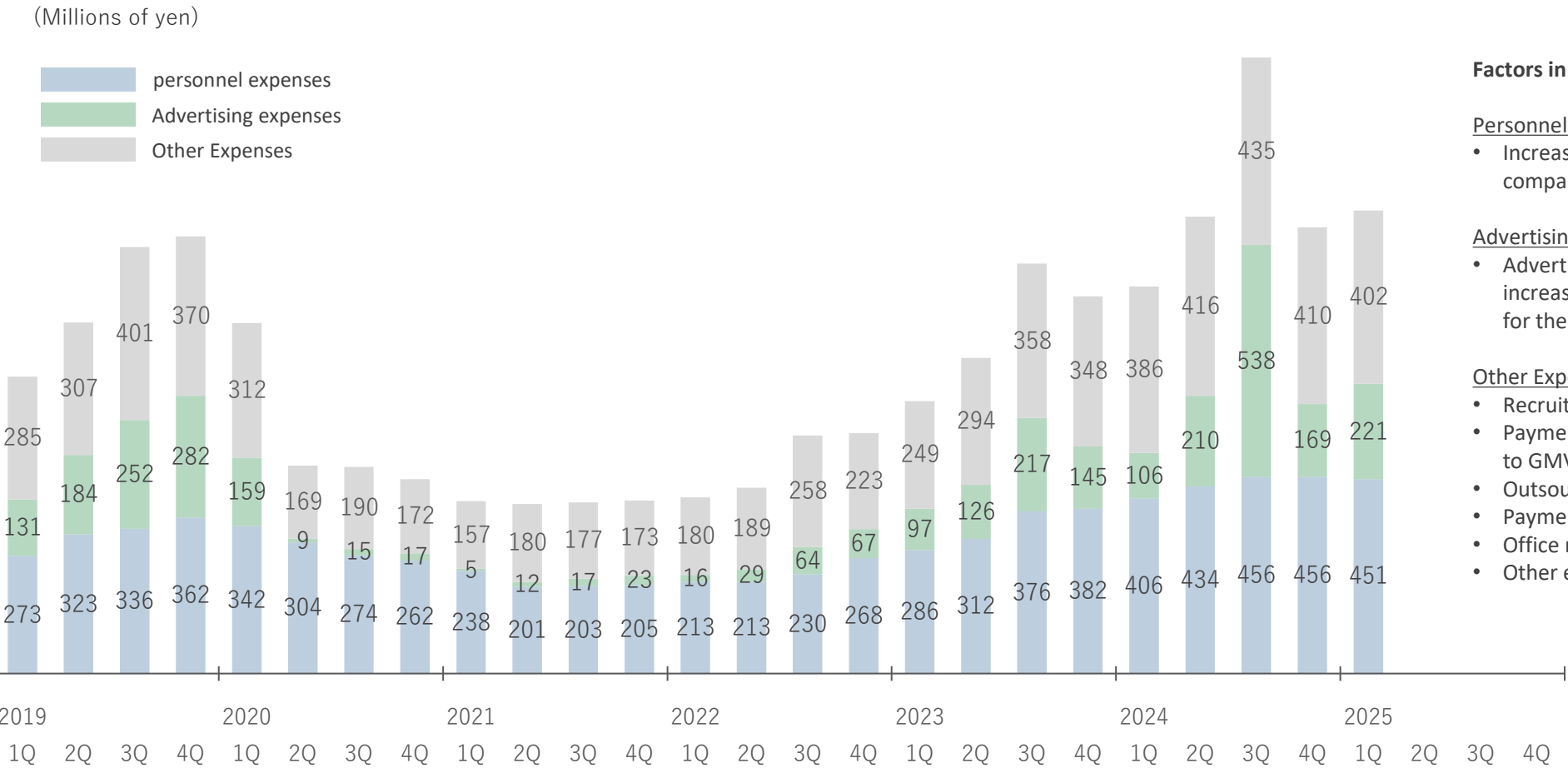
On the other hand, while operating profit reached 106% of the plan, it remained below pre-COVID levels.



Cost Trends



As of Q1, the cost absorption rate was appropriately controlled at 32.5% against the plan.



Factors in Cost Fluctuation (vs 2024Q1)

Personnel Costs

- Increase due to hiring in 2024 (25 more people compared to the same period last year)

Advertising Costs

- Advertising costs related to customer acquisition increased in conjunction with the increase in GMV for the OTA business.

Other Expenses (YoY)

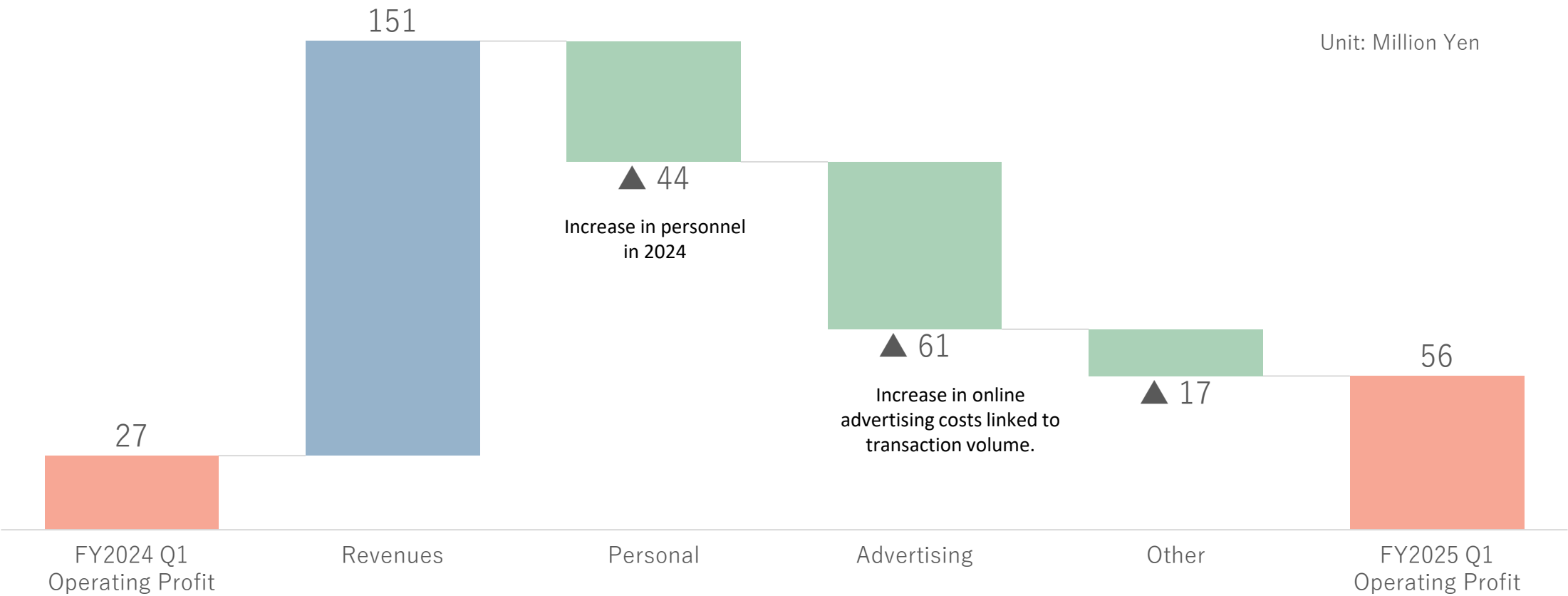
- Recruitment-related expenses decreased by 20M
- Payment processing fees increased by 8M (linked to GMV increase)
- Outsourcing fees increased by 26M
- Payment handling fees increased by 11M
- Office rent increased by 10M
- Other expenses decreased by 20M

Analysis of Changes in Operating Profit



Operating revenue showed a growth of +15.5% year-on-year, increasing by 151 million yen.

Although costs are trending upwards, appropriate controls kept them below the revenue growth rate, leading to a doubling of operating profit year-on-year.

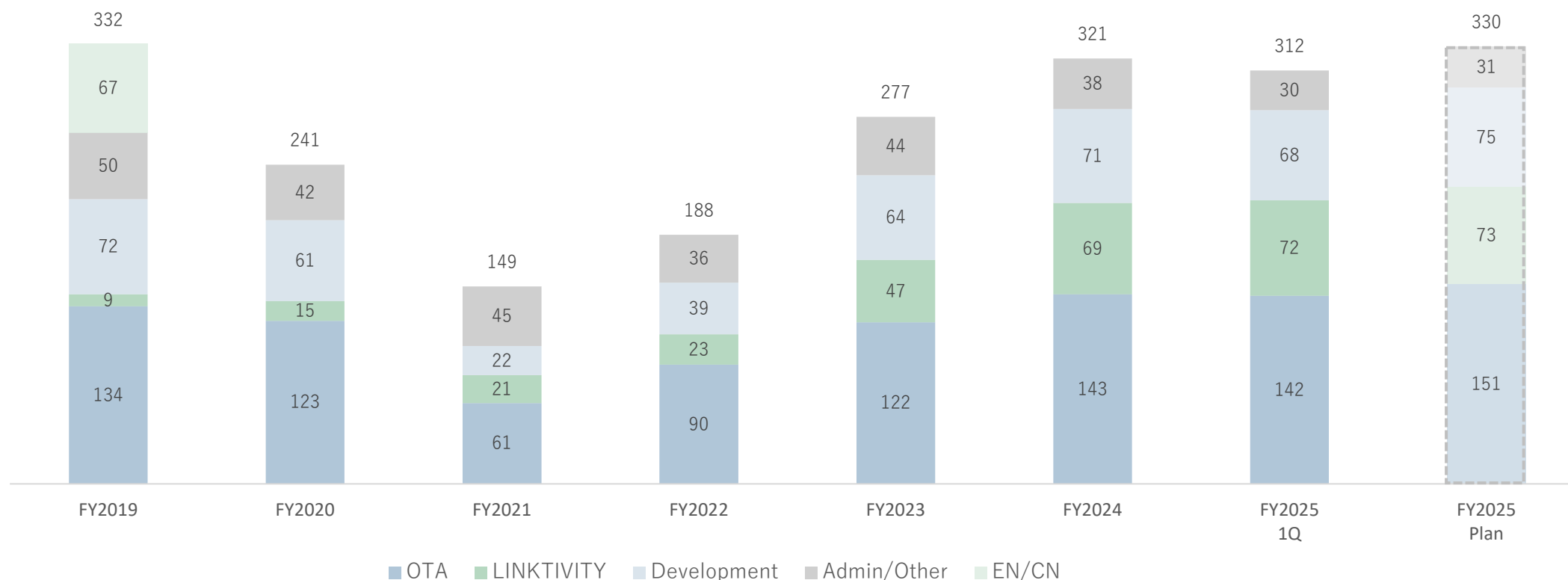


Headcount Transitions



In the current period, we have not carried out replacement hiring for reductions due to retirements, etc., so the number of employees at the end of Q1 decreased by 8 people QoQ. In particular, the OTA business has proceeded with appropriate allocation, considering the balance with revenue recovery, and maintained the same level as the previous period even after the marketing department was restructured.

From Q2 onwards, we will promote hiring focused on improving business productivity.



*Effective from the 2025 aggregation, the personnel count for the marketing department (15 people), previously included under "Administration/Other," will be transferred to the OTA business.

Balance Sheet Summary



Unit: Million Yen	FY2024	FY2025 Q1	Change	Details
Current Assets	7,846	8,485	+638	Cash and deposits decreased by 787 million yen, and trade receivables decreased by 155 million yen.
Cash and Deposits	5,166	5,954	+787	
Fixed Assets	738	786	+48	Software increased by 46 million yen.
Assets Total	8,584	9,271	+687	
Current Liabilities	5,695	6,409	+714	Trade payables increased by 500 million yen, and advances received increased by 211 million yen.
Favorable Sub Liabilities	0	0	0	
Fixed Liabilities	0	0	▲0	
Liabilities Total	5,696	6,410	+714	
Total Net Assets	2,888	2,861	▲26	Increase in retained earnings due to recording a quarterly net profit attributable to parent company shareholders of 27 million yen, and a decrease in foreign currency translation adjustment account of 45 million yen.
Capital to Asset Ratio	29.1%	26.7%	▲2.4pt	

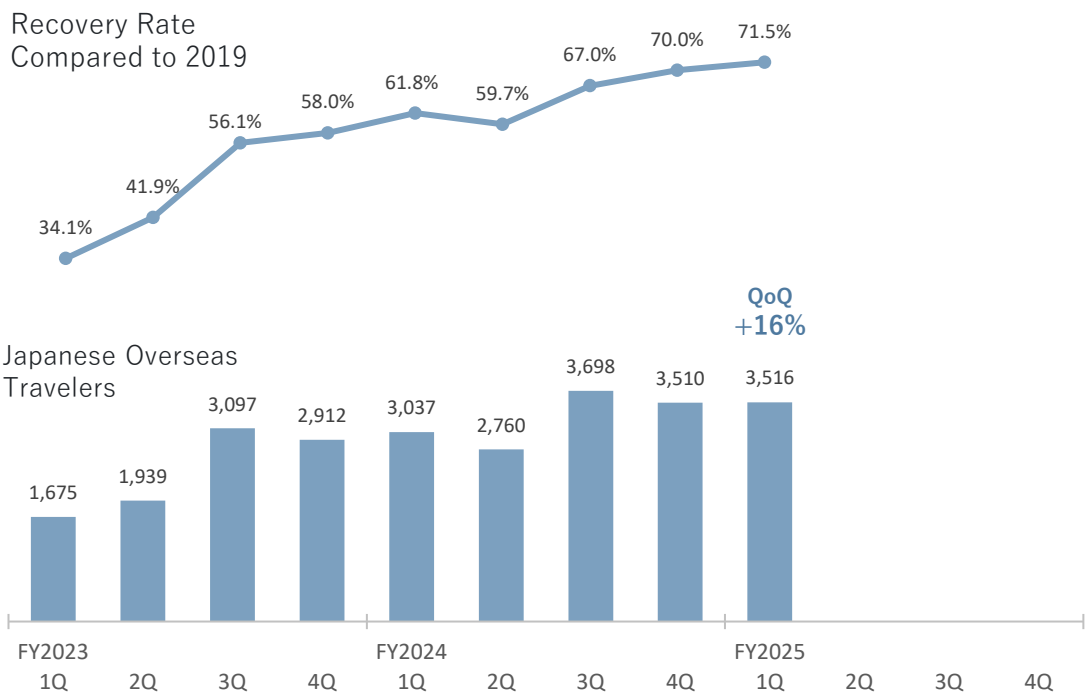
FY2025 Q1 Results and Market Environment by Business

External Environment



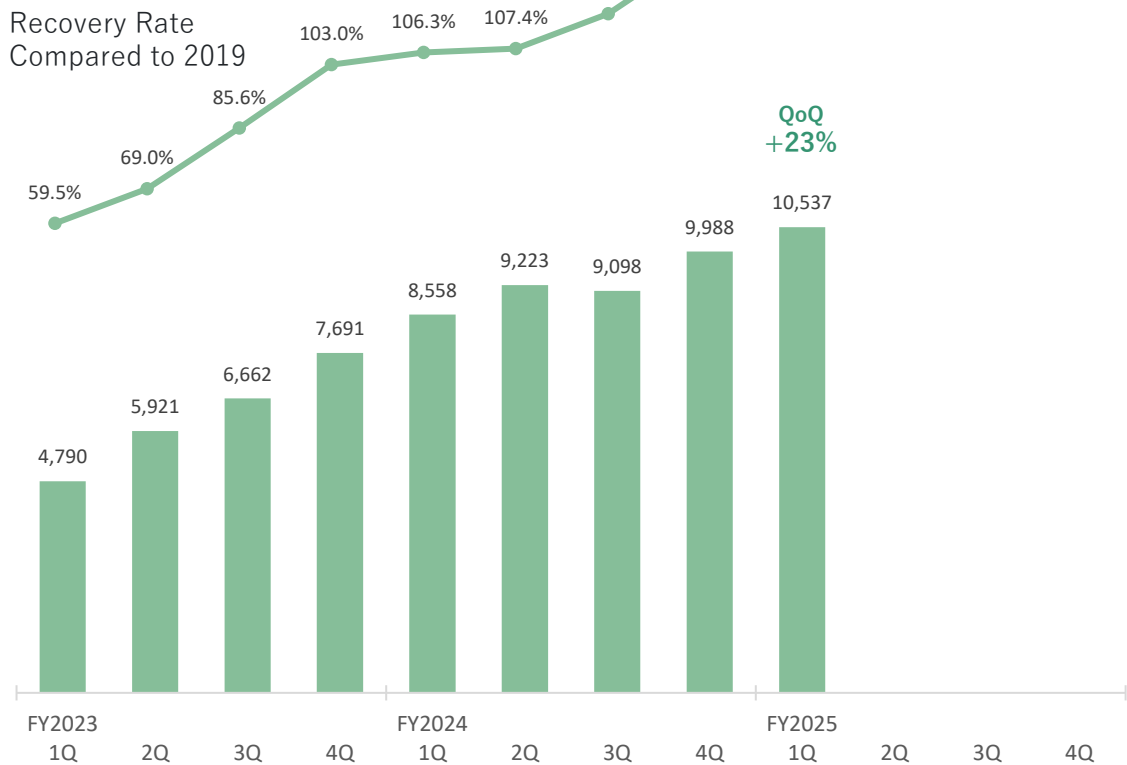
The number of Japanese outbound travelers has recovered to about 70% compared to 2019, indicating it's still halfway to full recovery. On the other hand, the number of inbound tourists has significantly increased, surpassing pre-COVID 2019 levels, partly due to the depreciation of the yen.

Trends in the Number of Japanese Outbound Travelers



Source JNTO

Trends in the Number of Inbound Visitors to Japan

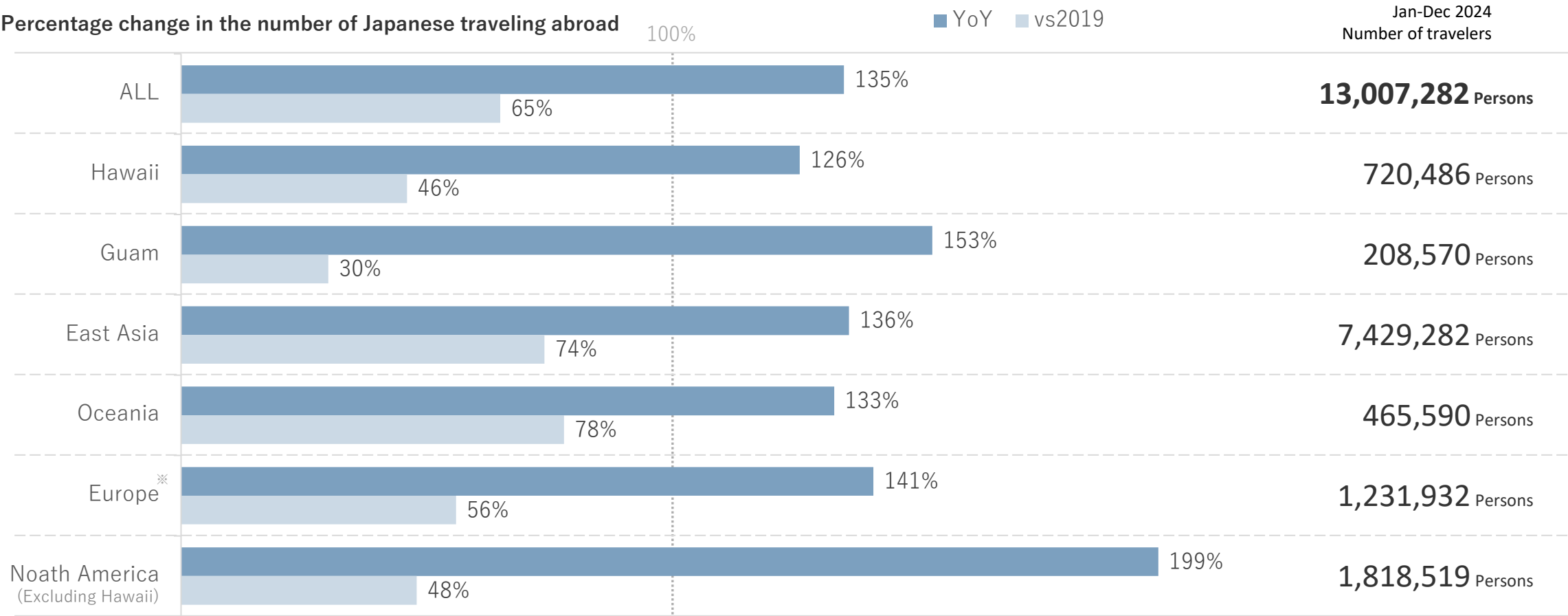


Source JNTO



Trends in the number of Japanese traveling abroad in major areas (January - December 2024)

While overseas travel by Japanese tourists, particularly to Asia, is recovering, travel to our key destinations in Hawaii and Guam, as well as our long-haul routes in North America and Europe, remains low.

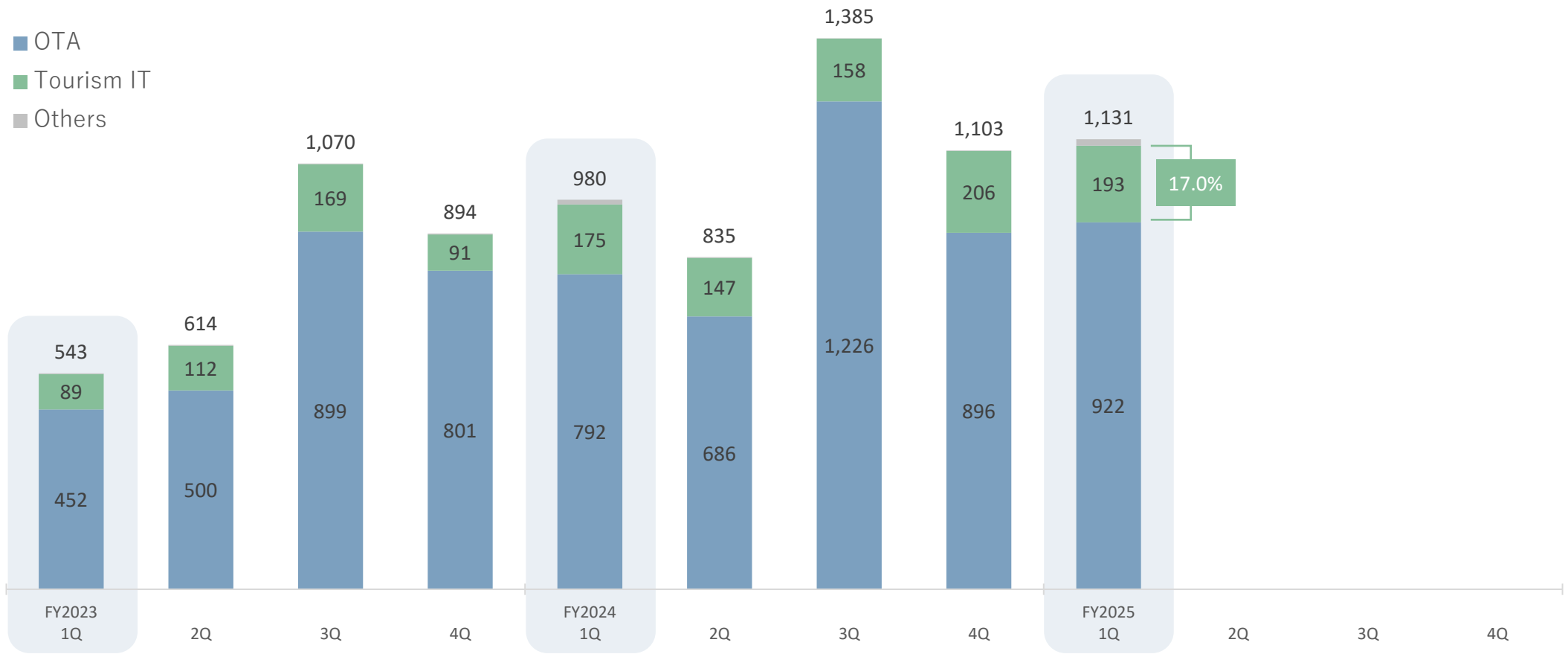


Source: JTB Research Institute - Outbound Japanese Overseas Travel Trends

※ Europe is calculated based on the results of eight countries for which data is available

Quarterly Transition of Operating Revenue by Segment

In terms of sales composition ratio for the OTA business, which consists of overseas travel, domestic travel, and Hawaii Activities, and the Tourism IT business, which mainly comprises LINKTIVITY, there is a tendency for the proportion of the Tourism IT business to increase, although seasonality exists.



*In preparation for disclosing segment information starting from the December 2025 fiscal year, a portion of operating revenue previously managed under 'Other' has been reclassified to the 'OTA Business' segment. As a result, revenue figures for each business have been retroactively restated.

*Operating revenue for each segment represents the amount before inter-segment transactions are offset and eliminated.

Q1 FY2025 Performance by Segment



(Unit: Thousand yen)	Report Segment			Others	Total	Adjustment	Quarterly Consolidated Financial Statements Amount Reported
	OTA	Tourism IT	Subtotal				
Operating Revenue							
Operating Revenue from External Customers	922,181	193,108	1,115,290	16,551	1,131,842	-	1,131,842
Inter-segment Transaction Adjustments	△20,419	26,097	5,677	-	5,677	△5,677	-
Segment Operating Revenue	901,761	219,206	1,120,968	16,551	1,137,520	△5,677	1,131,842
YoY	+ 12.2 %	+ 26.7 %	+ 14.8 %	+37.9 %	-	-	+ 15.5 %
Segment Profit	200,772	△23,779	176,993	4,366	181,359	△125,206	56,152
YoY	+45.5 %		+29.4 %	+157.6 %	+30.1 %	-	+106.2 %

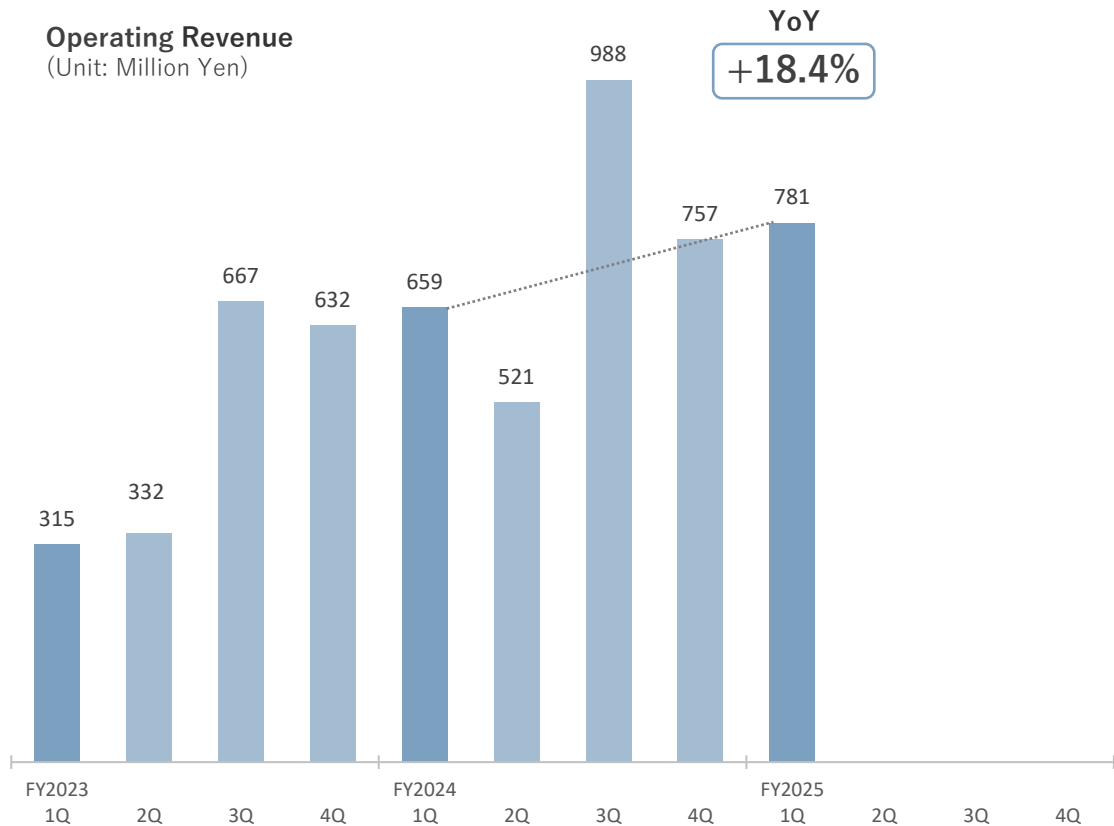
*The "Other" category represents business segments not included in the reportable segments, and it includes new businesses.
*The adjustment amount for inter-segment transactions includes the elimination of inter-segment transactions and expenses of 125,151 thousand yen related to the parent company's headquarters administration department, which is not attributable to the reportable segments.



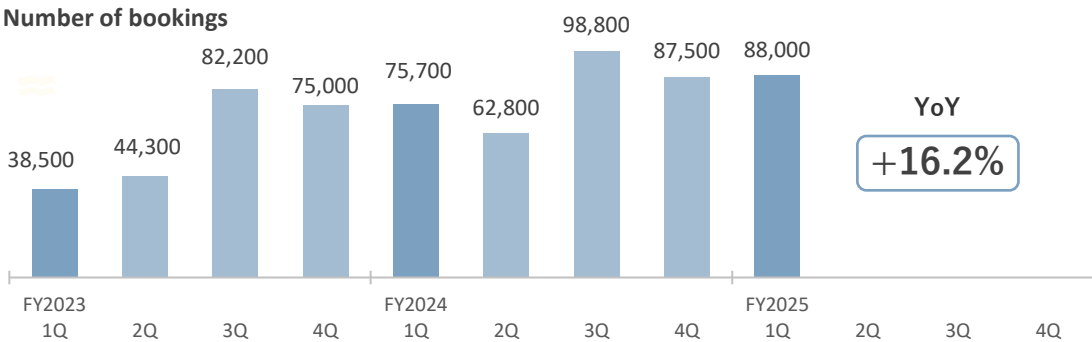
The recovery in USD regions, such as Hawaii and North America, which are our company's main areas, remains limited, but we are securing revenue that surpasses the market's recovery rate. The current trend of a stronger yen is is, at this point, having a greater impact on the decrease in unit prices than on the increase in booking numbers.

Results Change in Operating Revenue

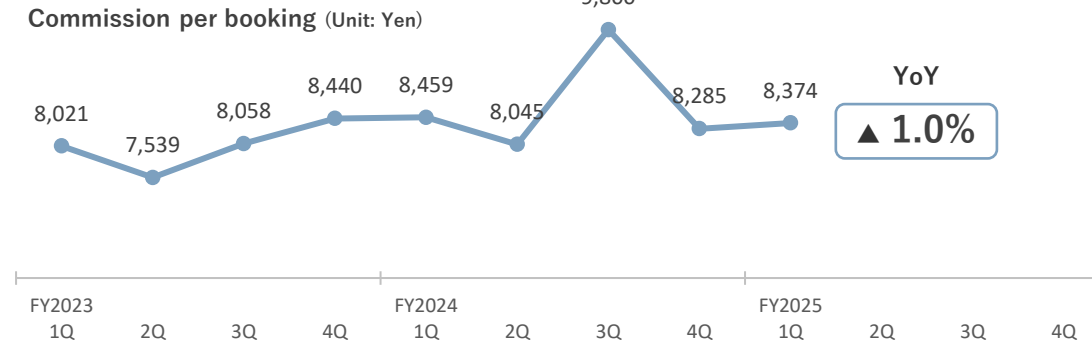
Operating Revenue
(Unit: Million Yen)



Reference Changes in bookings and number of products



Reference Changes in unit prices

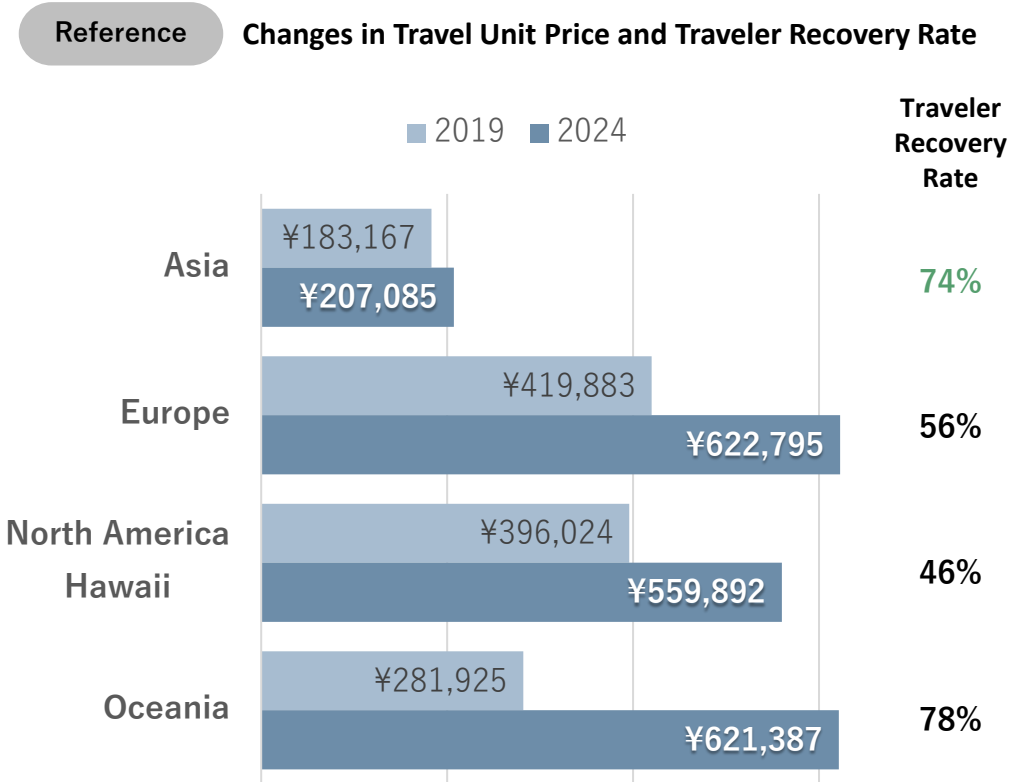
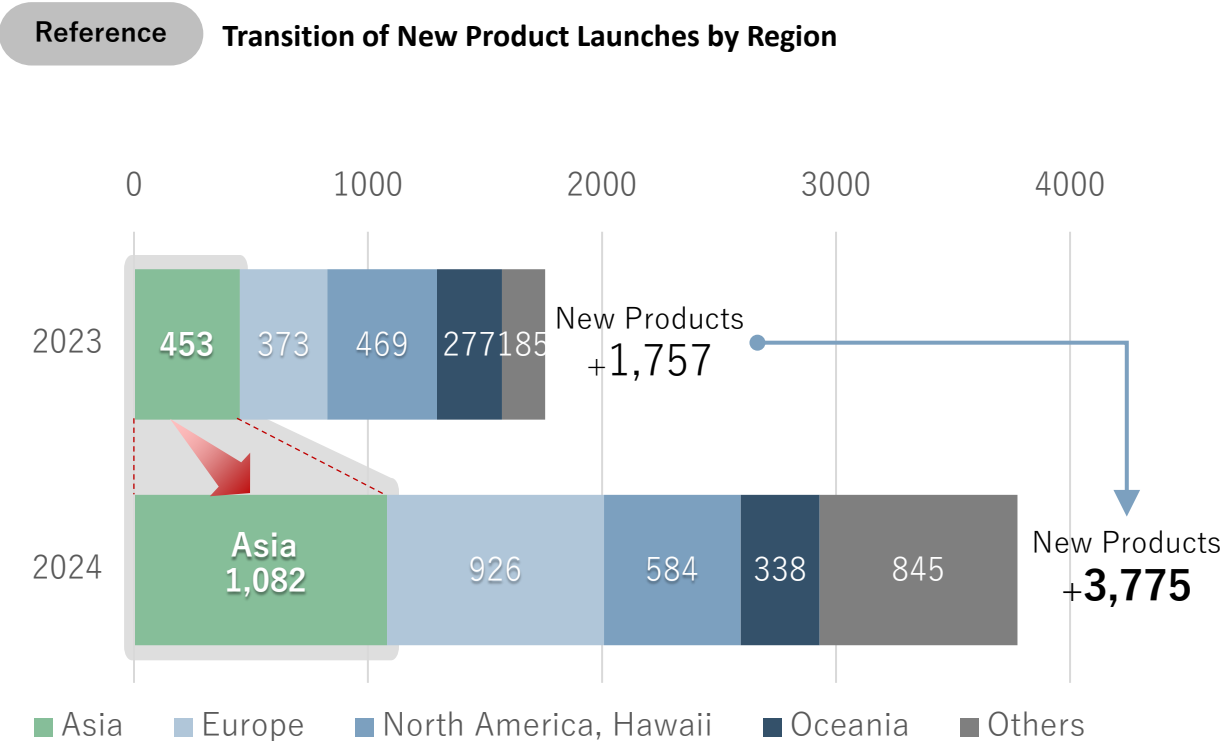


OTA Business Topics: Changes in Product Composition to Meet Needs



In 2024, **+3,775 new travel products** were introduced.

We are expanding products for the Asian region, which can be utilized at relatively reasonable prices and has a high traveler recovery rate, and are working to lower booking hurdles related to price.



*All figures are estimates based on the Japan Tourism Agency's Survey on Consumption Trends of Japanese Tourists.



While booking numbers grew, primarily in the Okinawa and Kyushu areas, the Okinawa area struggled due to calendar closures of key products. Currently, there is an improving trend thanks to appropriate advertising investment and measures to increase last-minute bookings.

Results

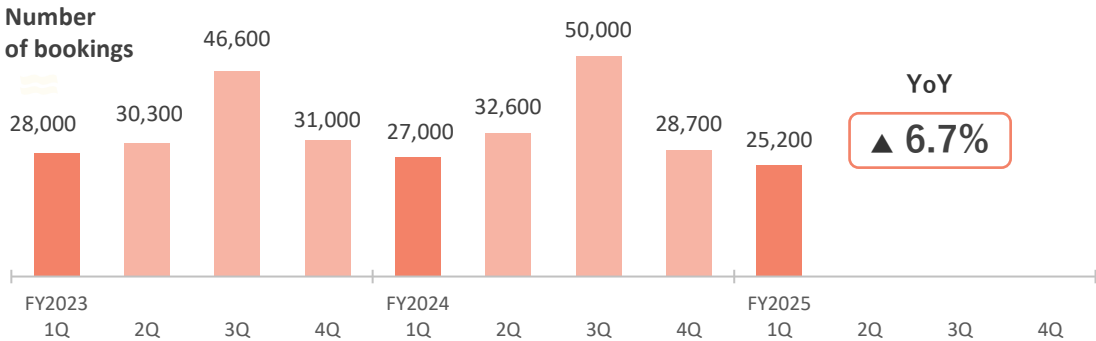
Change in Operating Revenue

Operating Revenue
(Unit: Million Yen)



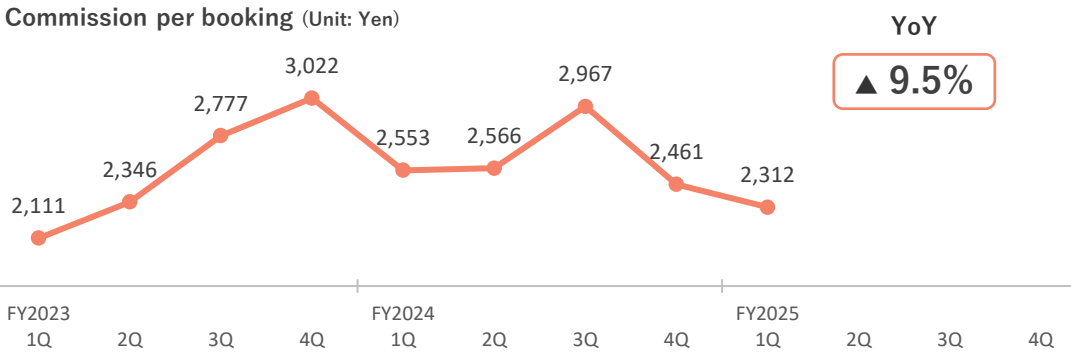
Reference

Changes in bookings and number of products



Reference

Changes in unit prices

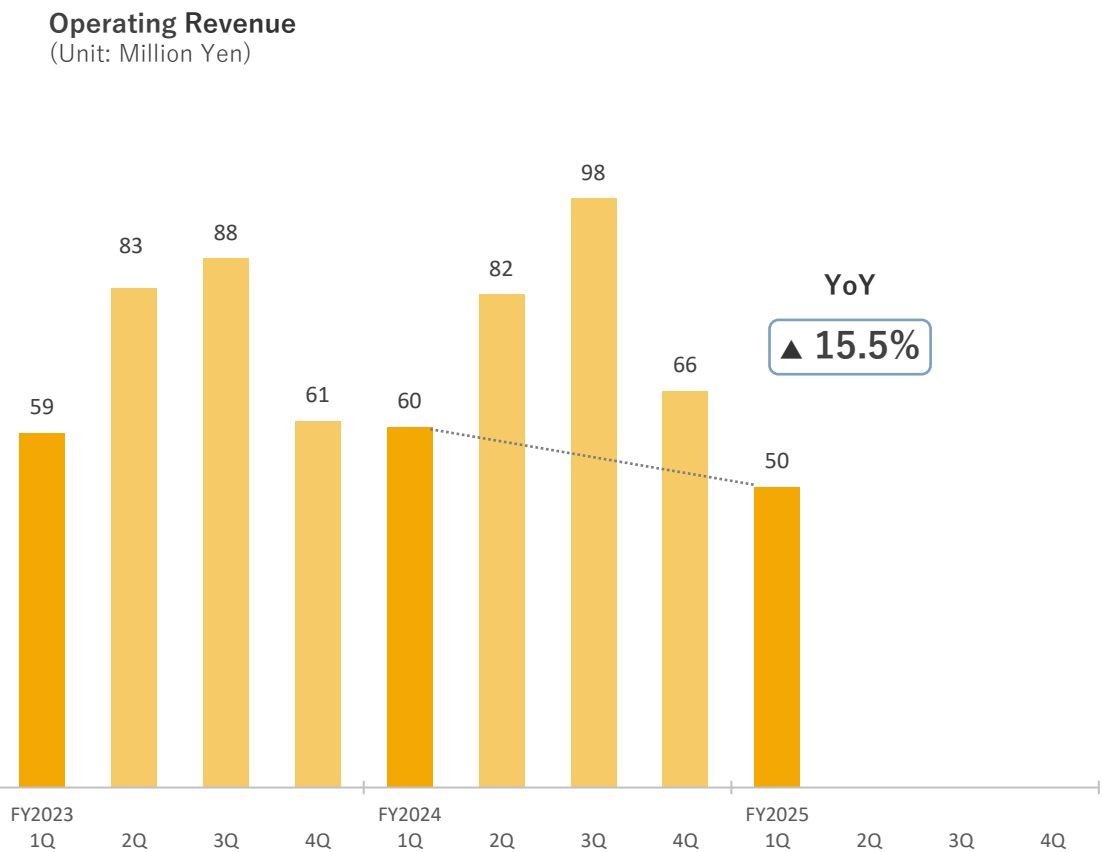




Amidst a somewhat sluggish overall U.S. travel market, travelers' expenditures are also decreasing due to external policy-related factors.

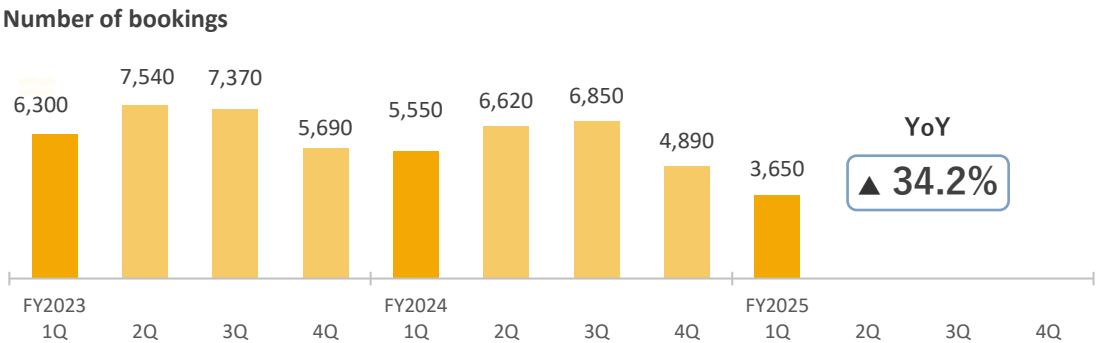
Results

Change in Operating Revenue



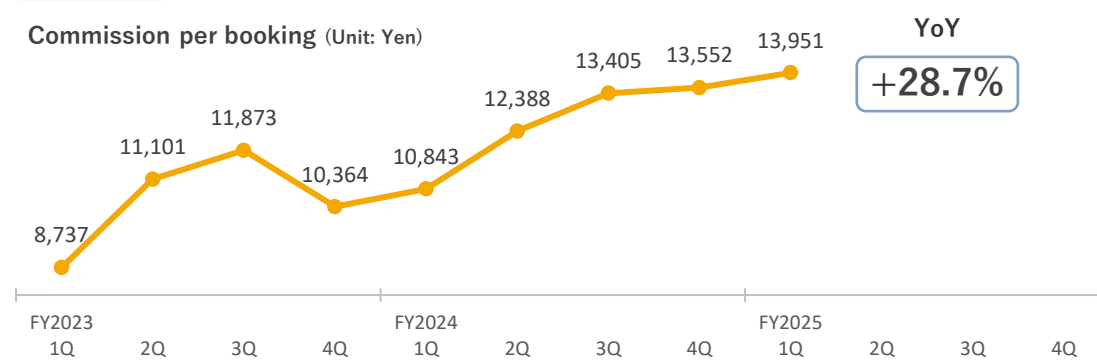
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Changes in bookings and number of products



Reference

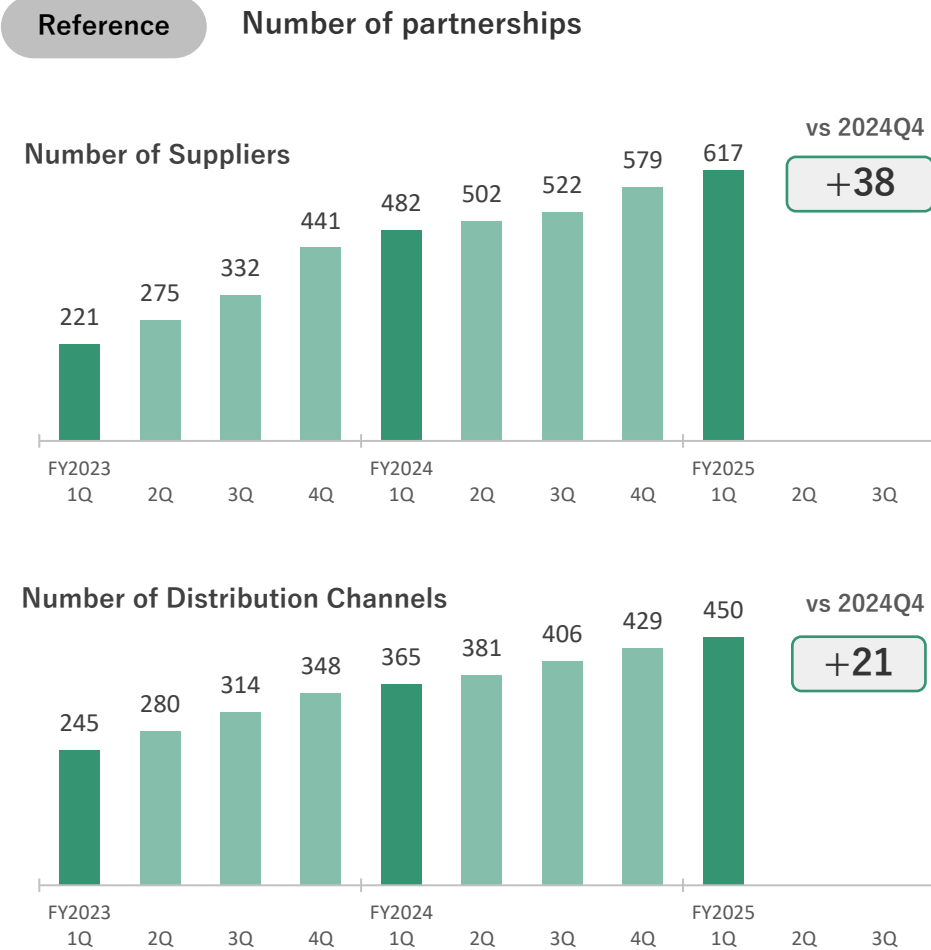
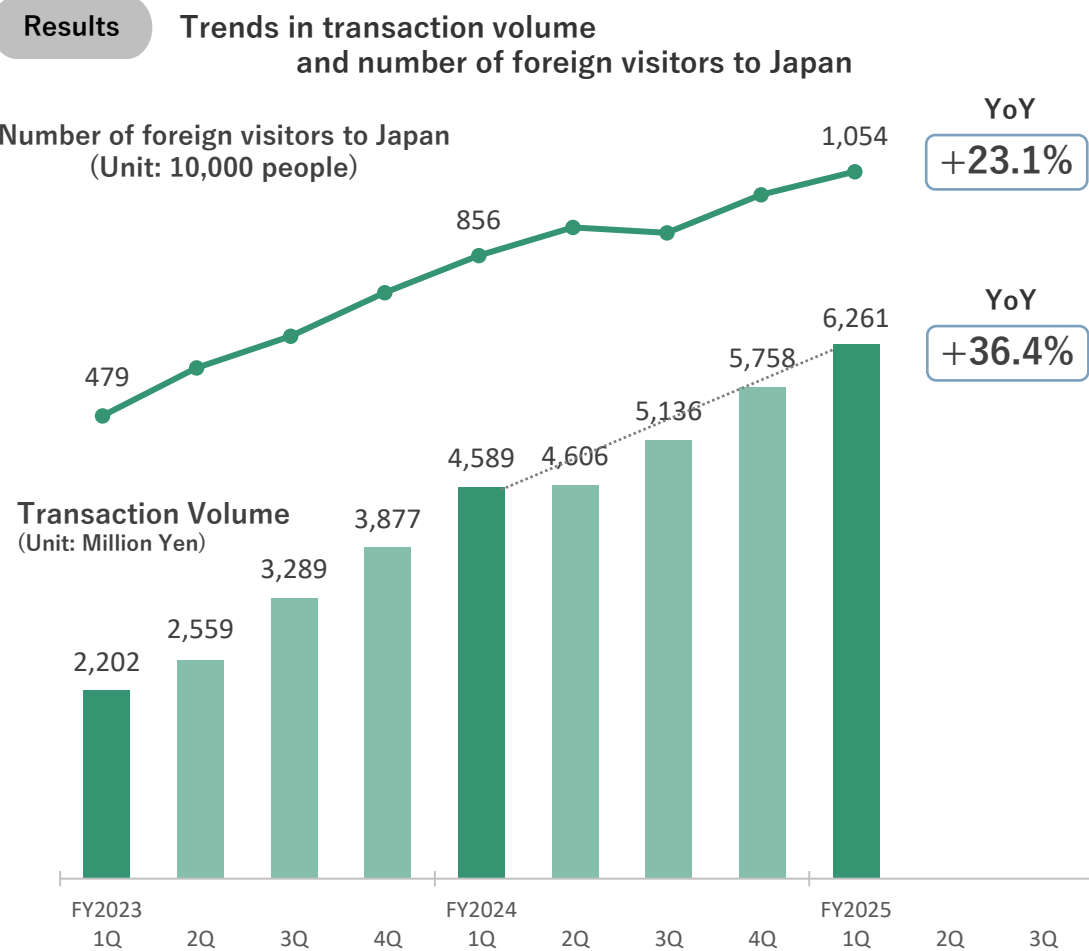
Changes in unit prices





In conjunction with the increase in inbound foreign visitors, transaction volume has also progressed smoothly.

Transaction volume is expected to continue expanding in the future due to market growth, enrichment of handled products, inter-company collaborations, and expansion of business domains.



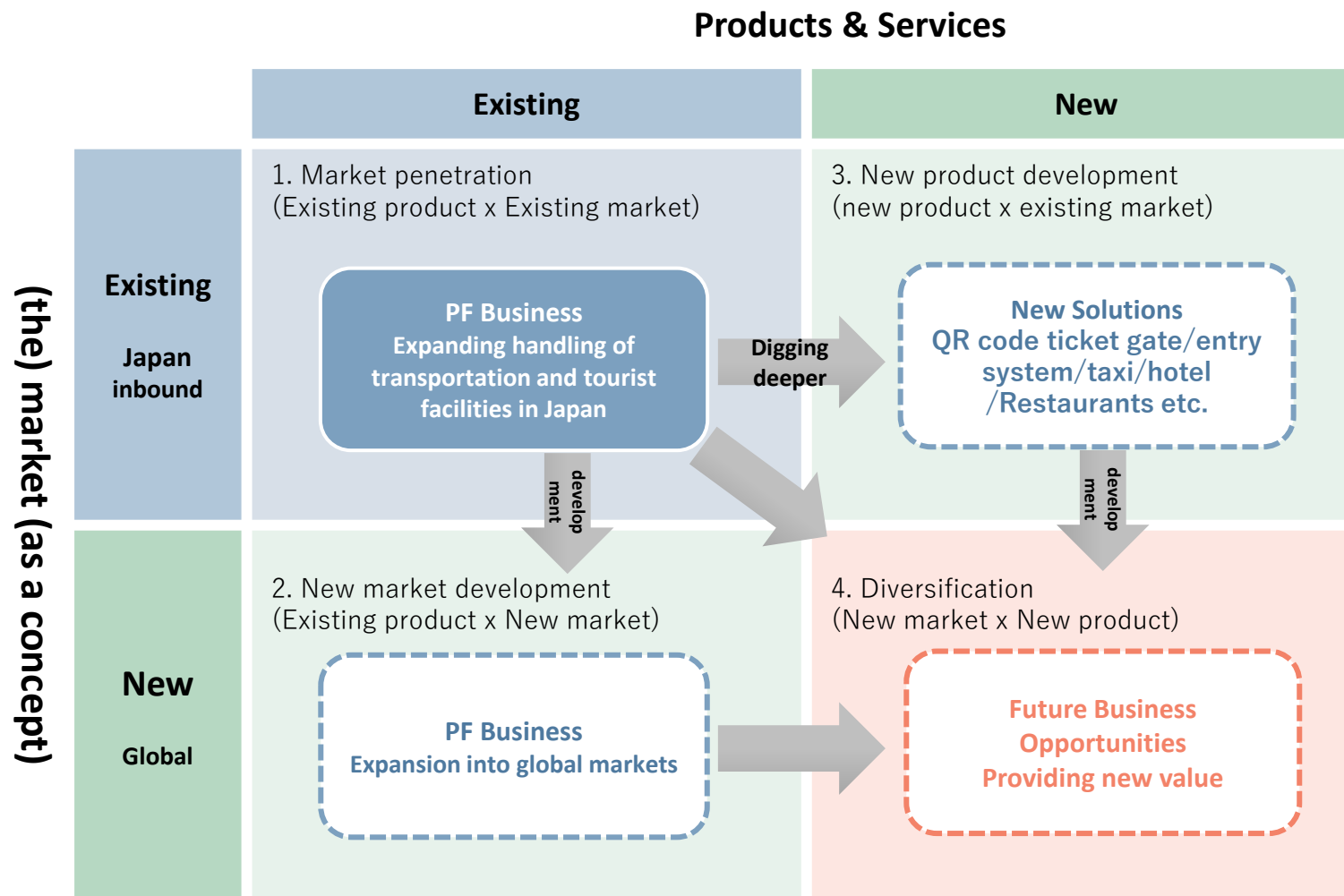


1. Strengthen GDS (Global Distribution System) Merchandise & Network

Expanding the handling of tickets for transportation and sightseeing facilities in Japan. Furthermore, we aim to establish a global distribution system by horizontally expanding our solutions outside of Japan, particularly in Asia.

2. Expansion of Solutions for Operators

We aim to further strengthen our relationships with operators by further deepening our solutions for our partners and expanding the largest scale of comprehensive tourism and transportation IT solutions in Japan.

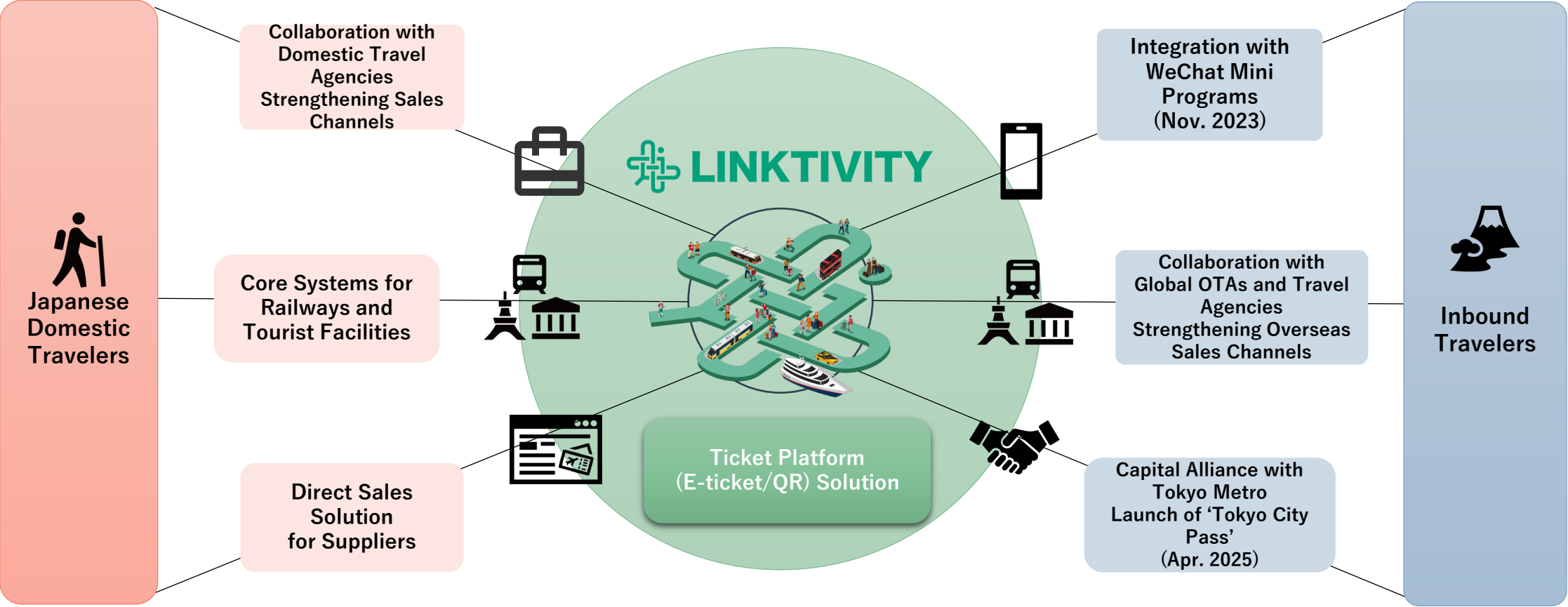


Expansion of LINKTIVITY's Business Domain and Target Customers



We are expanding our business scope from simply providing e-ticket solutions for traditional transportation providers and tourist facilities.

We are progressively developing and launching new services for domestic travelers, not just inbound foreign tourists, such as providing core systems and entry/exit solutions for tourist facilities and railway operators.



LINKTIVITY Topics: 'TOKYO CITY PASS' with Tokyo Metro



‘Tokyo City Pass’ is a product jointly developed with Tokyo Metro. Accelerating "City Tourism" for inbound visitors, allowing convenient and affordable sightseeing around urban tourist facilities and more."



Tokyo City Pass Website: <http://tokyocitypass.com>

Selectable Spots



Tokyo Skytree®



TeamLab Planets



Tokyo Tower



Art Aquarium Museum



Tokyo City View Museum

Free-to-Go Spots



Theme park



Temple



VR



Museum



Food



Shopping



Tokyo Subway Unlimited Ride Pass

FY2025 Earnings Forecast

FY2025 Performance forecast



Thanks to improved profitability in the overseas travel business and the expansion of Linktivity, we expect operating revenue to reach 5.4 billion yen, a 25.6% increase from the previous period.

To boost the operating profit margin of our OTA business, we'll focus on strategic hiring, reducing advertising costs, and implementing strict cost control to ensure profitability.

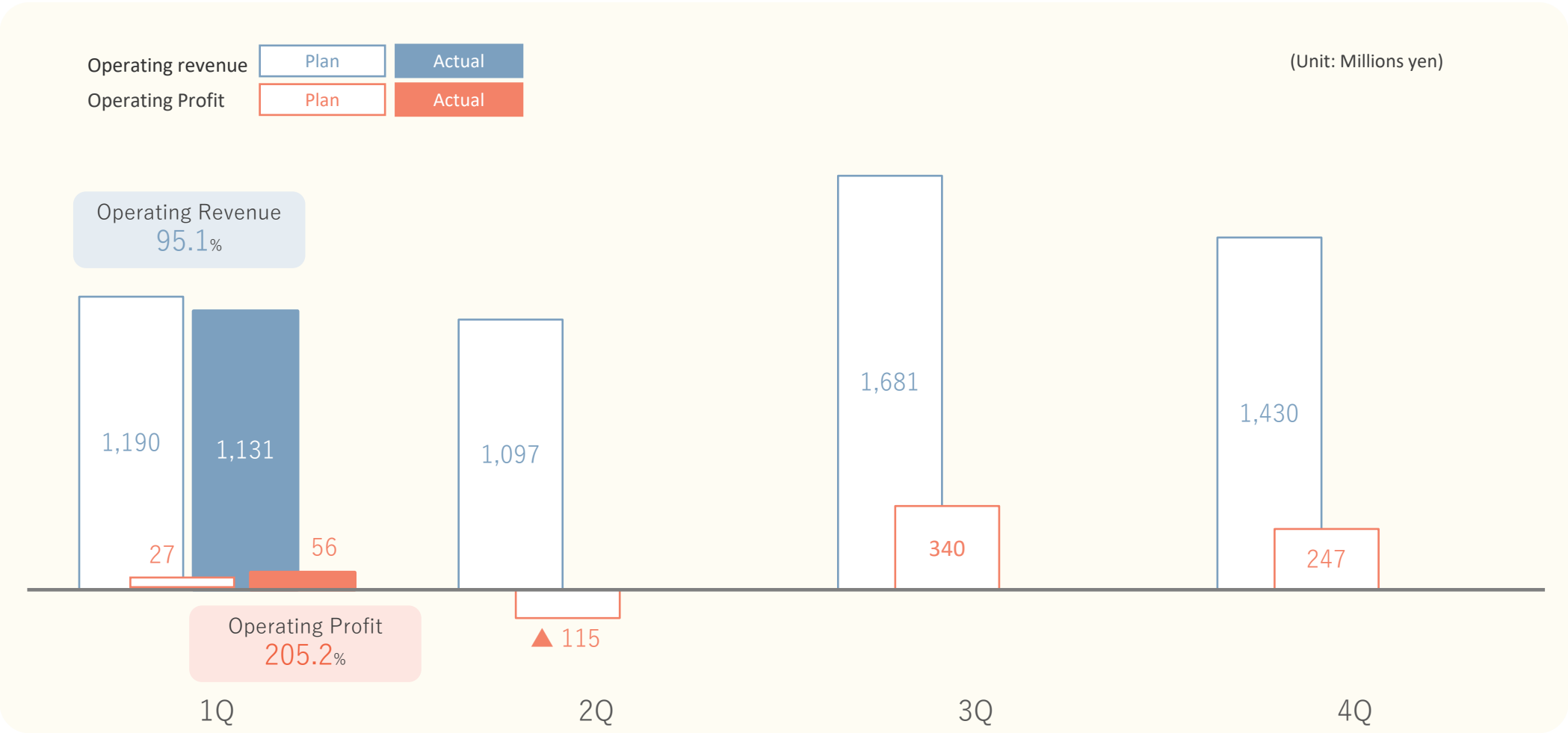
Unit: Million yen	FY2024	FY2025 (Forecast)	YoY
Operating Revenue	4,304	5,400	+25.4%
Operating Expenses	4,480	4,900	+9.4%
Operating Profit	▲175	500	—
Ordinary Profit	▲298	480	—
Net Income	▲407	400	—
Net income per share (Yen)	▲11.18	10.93	+22.11yen

FY2025 Performance forecast Quarterly Progress



Q1 top-line revenue progressed generally as planned.

Profit was approximately double the plan due to the effects of cost suppression and other factors.





2025 Exchange rate forecast

USD rate : 145 – 155yen (We do not expect a significant shift towards a stronger yen)





2025 Market growth forecast

		vs 2024	vs 2019	Business Environment (supplementary)
Oversea Market (Outbound)		+6~13%	70%	<ul style="list-style-type: none">• Recovery of travelers stagnated at about 70% compared to 2019• Continued popularity of Asian destinations• Continued consumer demand for reasonably priced products
Japan Domestic Market		± 0%	-	<ul style="list-style-type: none">• Although lodging costs will continue to rise, demand is expected to remain at the same level as in 2024
Inbound Market		+15%	-	<ul style="list-style-type: none">• Continued growth due to continued yen depreciation and recovery of the Chinese market
Global Market		± 0%	-	<ul style="list-style-type: none">• The global travel market is expected to grow by 3-5%, but the environment for this business is expected to be the same level of demand as in 2024

FY2025 Earnings Plan by Business



(Unit: Millions yen)

Business	FY2024 Actual	FY2025 Plan	YoY	Important measures
Group consolidation	4,304	5,400	+25.5%	<ul style="list-style-type: none">Increased revenues, cost reductions, and suspension of some investments will ensure profitsReview of business structure
 Overseas (Outbound)	※ 2,927	※ 3,692	※ +26.1%	<ul style="list-style-type: none">Focus on regions where travel recovery is remarkable and expand product lineupImprove efficiency & speed up business operations by strengthening business alliancesInvestment in SEO customer attraction and UX improvementRestructuring of the system development systemExpanding new revenue beyond booking commissions
 Japan Domestic	372	377	+1.5%	<ul style="list-style-type: none">Business efficiency by concentrating on best-selling products & areasPromote selection and concentration, and acquire reservations by leveraging our strengths
 A VELTRA Company	304	336	+10.4%	<ul style="list-style-type: none">Intensive reinforcement of specific categoriesAcquisition of group needs
	688	963	+40.0%	<ul style="list-style-type: none">Expansion of facilities for platform useExpanding Transportation & Institutional Solutions

*In preparation for disclosing segment information starting from the December 2025 fiscal year, a portion of operating revenue previously managed under 'Other' has been reclassified to the 'OTA Business (Overseas Travel Business)' segment. As a result, the figures for the Overseas Travel Business have changed as follows. Please note that the total company figures remain unchanged.

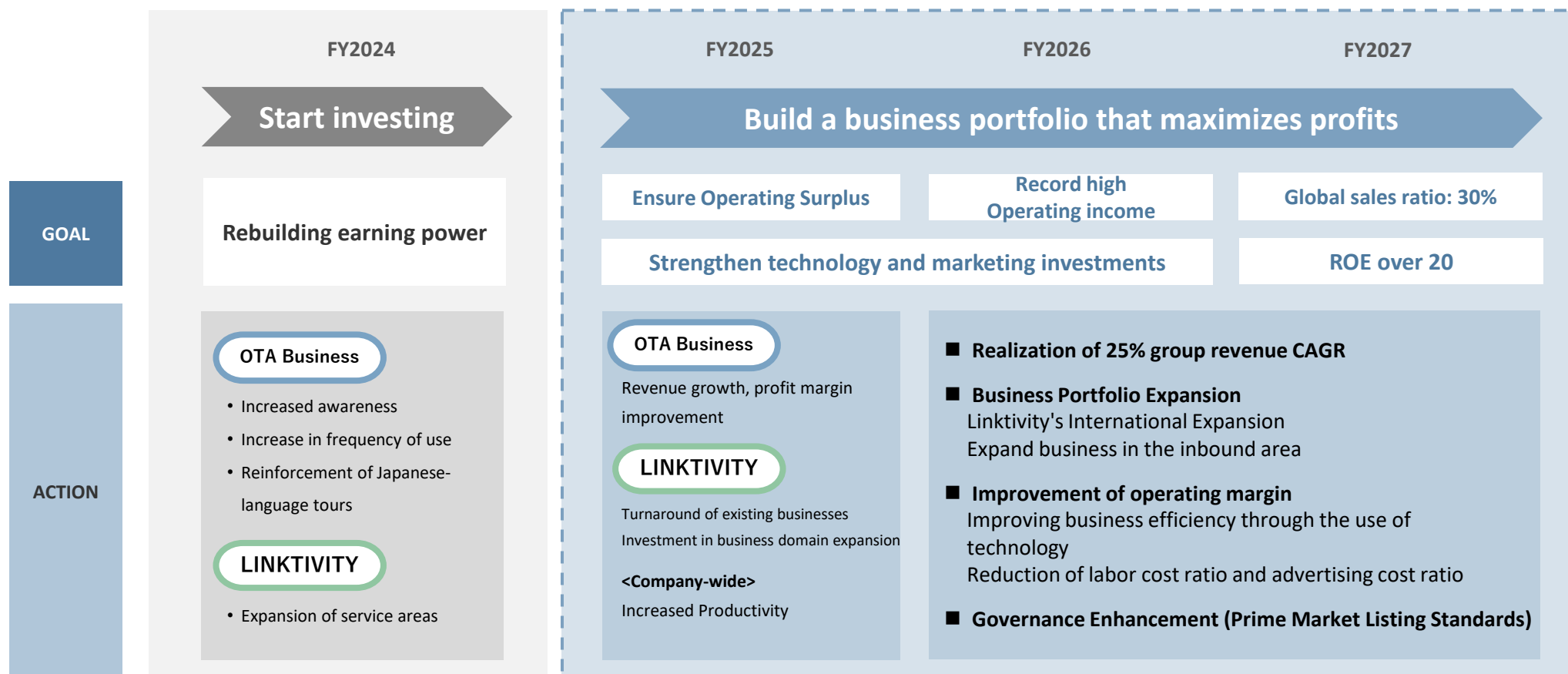
FY2024 Actual: 2,838 → 2,927 FY2025 Plan: 3,643 → 3,692 YoY +28.3 → +26.1%

Med-Term Management Plan (2025-2027)

Toward Medium- and Long-term Growth

From “Japanese market” to “Global market”

The previous KPI of "1 million fans" was based on the assumption that Japanese travelers would use the service multiple times, but this KPI has been changed as we aim for the global market. We will aim for full-fledged expansion into the global market, using the expansion of revenue and improvement of profitability in our core OTA business and the expansion of the LINKTIVITY business and the inbound market as footholds.



Mid-term Management Plan Summary

Management Plan

In FY2027

Operating
revenue

8.4

billion yen
(vs.2024 +95%)

Operating
income

1.4

billion yen

Operating
profit ratio

17%

Most Important Indicator

ROE

20%

3-year
CAGR

25%

Global*
sales ratio

30%

(in 2027)

Core Business Strategy

OTABusiness

Strengthened Marketing & Technology Division for Japanese market to enhance profitability

LINKTIVITY

Further expansion of inbound B2B business

Newbusiness

Expand inbound and global sales*.

Management Strategy

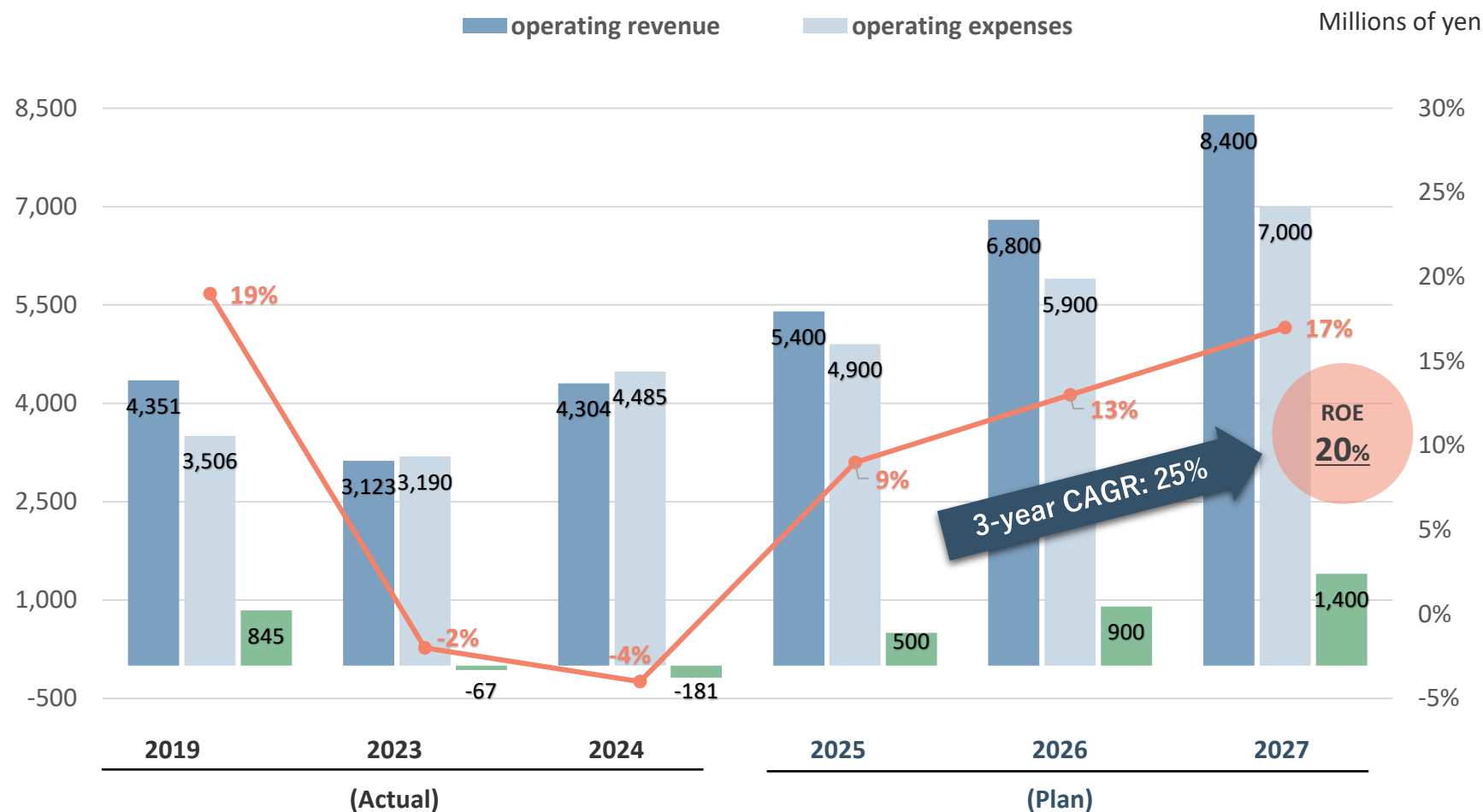
- Realization of highly efficient management
- Achieve continued growth in the global tourism industry
- Achieve stronger governance and corporate functions

* Global sales = total non-Japanese sales at Linkactivities, HawaiiActivities, VELTRA OTA, and new businesses

Business Performance Trends



In 2027, we aim to achieve operating revenue of 8.4 billion yen (3-year CAGR: 25%), operating income of 1.4 billion yen, and an operating margin of approximately 17%.



Year 2027 KPI Targets

Operating Revenue
8.4 billion yen
 (3-year CAGR: 25%)

Operating Income
1.4 billion yen

Operating Profit Ratio
 Approx. **17%**

ROE
20%

Launch of 'Cruise Business' towards 30% Global Sales Ratio in Mid-Term Management Plan



Starting with its partnership with MSC Cruises Japan, it is offering new choices for cruise travel.

We aims to redefine the traditional image of cruises as 'expensive, long-duration, and for seniors,' and acquire new customer segments in the high-growth potential Asian market.

VELTRA Cruises Change the Cruise Booking Experience

Conventional Cruise Travel		New Cruise Travel Proposed by VELTRA
Geared towards Seniors	➡	<div>Make Cruise more accessible</div> <div>✓ Online completion from search to booking, allowing easy reservations from your smartphone.</div>
Long duration (1 week+)	➡	<div>Short & Hustle Free</div> <div>✓ A wide range of durations and price points, including 1 to 3-day casual cruises.</div>
Luxury Once-in-a-lifetime experience	➡	<div>New Choice for Outbound Travel</div> <div>✓ Includes transportation & accommodation, offering overwhelming cost-performance even amidst high prices.</div>



VELTRA Cruise
<https://cruise.veltra.com/>

- Target
- ✓ FIT demographic, primarily in their 30s to 40s
 - ✓ Cruise beginners (especially first-timers)
 - ✓ Domestic market + growing Asian market
- Objectives
- First-mover advantage in the Japan/Asia cruise market
 - Sustainable growth through the cultivation of new customer segments

Appendix

Company Information



VELTRA Corporation

Headquarters	2-13-12 Nihonbashi, Chuo-ku, Tokyo 103-0027 Japan
Capital	JPY 2,078,381,825 (as of March 2025)
Founded	November, 1991
# of Employees	312 (Consolidated) 219 (Non- Consolidated)
Subsidiaries	[Malaysia] VELTRA Malaysia Sdn, Bhd. [USA (HA)] VELTRA Inc. [Japan] LINKTIVITY Inc. [South Korea] LINKTIVITY KOREA INC.
Rep Office	Bangkok, Ho Chi Minh City



Business Category



Board of Directors

CEO, President	Wataru Futagi
Director	Tomoharu Kurakami
CFO, Director	Jumpei Minashima
Outside Director	Rod Cuthbert
	Tetsushi Ikeda
Outside Director, Audit Committee Member	Masato Mori
	Gaku Suzuki

Milestones

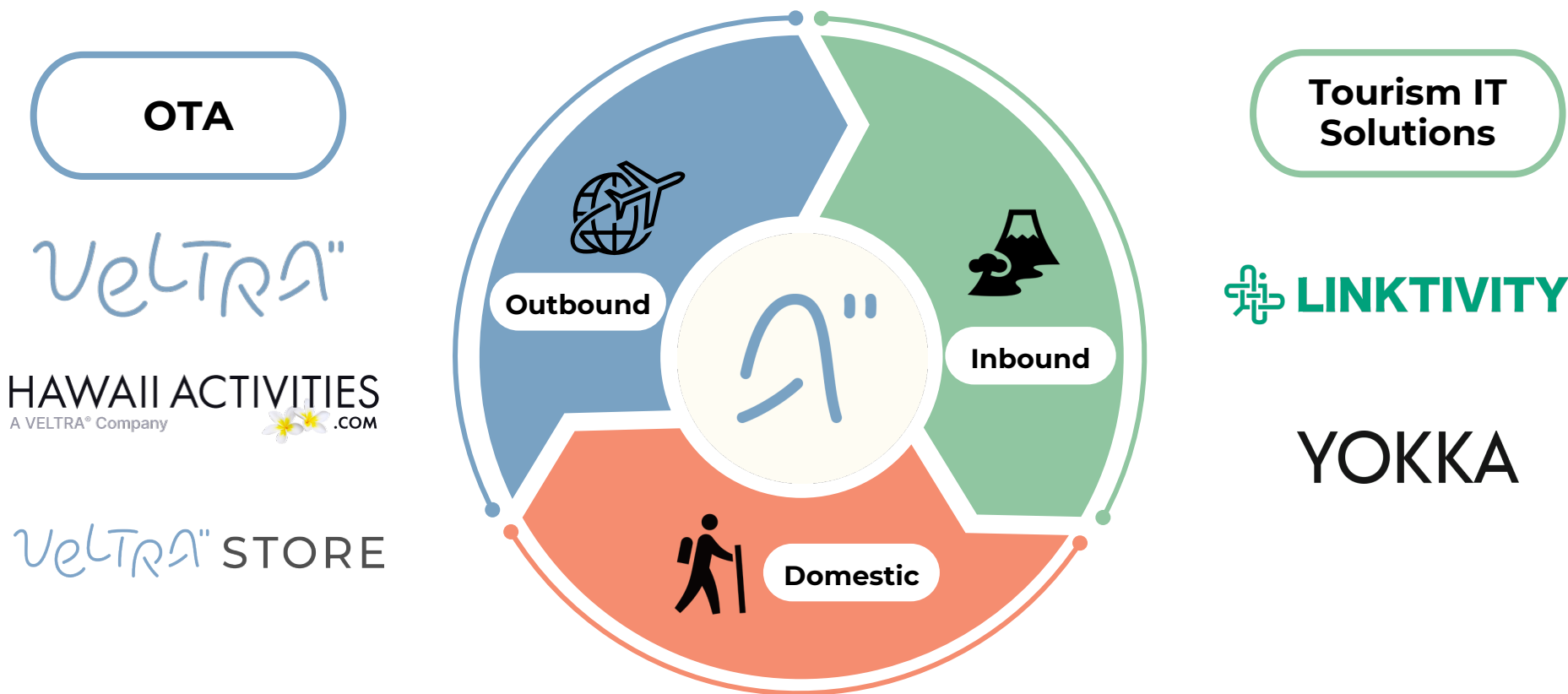


●	1991	Founding of ALAN Corporation (to become VELTRA Corporation)
●	2004	Launch of Tours & Activity Booking Platform “Alan1.net” Acquisition of HawaiiActivities.com (VELTRA Inc / Formerly White Publishing, Inc.)
●	2012	Changed brand and company name to VELTRA from Alan1.net Launch of English website for Japan inbound market Establishment of VELTRA Malaysia Sdn.Bhd. in Kuala Lumpur, Malaysia
●	2016	Acquisition of CityDiscovery.com (City Discovery SAS)
●	2017	Launch of Korean website (Association with 12cm) Establishment of LINKTIVITY PTE.LTD in Singapore
●	2018	Listed on the Tokyo Stock Exchange market (7048.T)
●	2020	Establishment of LINKTIVITY Inc. in Japan. Transferred the platform business from Singapore
●	2021	Capital and business alliance with OpenDoor Inc.
●	2022	Moved to the TSE Growth Market following restructuring of Tokyo Stock Exchange
●	2023	Transition to a company with an audit committee Capital and business alliance with JTB Corp. in the activity business
●	2024	LINKTIVITY Inc. has formed a capital and business alliance with Tokyo Metro

About VELTRA



VELTRA provides seamless solutions to encounter "genuine experiences" through the power of technology, ranging from domestic to international, online to offline, beyond the boundaries of existing travel agencies.



VELTRA aspire to become a 'Total Solution Provider for Tourism Experiences'.

Core Business



VELTRA and Hawaii Activities specialize in experience-focused activity reservations for Japanese and U.S. travelers respectively. Our tourism IT solution is also expanding transport and facility ticketing platforms.

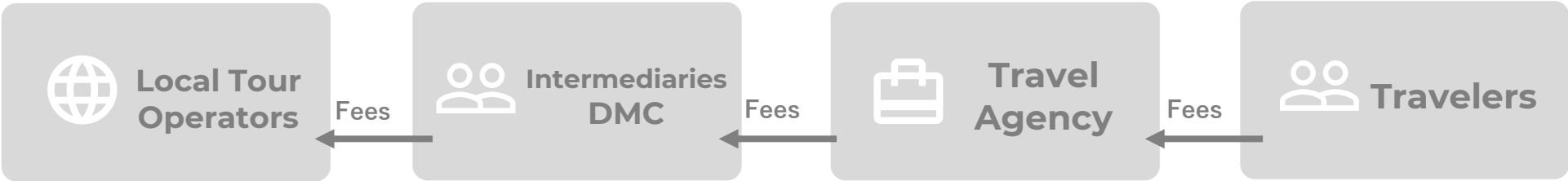
OTA				Tourism IT Solutions	
VELTRA			HAWAII ACTIVITIES <small>A VELTRA® Company</small>		LINKTIVITY
2.8 million (YoY +30万人)		Members	200,000	Number of Users	--
22,000 (YoY +3,000) 150 Countries		Activities Countries	780 All Hawaiian Islands	Number of distributors	617 (YoY+135)
9,000 (YoY +1,000社)		Partners	440	Number of partners	450 (YoY+85)
620,000+		Customer Reviews	14,000	Number of countries served	Sold worldwide, mainly in Asia
Japanese Outbound & Inbound		Target Market	US residents travelling to Hawaii	Target Market	Japan Inbound

OTA Business: Transforming the supply chain for experience booking



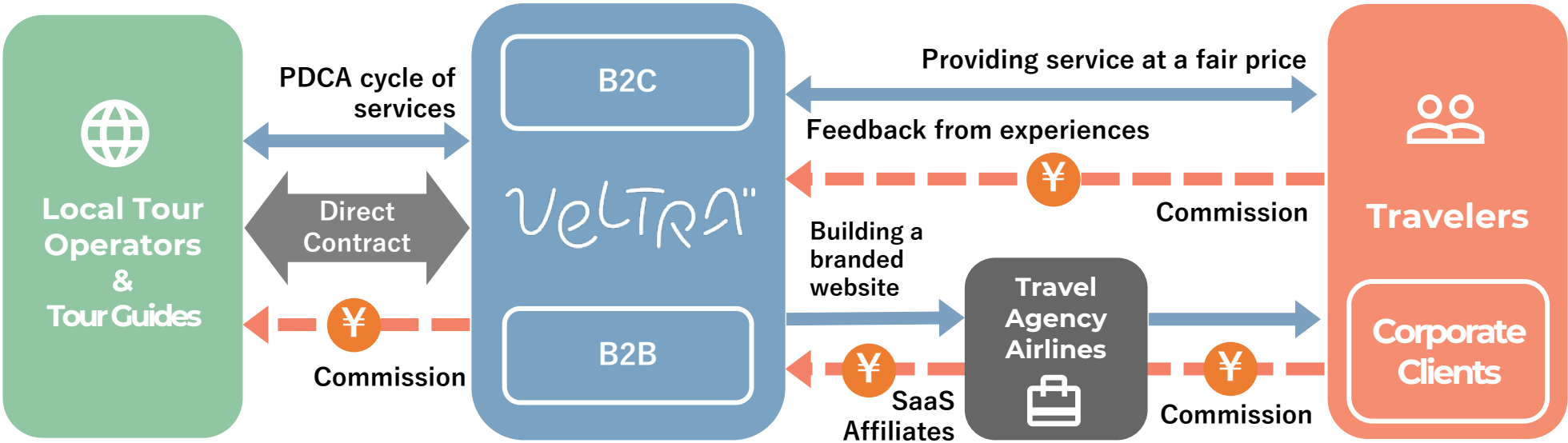
Before

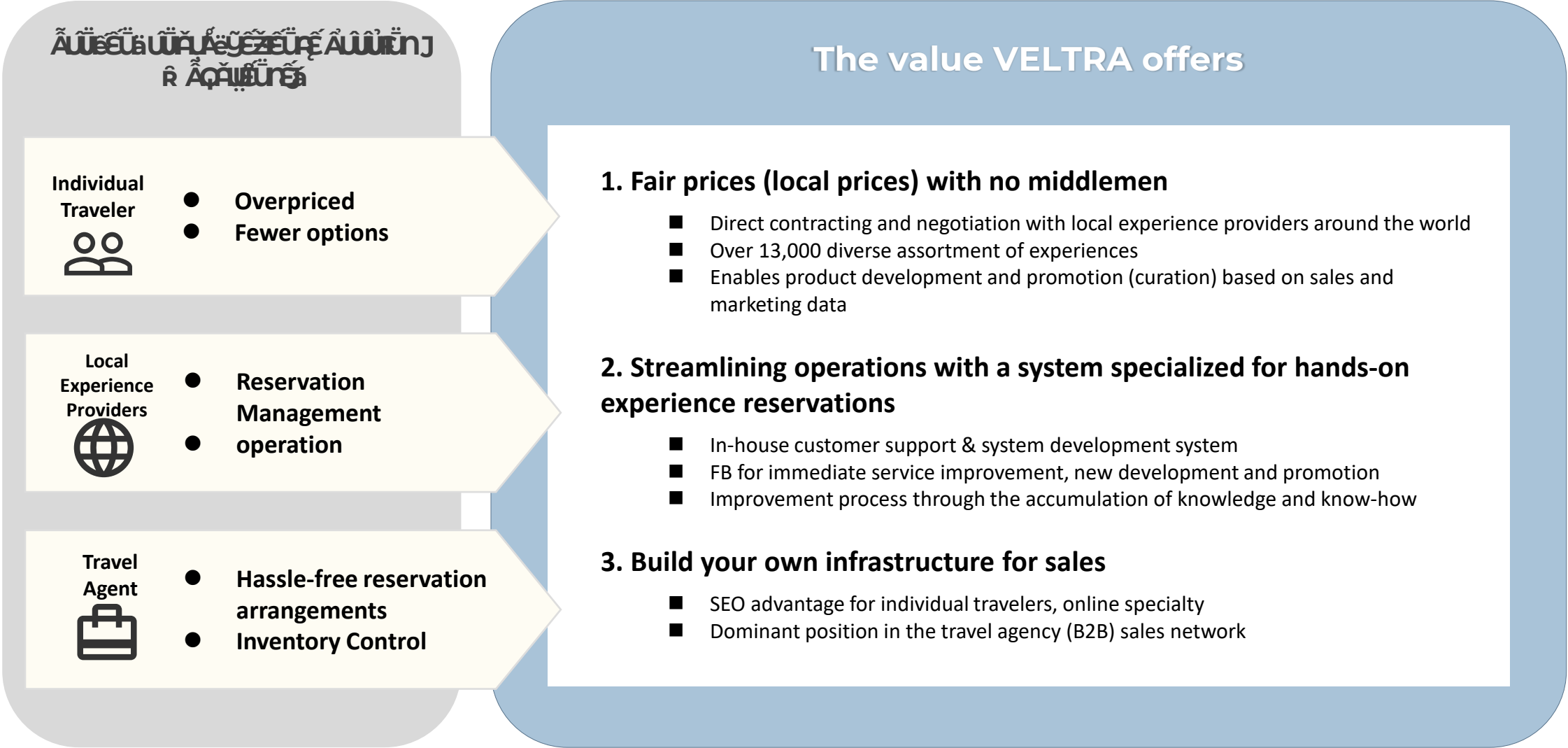
The product options were limited and prices were higher due to intermediaries like wholesalers or DMCs. Even for independent travelers, searching, booking, and paying for overseas experiences was complicated.



VELTRA booking platform

VELTRA improves overseas travel for individual travelers and local experience providers by contracting directly with local tour operators and pursuing service improvements through digital transformation and operational efficiency.





Our Strengths



A Pioneer in Japan's Experience-focused OTA

In addition to our large membership base, a wide range of experience products tailored specifically for Japanese customers and our high quality of services are superior to those of our competitors.



Worldwide network of more than **9,000 companies** in **150 countries**



2.8+ Million
Members



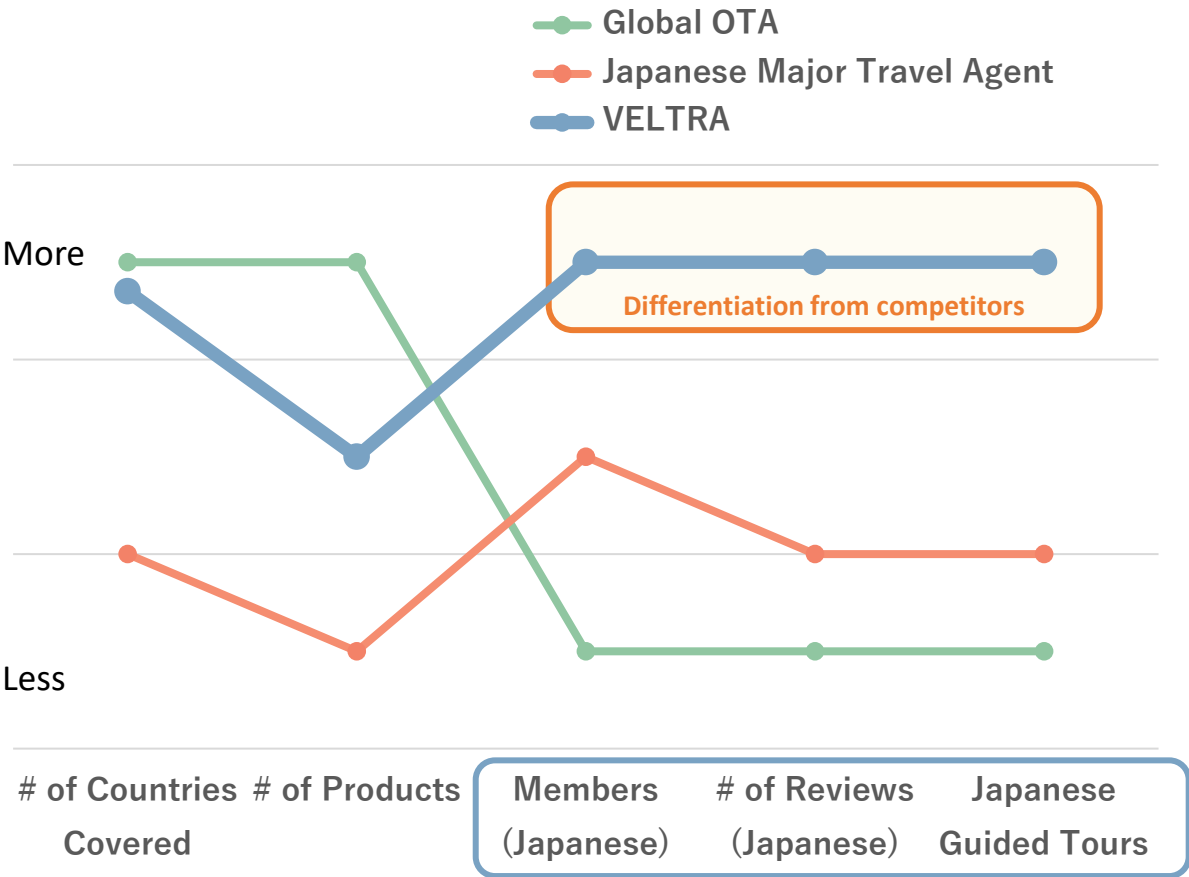
22,000+
Tours & Activities



620,000+
Customer Reviews



3,000+
Japanese Guided
tours





Strong presence in the online market

VELTRA has established an outstanding presence in the online market for tours & activities through its comprehensive marketing capabilities from acquisition to retention and its broad network of travel agencies.



3M USER/month*
Organic traffic
*2017-2019 Average



200,000+/month
Owned media traffic



2,000+
BtoB Network
in Japan



100+
API Integration

Service chosen by customers

Specializing in tours & activities for years, a high level of satisfaction from both customers and suppliers through our service and product management system differentiate VELTRA from our competitors.



50% of bookings
are returning
customers
*2019 results



NPS(+27%)
Customer Royalty
*Net Promotor Score



Localized
UI/UX

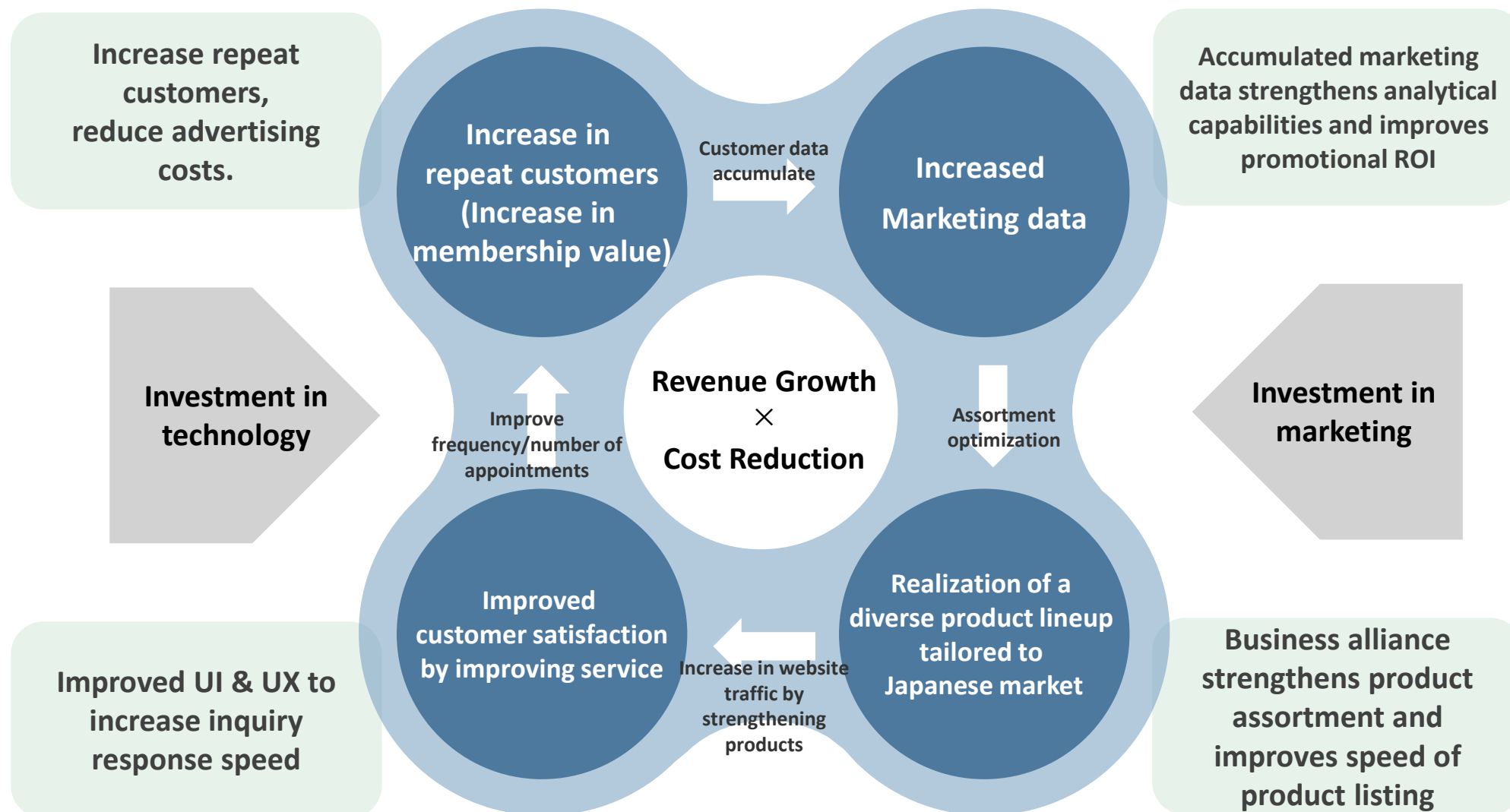


24/7
Customer Support

Cycle for Growth and Productivity Improvement

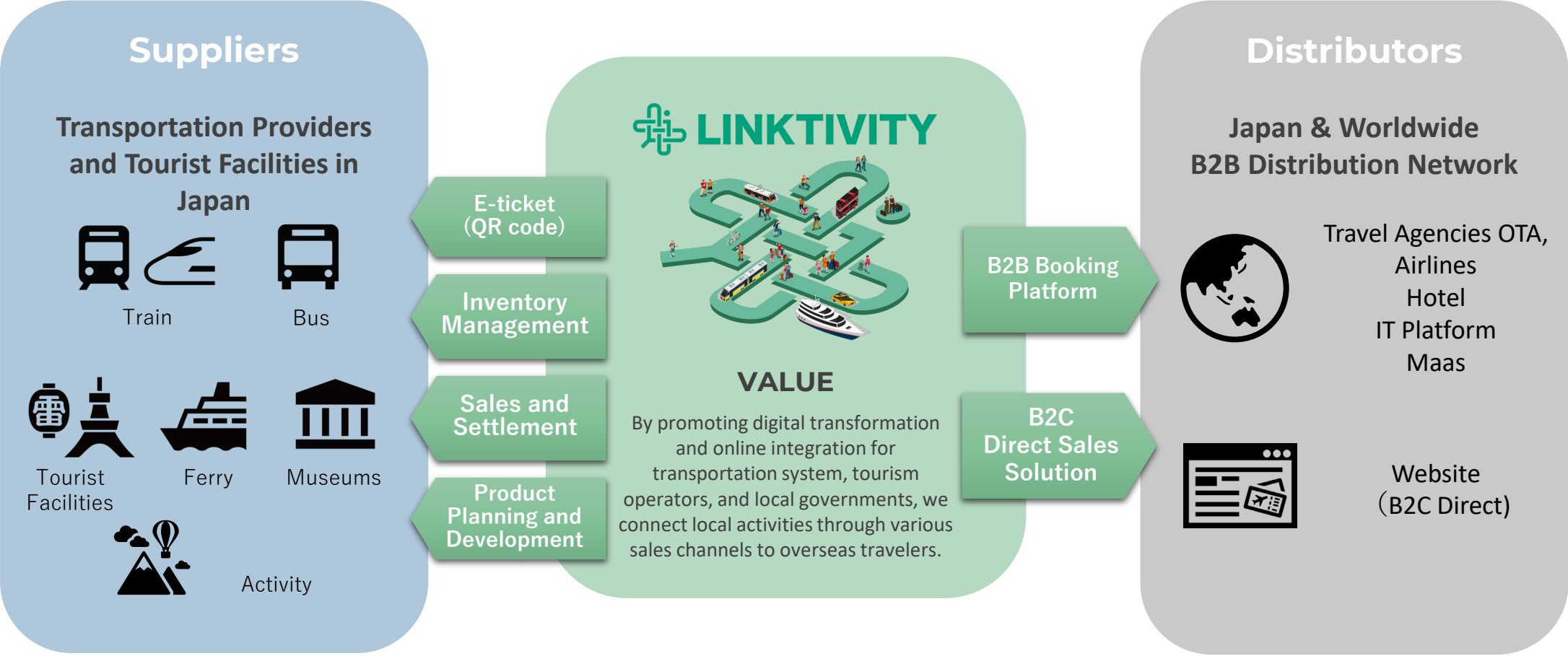


We aim to achieve further growth by increasing productivity through marketing investments and technology investments, and reinvesting the resulting profits.



LINKTIVITY's Business Model

LINKTIVITY is a platform connecting Japanese transportation providers, tourist facilities, and local governments with travel companies worldwide. It solves the traditional problem of complex distribution structures between service providers and vendors, achieving one-stop system integration.



LINKTIVITY Expansion of Business



Expanding services by providing various solutions to suppliers' challenges

① Channel Manager

Manage sales to overseas and domestic OTAs, travel agencies, hotels, etc., in a centralized manner.



Reach over 400 clients

- No initial setup or operational fees
- E-Ticket (QR)
- Sales partner contract management
- Product & Inventory management
- Sales Management
- Settlement Management
- Customer Support

(Japanese, English, Chinese, Korean)

Manage sales in less familiar languages, international customer support, and billing.

② Direct Sales Solution

Build your official website at low cost, with support for sales, operations, and marketing.



Supports all product variations

- No initial or operational fees
- Sales partner contract management
- Product management
- Membership registration
- Multilingual translation
- Customer support
- Sales website
- Payment options (Cards · Wechat · Alipay)

Support for customer service in various languages and expansion into sales channels like Google Things To Do and WeChat Mini Programs.

③ Planned Products

Develop and sell planned products (single items + extras).



Package and bundle products

Boost value and enable diverse promotions by bundling and discounting with other products through your own sales channels.

In-house products

In-house products + transportation

In-house products + meal vouchers

In-house products + experiences

If LINKTIVITY lacks partner products, we also handle contract acquisition through sales representation.

④ Entry and Exit Solution

POS · Ticket Machine · Gate



Low-cost cloud implementation



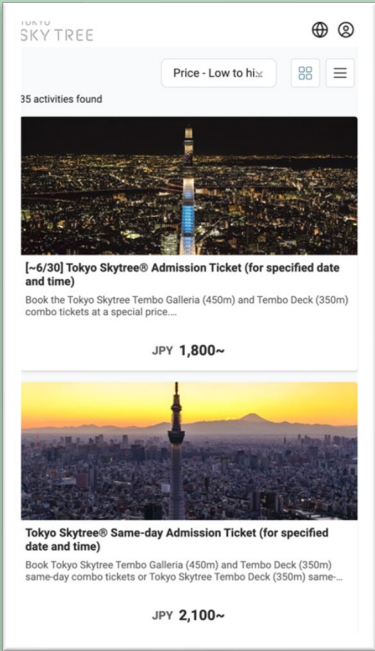
Case Studies:
- Tsutenkaku "Dive & Walk"
- Shima Green Adventure



In addition to our platform business, we are expanding the provision of solutions for tourist facilities and railway operators.

Direct Sales Solutions
for Tourist Facilities

Construction of Official B2C Websites for Tourist Facilities, and Marketing Support (e.g. Tokyo Skytree®)



Enabling the creation and sale of planned products combining facilities, transportation tickets, and more. (e.g. Tokyo Skytree® Enjoy Pack)

Ticket only

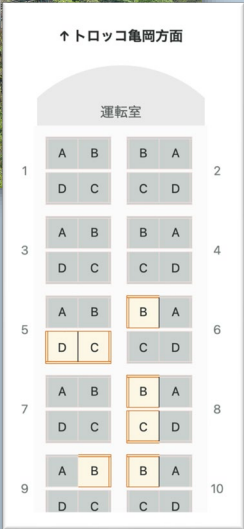
Ticket + TeamLab Planets (Facilities)

Ticket + Tokyo Metro Pass (Transport)

Ticket + Kimono (Experiences)

Digital Infrastructure Solutions for Railway Operators and Tourist Facilities

E-ticket & Core Systems for Sightseeing Railways (e.g. Sagano Romantic Train)



E-ticket & Core Systems for Tourist Facilities (e.g. Osaka Tsutenkaku, Shima Green Adventure etc.)



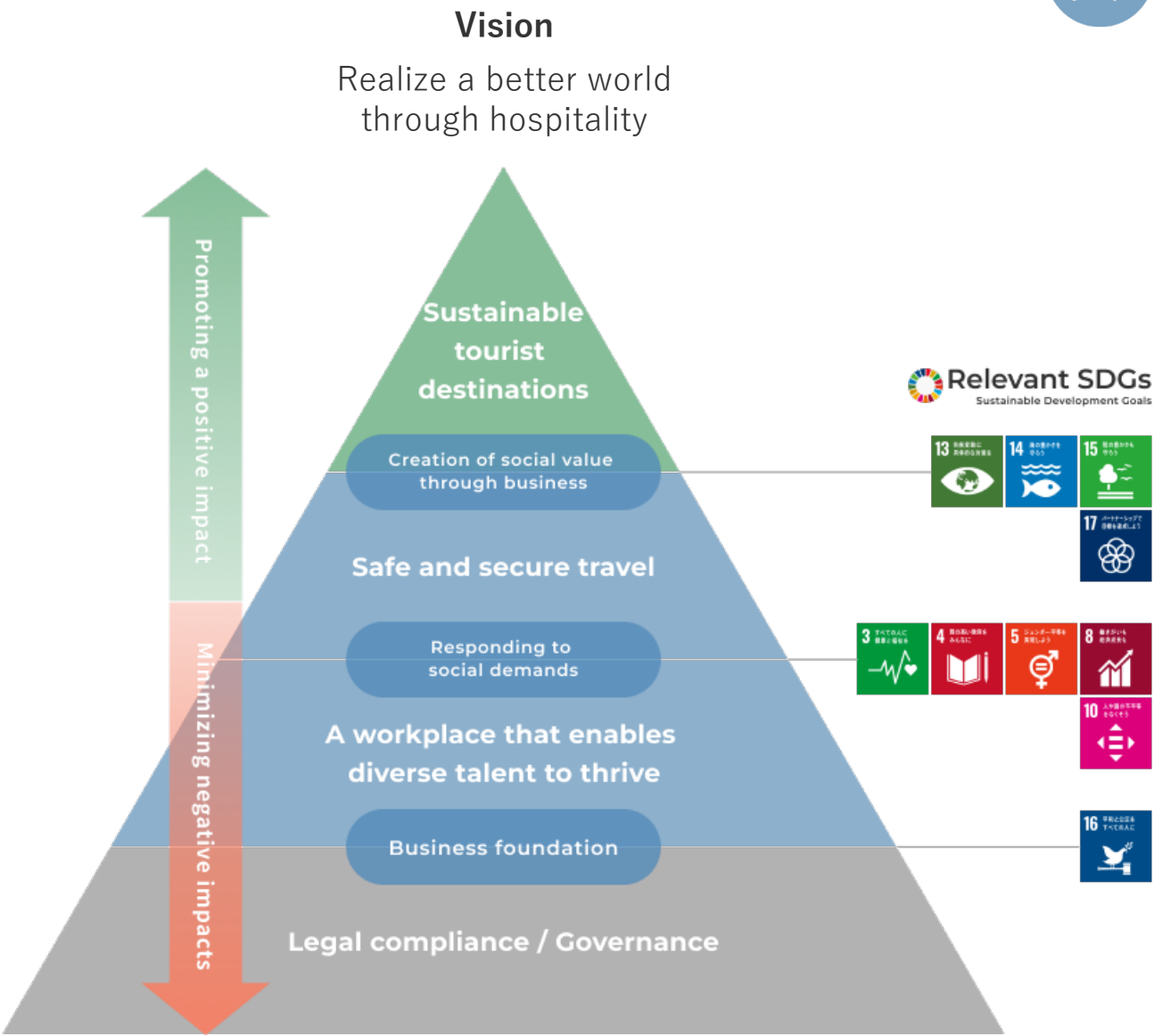


Sustainability Basic Policy:

We aim to realize our vision by creating social value through our business, based on the foundation of compliance with laws and governance, and responding to social demands such as "safe and secure travel" and "a workplace environment where diverse human resources can play an active role". We also aim to create sustainable tourist destinations.

Topics:

- At the 1st JATA SDGs Award in the Social and Human Rights, our Work from Anywhere: Creating a workplace environment where diverse human resources can thrive regardless of changes in life stages won the Encouragement Award in June 2023.
- Sustainability page launched on corporate website (Aug 2023).
- VELTRA's tour 'SDGs Educational Trip in Onna Village, Okinawa' won the 'Sustainable Tourism Award (UNWTO)' at the 7th Japan Tourism Awards (September 2023).



Initiatives to Promote Human Resources and Women's Advancement



We have worked to create a work environment where diverse human resources can work with a sense of fulfillment and satisfaction, especially in our support for the success of women leaders.



Employee ratio



*31% are working mothers



Female managers Ratio



*The average number of female managers in Japan is 8.9% (according to Teikoku Databank)



Return to work after maternity leave **95%**



Avg. Age : **37** yo

- **2018** Partial introduction of telework scheme "Work from Home"
- **2020** Achieved smooth and complete transition to telework by 2020
- **2021** Introduce a unique work location scheme "*Work from Anywhere"

*"Work from Anywhere" allows employees to work from anywhere in the world, choosing the most suitable location for their work according to their individual circumstances, aiming to improve work-life balance and work styles with high productivity.

Implementation of the HR policy to improve employee engagement



Introducing a variety of HR measures that respond to diversifying work styles, improving employee engagement and performance, and securing human resources and strengthening competitiveness in preparation for the resurgence of the tourism market.

Engagement improvement measures	Overview
Salary increases	Decided to raise employees' base salaries (base increase) in response to recent price hikes and for the purpose of strengthening the company's competitiveness and sustainable growth.
Resumption of evaluation incentive payments	Based on the "Pay for Performance" policy, the company aims to enhance the competitiveness of the company as a whole by providing incentives to employees who produce results, thereby increasing their motivation and productivity.
Introducing “Work from Anywhere”	Strengthening cooperation with local tour operators in Japan and overseas and improving work productivity, as well as offering discounts on activities through the VELTRA welfare program, will lead to an enhanced work-life balance.
Workplace where female employees can play an active role	Starting this fiscal year, support for male employees to take childcare leave and nursing care leave will also be strengthened.
Utilizing referral system	Actively recruiting through referrals from former employees or friends and acquaintances of employees
Future Outlook	In June 2023, we will move our head office functions to WeWork, which provides flexible office space, to promote a diverse work style that is not restricted by location, and to further improve operational efficiency and productivity. From the perspective of DE&I, we will actively consider the introduction of training and personnel systems to create a work environment in which all employees are respected and a diverse workforce can play an active role, regardless of differences in sexual orientation, gender identity, nationality, and disabilities.

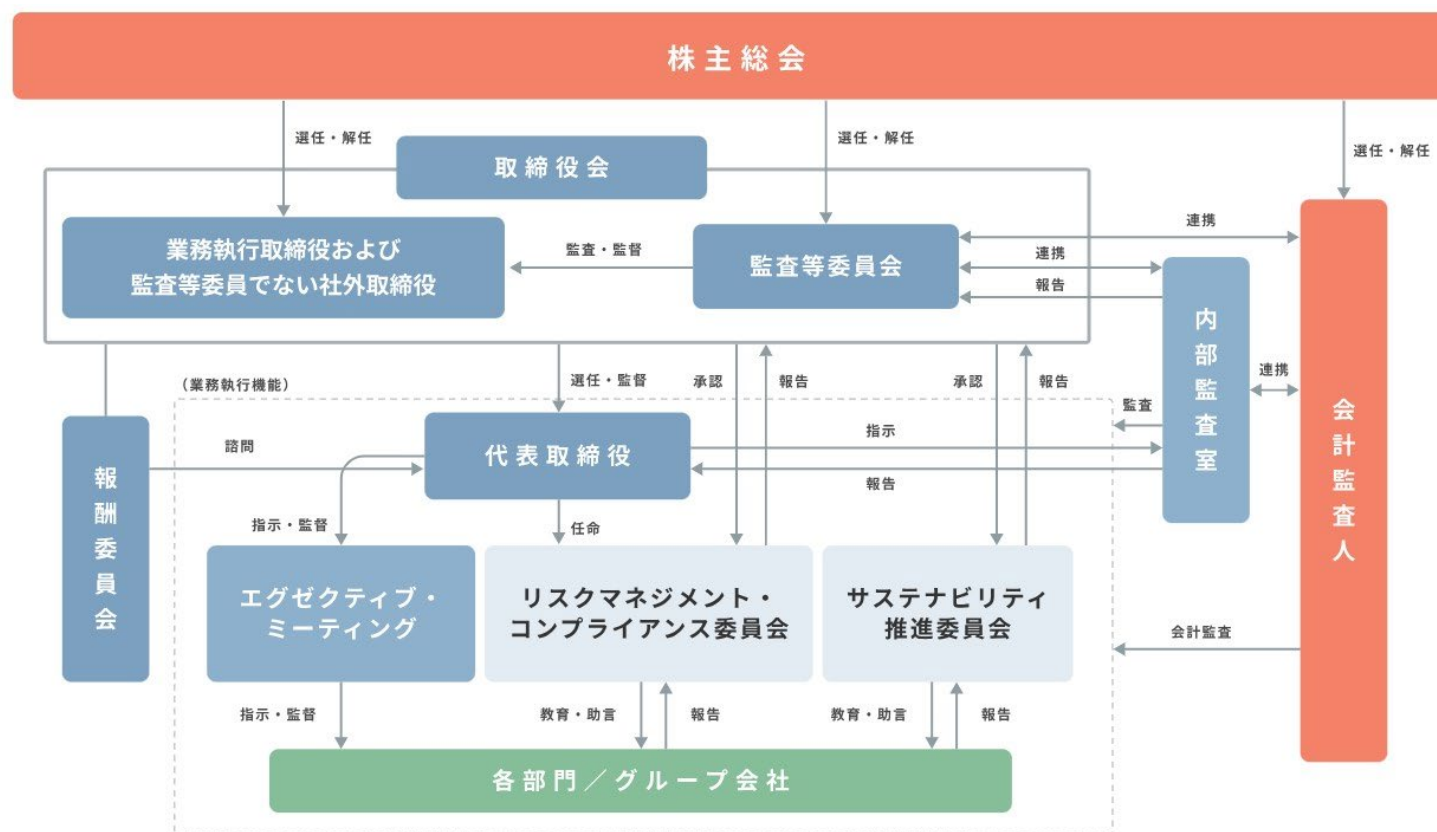
Initiatives to Improve Corporate Governance



Transition to a Company with Audit Committee

Objectives:

- To further enhance corporate governance by strengthening the supervisory function of the Board of Directors and further strengthening the supervisory system by making Audit Committee members, who are responsible for auditing the execution of duties by directors, voting members of the Board of Directors.
- To further enhance corporate value by enabling the Board of Directors to broadly delegate decision-making authority for business execution to directors, thereby accelerating management decision-making.





Forward looking statements made in this document include information regarding forecast of financial results and business plans. The information in this report is based on information that is available, as well as estimates, assumptions and projections that are believed to be reasonable at the time of publication and include risks or uncertainties. They are not meant to be binding commitments by the Company. There may be cases in which actual results differ from forecast values. Even though new situations occur in the future or conditions fluctuate, VELTRA does not intend to change or revise the descriptions found in this document.

The purpose of this document is to provide information, and not to solicit the selling or buying of VELTRA shares. VELTRA requests that you avoid making investment decisions based entirely on information provided in this document and that you choose your investments at your own discretion.

Also, regarding information other than those included in this document, it is quoted from disclosed sources, and VELTRA has not verified the accuracy or appropriateness of such information, and it will give no guarantees for said information.