

<Privacy Policy>

Pasona Inc. (hereafter referred to as 'Pasona'), in operating the FY2025 Technical Cooperation Using the Project for the Development of Emerging Markets (Japan Internship Program) (hereafter referred to as "the Project")' commissioned by the Ministry of Economy, Trade and Industry (METI), has established the following privacy policy to ensure that personal information is handled safely and appropriately. In the collection, use and management of personal information, The Company will comply with the Act on the Protection of Personal Information (Act No. 57 of 2003) and other relevant laws and regulations, and will handle personal information safely and appropriately as set out below.

<Handling of personal information>

1. What is personal information

Personal information means information provided to the Company through the Project, such as name, address, telephone number, e-mail address, etc., that can be used to identify a specific individual.

2. About the collection of personal information

When the Company collect personal information through this Project, the Company will, in principle, only collect information provided (registered) by the user themselves .

When collecting personal information, the purpose of the use shall be clearly stated.

Personal information is only collected to the extent necessary to achieve the stated purpose.

3. Purpose of use of personal information

Personal information received for the Project will be used for the following purposes.

- (1) For the proper operation of the Project and the performance of its tasks.
- (2) For the management of information and applications for the services, seminars and events of the Project.
- (3) To compile and analyse statistical data on the Project.
- (4) To confirm and reply to various enquiries and opinions regarding the Project.
- (5) To collect and utilize questionnaires related to the Project and to provide information on similar projects.

4. Management of personal information

The personal information collected will be strictly managed by the Company and its

contractors, and appropriate measures will be taken to prevent leakage, misuse, falsification, etc.

5. Provision to third parties

Personal information provided (registered) by you will be provided as follows within the scope of the purpose of use specified in advance. The third parties to whom personal information is provided will be strictly controlled and appropriately supervised. Personal information may also be provided to the Ministry of Economy, Trade and Industry (METI), to which the Project is entrusted, in electronic media or in writing as part of the project report.

(1) Recipients: internship host companies for the Project.

Purpose of provision: for conducting interviews and briefing sessions and for accepting internship students.

Means or method of provision: via electronic media or in writing

Items of personal information to be provided:

Names, contact details and all other information provided by the internship students.

(2) Recipients: internship students in the Project.

Purpose of provision: preparation prior to the internship, contact after commencement, etc.

Means or method of provision: via electronic media or in writing

Items of personal information to be provided: name and contact details of the person in charge of the internship host companies

(3) Recipients: The Ministry of Economy, Trade and Industry (METI)

Purpose of provision: for reporting on results, achievements, etc. related to the Project and for compiling statistics related to the Project.

Means or method of provision: via electronic media or in writing

Items of personal information to be provided: all personal information provided by the Project

6. Outsourcing

Part of the handling of personal information provided (registered) by you will be outsourced to an external company within the scope of the purpose specified in below.

The selection of outsourcing partners, including those overseas, is carried out after strict screening by the Company to ensure that they meet the personal information management standards set by the Company. The Company conclude confidentiality agreements with these contractors and supervise them appropriately, for example by strictly managing personal

information and requiring them to dispose of and return personal information at the end of the contract.

Purpose of provision: for the planning, implementation and management of internships related to the Project.

Means or method of provision: via electronic media or in writing

Items of personal information to be provided:

Names and contact details of internship participants and persons in charge of internship host companies, and all other personal information provided.

7. Disclosure, correction and deletion of personal information

In accordance with the Personal Data Protection Act, the following contacts will handle requests for notification, disclosure, correction, addition or deletion, suspension of use, erasure or suspension of provision to third parties of personal data held by the Company.

8. Personal information enquiries

Please address inquiries to the following secretariat.

Secretariat of the FY2025 Technical Cooperation Using the Project for the Development of Emerging Markets (Japan Internship Program) (within Pasona Inc. Global Business Division)

Address: 3-1-30 Minami Aoyama, Minato-ku, Tokyo 107-8352

E-MAIL: jip@pasona.co.jp

9. Name and address of the Company and name of the representative

Pasona Inc.

Address 3-1-30 Minami-Aoyama, Minato-ku, Tokyo 107-8352

Shintaro Nakao, President and Representative Director

10. Title and contact details of the personal information protection manager

Senior Managing Executive Officer, Pasona Inc.

E-MAIL: privacy@pasona.co.jp