

<Privacy Policy>

Pasona Inc. (hereinafter referred to as "the Company") has been entrusted by the Hokkaido-Sapporo Overseas Expansion Collaboration Promotion Council to operate the outsourcing business of the FY 2025 Hokkaido-Sapporo Overseas Expansion Promotion Project (International Business Talent Support Project) (hereinafter referred to as "this Project"). In managing the collection, use, and handling of personal information, the Company shall comply with the "Act on the Protection of Personal Information" (Act No. 57 of 2003) and other related laws and regulations, and handle personal information safely and appropriately as stipulated in the "Regarding the Handling of Personal Information" below.

<Regarding the Handling of Personal Information>

1. What is Personal Information

This refers to information through which specific individuals can be identified, such as names, addresses, phone numbers, and email addresses, that the Company has received through this Project.

2. Regarding the Collection of Personal Information

The Company collects personal information through this Project on the principle that information is provided (registered) by the user's own will.

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

The collection of personal information will be conducted within the necessary scope to achieve the specified purposes.

3. Purpose of Use of Personal Information

Personal information entrusted to the Company for this Project will be used for the following purposes:

- (1) For the proper management and execution of this Project
- (2) For the management of applications and to provide information about services, seminars, events, etc., related to this Project
- (3) For the aggregation and analysis of statistical data related to this Project
- (4) For the purpose of confirming and responding to various inquiries and opinions related to this Project
- (5) For the purpose of collecting and utilizing surveys related to this Project and providing information on similar projects

4. Management of Personal Information

Personal information collected will be strictly managed by the Company and its contractors, with appropriate measures taken to prevent leaks, unauthorized use, and alterations.

5. Regarding Third-Party Provision

Personal information provided (registered) by you will be shared within the scope of the purposes explicitly stated in advance, as follows. Note that, the Company will ensure strict management and appropriate supervision of the recipients of personal information. Additionally, as part of the project report to the Hokkaido-Sapporo Overseas Expansion Collaboration Promotion Council, which is the client for this Project, information may be provided in electronic or written form.

(1) Recipients: Companies participating in this Project

Purpose of provision: For conducting interviews, briefing sessions, and matching events

Means or methods of provision: Electronic media or written form

Items of personal information provided:

Names, contact information, and all other information provided by participants in matchmaking events

(2) Recipient: Hokkaido-Sapporo Overseas Expansion Collaboration Promotion Council

Purpose of provision: For reporting the outcomes and achievements related to this Project, and for creating statistics related to this Project

Means or methods of provision: Electronic media or written form

Items of personal information provided: All personal information provided for this Project

6. Regarding External Outsourcing

Personal information provided (registered) by you will be entrusted to external companies within the scope of the purposes explicitly stated below as part of handling personal information.

Note that, regarding the selection of contractors, the Company shall conduct a rigorous examination and, upon confirming that these contractors meet its established standards for the management of personal information, the Company may entrust personal information to them, including overseas entities. The Company shall enter into confidentiality agreements with these contractors, exercise strict management of personal information, and conduct appropriate supervision, such as requesting the disposal or return of personal information at the end of the contract.

Purpose of provision: For the planning, implementation, and operation of matching events related to this business

Means or methods of provision: Electronic media or written form

Items of personal information provided:

Names, contact information, and all other personal information provided by participants in the matching event and representatives of participating companies

7. Regarding the Disclosure, Correction, and Deletion of Personal Information

In accordance with the Act on the Protection of Personal Information, the Company will handle notifications regarding the purpose of use, disclosure, correction, addition or deletion, suspension of use, erasure, or suspension of provision to third parties of personal data held by the Company through the following contact point.

8. Contact Point for Personal Information Inquiries

Please direct your inquiries to the following administration office.

The outsourcing business of the FY 2025 Hokkaido-Sapporo Overseas Expansion Promotion Project (International Business Talent Support Project)

Contact information

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

E-MAIL: sapporomatching@pasona.co.jp

9. Title and Contact Information of the Personal Information Protection Manager

Senior Managing Executive Officer, Pasona Inc.

E-MAIL: privacy@pasona.co.jp

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