

FUJIKURA COMPOSITES Privacy Policy (Personal Information Protection Policy)

FUJIKURA COMPOSITES Inc. and its group companies (limited to those incorporated in Japan; hereinafter referred to as "the Company") recognize the importance of protecting personal information. To ensure the proper handling of personal information acquired throughout our business activities, we have established the following basic policy and are committed to its implementation.

1. Acquisition of Personal Information

When collecting personal information, the Company will do so through lawful and fair means with the consent of the individual concerned. However, if personal information is collected from a third party and such collection is permitted by relevant laws and regulations, we may not notify or seek consent from the individual concerned.

2. Provision and Disclosure of Personal Information to Third Parties

The Company will not disclose or provide personal information to third parties except in the following situations:

- (1) With the consent of the individual concerned.
- (2) When, based on an inquiry from the individual concerned, the Company determines it is necessary to contact the individual concerned, either directly or through agents, etc.
- (3) When necessary to provide personal information to third parties, such as contractors who have signed confidentiality agreements, for the purpose specified to the individual concerned.
- (4) When disclosure to financial institutions or others is necessary for payment processing in connection with product purchase or service use.
- (5) When the information is disclosed in the form of statistical data that cannot identify individuals.
- (6) When disclosure to third parties is permitted by laws, regulations, or public guidelines.

3. Purposes of Collection and Use of Personal Information

When collecting personal information, the purpose of collection, contacts, etc., will be clearly stated and only the information necessary for such purposes will be collected.

The main purposes for which the Company uses personal information collected are:

- (1) For business partners (including of corporations) who transact with the Company:
Communication of business matters, exercising contractual rights and fulfilling obligations, product information, preparation of payment records and withholding slips, tax compliance, and product research and development.
- (2) For consumers using the Company's products and services:
Delivery of products, performance of services, payment processing, product information, responding to inquiries, conducting market and questionnaire surveys, providing information on campaigns and events, sending prizes, and product improvement and development.
- (3) For shareholders:
Fulfilling statutory obligations, responding to the exercise of shareholder rights, and providing shareholder benefit services.
- (4) For employees and related persons:
Labor management duties (including, but not limited to, payroll and social insurance calculations and payments, preparation of tax documents, execution of employment-related administrative tasks, necessary evaluation and planning for welfare benefits, safety and health management, employee training, , decision of personnel evaluations , proper staff assignments, evaluation and initiation of disciplinary actions, shareholder association operations, calculation of shares held and dividends, and emergency communications).
- (5) For job applicants, internship applicants, and former employees:
Providing information and contact for job and internship applicants, conducting recruitment

activities, and keeping in touch with former employees.

4. Use of Personal Information

The Company will use personal information only within the scope specified to the individual concerned at the time of collection. When providing personal information to subcontractors, the Company will select them carefully, obligate them to protect personal information through confidentiality agreements and other measures, and supervise them as necessary to ensure proper handling.

5. Security and Preventive Measures

The Company will take preventive and security measures to protect personal information from loss, destruction, alteration, and leakage.

6. Compliance and Employee Education

In handling personal information, the Company will comply with all applicable laws, regulations, and guidelines, including the Act on the Protection of Personal Information, and follow internal corporate rules. We will also conduct education and awareness programs for all employees, including directors.

7. Continuous Improvement

The Company will continually improve its efforts to protect personal information.

8. Disclosure, Correction, and Deletion of Personal Information

If the individual concerned requests disclosure, correction, or deletion of their personal information, the Company will respond promptly according to its prescribed procedures. For complaints regarding the handling of personal information, please contact the following representative.

Personal Information Handling Business Operator

FUJIKURA COMPOSITES Inc. (President and Chief Executive Officer: Kenji Morita)

Contact for Correction Requests and Disclosure Requests
8-4-13 Nishi-Gotanda, Shinagawa-ku, Tokyo, Gotanda JP Building

FUJIKURA COMPOSITES Inc. Personal Information Contact

Phone: 03-5747-9444

Fax: 03-5747-9781

Email: personal_info@fc.fujikura.co.jp

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FUJIKURA COMPOSITES Inc.

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