

# The Japan Steel Works Group's Personal Information Protection Policy

Establishment: February 1, 2024

Revision: November 1, 2025

For the personal information that is handled for work, the Japan Steel Works Group (hereinafter referred to as the "Company Group") will comply with the Act on the Protection of Personal Information (the Personal Information Protection Act) and other related laws, regulations, rules, and guidelines to appropriately handle the information as stated below.

1. The Company Group will obtain personal information using appropriate and fair means.
2. For the handling of personal information, the Company Group shall specify the purposes of use of that information, and it will use that information only for what is necessary for the execution of work within the scope of those specified purposes of use.
3. When personal information is obtained, the Company Group will notify the relevant person of the purposes of use of that information or publicly announce the relevant purposes of use, excluding cases in which the purposes of use have already been publicly announced in advance.
4. For the personal information that the Company Group obtains and saves or stores as a database, we will implement appropriate safety management measures and strive to prevent leaks, loss, damage, or unauthorized access.
5. Excluding cases based on the stipulations of a law or regulation, the Company Group will not provide personal information to third parties without the relevant person's consent.
6. The Company Group will provide education related to personal information protection for the Company Group's officers and employees, and the Company Group will also establish a person responsible for management in each department that handles personal information and will strive to conduct appropriate management.
7. If the handling of the personal information as stipulated in Item 4 is consigned to a third party, the Company Group will conduct the necessary and appropriate management and supervision to ensure that the personal information's safety management will be conducted by that third party. When a work consignment agreement is concluded, we will conduct sufficient screening of the party's eligibility as the other party to the work consignment, and we will also use an agreement that gives further consideration to the protection of personal information.
8. The Company Group will stipulate a contact point that handles personal information, and when there is a request from a person concerning an inquiry about or the correction of that person's personal information, we will promptly handle that request within a reasonable scope.
9. The Company Group will comply with the Act on the Protection of Personal Information and other related laws, regulations, and guidelines and strive to regularly review and improve the content of this policy.
10. The Company Group will prepare, maintain, and operate specific initiatives based on this policy at each group company.

Supplementary provisions

1. This policy (revision) will go into effect on November 1, 2025.