



Announcement

Non-Disclosure of Personal Salary and Compensation Information

Whereas the Company has a duty to comply with applicable laws relating to the protection of employees' personal data, this policy is hereby established to ensure that the management of salary and compensation information is handled with due care, accuracy, and in compliance with personal data protection principles.

Clause 1: Definitions

1. **"Compensation Information"** means salary, regular income, bonuses, individual benefits, performance evaluation results, or any other information that affects an employee's compensation.
2. **"Disclosure of Information"** means the transmission, publication, exchange, or allowing access to information, whether verbally, in documents, via email, information systems, or by any other means.
3. **"Authorized Person"** means personnel who have been expressly assigned or authorized by the Company in writing or by official order to disclose such information.

Clause 2: Status of Information

All employees' compensation information shall be deemed Company Confidential Information and shall be protected in accordance with Company regulations and applicable laws. All employees must handle such information with the highest level of care.

Clause 3: Non-Disclosure Requirements

No employee shall engage in any of the following acts unless permission has been granted by an Authorized Person:

1. Disclosing or exchanging his/her own compensation information or that of other employees.
2. Using compensation information for purposes not benefiting the Company or in a manner that may cause damage to other employees.
3. Storing or transmitting compensation information through systems or channels that do not comply with the Company's security requirements.



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Clause 4: Use of Information within Scope of Authority

Compensation information may be accessed or disclosed only in the following cases:

1. Where such access or disclosure is necessary for the performance of duties by personnel who have been clearly assigned.
2. Where disclosure is required by law or by an order of a regulatory authority.
3. Where written approval has been obtained from an authorized executive of the Company.

Clause 5: Disciplinary Actions

Any violation of this Announcement shall be deemed a serious disciplinary offense. The Company reserves the right to take the following actions:

1. Impose disciplinary measures in accordance with Company regulations, including a warning, suspension, or termination of employment.
2. Claim damages if the disclosure results in harm to the Company or other employees.
3. Initiate legal proceedings if such actions constitute an offense under personal data protection laws or other applicable laws.

Clause 6: Effective Date

This Announcement shall come into force as from the date of its issuance.

This is hereby announced for acknowledgement and strict compliance by all employees.

Announced on December 22, 2025.

Mr. Chaiya Glingulab
General Manager

Mr. Akihiro Ui
President