Handling of Personal Information

J. Front Retailing Co., Ltd. (hereinafter referred to as "the Company") handles personal information contained in reports and complaints concerning the Company's group submitted through JaCER as follows:

1. Compliance with Laws and Regulations

The Company will appropriately handle personal information contained in reports and complaints submitted by complainants and whistleblowers (hereinafter collectively referred to as "reporters") in compliance with the Act on the Protection of Personal Information and other applicable laws and regulations.

2. Purpose of Use

The Company will use personal information contained in reports and complaints submitted by reporters solely for the purpose of reviewing and investigating the contents of such reports and complaints and taking appropriate measures based on the results of the investigation. Such information will not be used for any other purpose.

However, in order to appropriately process a report or complaint, personal data contained therein (including, but not limited to, the reporter's name, address, telephone number, occupation, employer or affiliated organization, email address, details of the report or complaint, and the status and history of its processing; the same applies hereinafter) may be provided, as necessary, to relevant internal departments or to the company that is the subject of the report or complaint.

*If the Company determines that a report or complaint concerns one of the Company's business partners, it may provide the details of the report or complaint to the relevant business partner, while taking sufficient care to ensure that the reporter does not suffer any disadvantageous treatment or other adverse consequences.

3. Joint Use

Within the scope of the purposes described above, the Company and the company that is the subject of the report or complaint will jointly use personal data contained in reports and complaints received either through JaCER or directly

from the reporter. The Company will assume responsbility for the proper management of personal information used jointly in this manner.