

Handling of Personal Information of Officers, Employees, Their Family Members and Retirees

Effective Date: September 25, 2026

The ARTERIA Group (ARTERIA Networks Corporation, TSUNAGU NETWORK COMMUNICATIONS INC., ARTERIA Engineering Corporation and GameWith ARTERIA Corporation; hereinafter the "Group") shall use personal information of officers, employees, their family members and retirees within the purposes described below.

1. Personal Information Items and Purposes of Use

Contact information (name, address, telephone number, date of birth, email address, emergency contact, photograph): communications and employment-related administration.

Specific Personal Information including Individual Numbers: withholding tax and social insurance administration through outsourced providers.

Recruitment information: personnel administration including assignment, transfer and compensation.

Personnel evaluation information: personnel administration.

Health examination results: understanding and management of employee health status.

Salary-related information: payroll and social insurance administration.

Family member information: payroll, social insurance and emergency contact purposes.

Retirement-related information: turnover and retiree analysis and personnel administration.

Post-retirement contact information: payroll, social insurance and related communications.

Bank account information: payroll and expense reimbursement.

Information generated during employment: use in business deliverables and business activities.

Shareholding association, restricted stock and other stock-related information: administration of stock-related procedures.

Information described above as necessary for management, accounting, taxation, audits, internal controls, compliance, risk management, business continuity, legal compliance, dispute resolution, and responses to law enforcement and regulatory authorities by the Group and its principal shareholder(s).

2. Voluntary Provision of Personal Information

Provision of personal information is voluntary; however, failure to provide necessary information may affect payroll, social insurance procedures, or related communications.

3. Provision to Third Parties

Personal information will not be provided to third parties except with consent, for payment processing through financial institutions, or when required by law.

4. Joint Use of Personal Information

Jointly used items: personal information described above excluding Individual Numbers and sensitive health information.

Scope: ARTERIA Networks Corporation, TSUNAGU NETWORK COMMUNICATIONS INC., ARTERIA Engineering Corporation, GameWith ARTERIA Corporation and Marubeni Corporation.

Purpose: among Group companies, for the purposes above; with Marubeni Corporation, only for management, accounting, taxation, audits, internal controls, compliance, risk management, business continuity, legal compliance, dispute resolution and regulatory response purposes.

Responsible entity: ARTERIA Networks Corporation.

5. Outsourcing

The Group may outsource handling of personal information to service providers including payroll administration, HR systems, health examination administration and related services.

6. Specific Personal Information

Please refer to the Basic Policy on the Protection of Individual Numbers and Specific Personal Information.

7. Inquiries

Inquiries: privacy-policy@arteria-net.com, Sumitomo Fudosan Shimbashi Building, 6-9-8 Shimbashi, Minato-ku, Tokyo 105-0004 Japan.

8. Changes to this Policy

Any amendments will be announced on the websites of the Group companies.