Purpose of use and handling of personal information

[Purpose of use of personal information]

1. The personal information you enter will be used for the following purposes.

・Response to inquiries

・Providing information such as e-mail magazines, direct mail, notices, advertisements, etc. regarding our services (including analyzing information such as acquired browsing history, call content information and action history (including career aspirations, skills and experience) to introduce jobs and provide information about services according to hobbies and preferences)

・Improving our services and developing new services based on (browsing history, action history, call content) analysis results of usage status of our services

・Various research, analysis, and marketing necessary for each of the above purposes of use

*If our company outsources analysis work to an advertising-related business, we will add log information related to Internet usage, such as user attribute information, location information, and behavior history, held by the advertising-related business to personal information held by our company. We may receive analysis results that are aggregated into information that does not allow us to identify a specific individual from that information alone.
*When contacting us by telephone or when we contact you by phone, we may record the contents of the call in order to ensure and confirm the content of the call and to improve the quality of our service and telephone response.
In addition, if the purpose of use is changed beyond the scope that is reasonably considered to be related to the purpose of use before the change, or if the use is to be used for any purpose other than the above, we will notify you of the purpose in advance and inform you of the purpose. We will obtain the consent of the person in question.

2. After responding to your inquiry, we will responsibly and appropriately dispose of the

personal information you entered.

3. For consultations, complaints, requests for disclosure, etc. regarding personal information,

please contact us below.

Techno Service Co., Ltd.

Personal information protection manager: Responsible executive officer

Contact for various inquiries: Recruitment manager

TEL: 0120-709-707

■Contact for commercial matters

Techno Service Co., Ltd.

Tokyo-to, Chiyoda-ku Kanda Neribemachi 85 JEBL Akihabara Square

Representative Director Koji Sakamoto

【About the processing of personal information】

1. Providing personal information to us is voluntary. However, if all or part of the personal information requested by our company is missing from the personal information you provide, or if the information is incorrect, you may not be able to use the services provided by our company. Furthermore, the information you provide will not be returned in the event of a request to cancel your registration.

2. Our company may provide persona information by the individual to the dispatch destination (name, gender, etc.) based on laws and regulations such as the Workers Dispatch Law, by electronic form, in writing or orally. Additionally, with your consent to this privacy policy, we will provide information about your ability to perform work (work history, experience, work experience, skills, qualifications, etc.) to the dispatch destination to which you are sent for the purpose of creating job. opportunities for you. You agree that information may be provided electronically, in writing or orally.

3. Upon consent to this privacy policy, we will collect general personal background information (such as basic information such as name and date of birth, employment history, educational background, qualifications, etc.) provided by the individual, based on JIS standards. (Resume Details) and job performance capability may be provided to the recruiter (introduction destination) by electronic means or in writing/orally for selection purposes by the recruiter (introduction destination).

4. With the individual's consent to this privacy policy, our company will transfer the personal information provided by the individual to the contractor, including his or her name, electronically or in writing, in accordance with laws and regulations relating to commercial contracting. Agree that information may be provided orally.

5. Upon consent to this privacy policy, we will collect your email address, telephone number, cookies maintained by us and other information necessary to identify you from the personal information provided by you. It is encrypted and provided to Google, Facebook, LINE, X (Twitter) and other advertising-related companies, and the advertising related companies themselves use the personal information we provide. We identify users of services provided by advertising-related companies by linking personal

information such as log information related to Internet usage, such as attribute information, location information and behavior history maintained by the advertising related business operator. We may use the information to propose numerous services, provide information and distribute advertisements to users that meet the conditions, and that the business operator relating to the relevant advertising may use personal information relating to the linked individual as described above to be used by our company. You agree that we may aggregate information that cannot identify a specific

individual and provide the analysis results to our company. The advertising-related business operator will retain the personal information provided by the Company in an encrypted state and discard it immediately upon completion of the purpose of use.

6. The personal information you provide will not be provided to third parties unless it falls within items 2 to 5 above or any of the following.

・When consent to supply to third parties is obtained in advance from the individual

・When based on laws and regulations

・When it is necessary to protect a person's life, body or property and it is difficult to obtain the individual's consent.

・When it is particularly necessary to improve public health or promote the healthy upbringing of children and it is difficult to obtain the individual's consent.

・In cases where it is necessary to cooperate with a national institution, local government or person entrusted by them in carrying out matters stipulated by law, and with the consent of the person concerned, If there is a risk of interference

・If the third party is an academic research institution, etc. and the third party needs to process personal data for academic research purposes (part of the purpose of processing personal data is for academic research purposes) (Excluding cases where there is a risk of unfair violation of the rights and interests of individuals, including certain cases.)

・When personal information is provided due to business succession due to merger or other reasons, and the personal information is treated within the scope of the purpose of use before the succession.

7. To provide you with smooth services and conduct smooth and efficient business activities, we will use the personal information you provide to us when we recognize that our personal information protection system meets a certain standard. The processing of personal information may be outsourced to a subcontractor.

8. Security management measures

Based on Article 23 of the Personal Information Protection Law, the security management measures taken by our company are as follows.

(1) Basic policy formulation

To ensure proper processing of personal data, we have established basic policies regarding “compliance with relevant laws and guidelines” and “point of contact for handling queries and complaints,” etc.

(2) Establishment of regulations regarding the processing of personal data

Establish personal data processing rules regarding processing methods, responsible parties, and their duties for each stage of acquisition, use, availability, storage, deletion/disposal, etc.

(3) Organizational security management measures

①In addition to establishing a person responsible for processing personal data, we will

clarify the employees who process personal data and the scope of personal data processed by these employees, and act if we become aware of facts or signs of violations of processing laws or regulations. Establishment of a system to report to the responsible person

②Conduct regular self-inspections regarding the processing of personal data and carry out audits by other departments

(4) Personal security management measures

① Provide regular training to employees on matters to be observed when processing

personal data.

② Issues related to the confidentiality of personal data are included in the work regulations

(5) Physical security control measures

①In areas where personal data is processed, control the entry and exit of employees, restrict the devices they bring and implement measures to prevent personal data from being viewed by unauthorized people.

② Take measures to prevent theft or loss of devices, electronic media, documents, etc. that manage personal data and ensure that personal data is easily identified when such devices, electronic media, etc. are used. Take measures to prevent

(6) Technical security control measures

① Implement access control to limit the scope of personnel and personal information

databases, etc.

②Introduction of a mechanism to protect information systems handling personal data

against unauthorized access by third parties or unauthorized software.

(7) Understanding the external environment

When processing personal data in a foreign country, we will take necessary and appropriate measures to manage personal data securely after understanding the external environment, such as the system for protecting personal information in that foreign country.

9. Notification of the purpose of use of retained personal data, disclosure, correction,

addition or deletion of content, suspension of use, erasure, suspension of provision to third parties, disclosure of records provided to third parties (hereinafter referred to as disclosure, etc.) We will confirm that the request is up to the individual and we will make the request without delay. However, if any of the following situations apply, all or part of the personal data retained may be subject to disclosure, etc. we will notify you without delay along with an explanation why.

・When there is a risk of harm to the life, body, property or other rights and interests of the person or third parties.

・In cases where there is a risk of significant impediment to the successful implementation of our business and to our company.

Example) Information about evaluation, selection, etc.

・In case of violation of laws and regulations

■About procedures such as disclosure

・For procedures such as disclosing retained personal data, please contact the contact information above.

・We will confirm your identity using our designated method and respond only to you.

10. Registration may be canceled if the registered person falls into any of the following situations.

・In case of breach of confidentiality obligation

・If there is any act that harms the honor or credibility of our company or reference destinations, etc.

・In case damage is caused to the Company or the reference destination, etc. intentionally or negligently.

・If it is discovered that there has been falsification of background, qualifications or other false statements.

・If it has been more than three years since the day you registered and you have not contacted us for more than two years since you last contacted us by phone, email, etc.)

(Applicable when the retention period stipulated by law, etc. has exceeded)

・If our company determines that the introduction of employment, etc. in our company is difficult or inappropriate

11. Personal information (informative information)

Our company uses data management platforms operated by third parties (Adobe Analytics, Google Analytics, Microsoft Clarity, etc.) to collect personal information (informative information: cookies, device information, IP addresses, attribute information, advertising identifiers, email openings, link clicks, and actions including website browsing history, etc.).

By agreeing to this privacy policy, you agree to link the personal information acquired by our company with your personal data held by our company and use it within the scope of the above purpose of use.

12. About cookies and behavior history

Our website uses cookies to prevent unauthorized access and ensure security, improve the website, distribute advertisements, and create statistical data. Please note that cookies by themselves are not information that can identify a specific individual.

<About access logs, etc. in the following stock history cases>

Our website and "Staff Service Group My page", we will

identify the specific individual and collect information collected using cookies prior to login. We may provide optimized advertisements and content to users and provide services using the behavior history analyzed on the website.

*Please note that if your browser settings are set to disable the storage of cookies, you may not be able to use the site's features.

■About Google Analytics

We use Google Analytics, a service from Google Inc., to understand the status of your visits to our website. When you use Google Analytics on our website, Google collects, records, and analyzes your website visit history based on the cookies we issue. Our company receives the analysis results from Google and understands the status of the individual's visit to the website. Please see the links below to learn more about the use of Google Analytics and how data will be collected and processed by Google Analytics. You can also stop the collection of your information using Google Analytics by disabling Google Analytics in your browser addon settings. You can opt out of Google Analytics by changing your browser add-on settings on the Google opt-out add-on download page listed below.

・Google Privacy Policy

https://policies.google.com/privacy?hl=ja

・Google's use of information collected from websites and applications that use Google services

https://policies.google.com/technologies/partner-sites

・Download Google Analytics opt-out add-on

https://tools.google.com/dlpage/gaoptout?hl=ja