

Creating an Environment Where All Job Applicants and Job Seekers Can Participate in the Selection Process with Confidence— Recruitment Harassment Prevention Policy & Consultation Contact —

Our Policy

We are committed to respecting the human rights of all job applicants and job seekers and to ensuring a fair and appropriate recruitment and selection process.

Examples of Prohibited Conduct

Our employees are prohibited from engaging in the following types of conduct during recruitment activities, internships, and other related situations:

- **Coercion into personal relationships:** Pressuring applicants to engage in dating, sexual relationships, or private meetings by using a job offer or selection results as leverage.
- **Inappropriate questions:** Asking about private or personal matters that are not directly relevant to the selection process.
- **Inappropriate invitations:** Repeatedly inviting applicants to dine or drink alcohol privately or asking them to meet at night or in private settings.
- **Pressure regarding the selection process:** Excessively pressuring applicants to withdraw from selection processes with other companies.
- **Private communications:** Contacting applicants via social media or messaging apps beyond what is reasonably necessary for the selection process.

Consultation Contact

If you feel that something “may constitute harassment” or if you have experienced anything that made you uncomfortable, please feel free to contact us through the channels below.

- **Strict confidentiality:** All consultation details and personal information will be handled with the utmost care and kept strictly confidential.
- **No adverse treatment:** You will not be disadvantaged in the selection process for raising a concern or cooperating with a fact-finding process.

Consultation Contacts

Internal Contact

Legal Affairs Department, Corporate Governance Division, Nippon Ski Resort Development Co., Ltd.

nsd-compliance-hotline@nippon-ski.jp

TEL: 070-2290-9371

External Contact

Nakamura, Kakuda & Matsumoto Law Office

npd@ntmlo.com

Nippon Ski Resort Development Co., Ltd.