October 1, 2026

Basic Policy for the Prevention of Harassment against Job Seekers, etc.

VisasQ Inc.
Eiko Hashiba, Representative Director and CEO

To ensure that job seekers, etc. (*1) can engage in job-seeking activities, etc. (*2) in a fair and comfortable environment, VisasQ Inc. (hereinafter referred to as the "Company") is committed to preventing sexual harassment and other forms of harassment (*3) (hereinafter referred to as "Harassment Acts") against job seekers, etc.

The Company establishes this policy, will thoroughly enforce it company-wide, and will promote fair and transparent job-seeking activities, etc.

If a Harassment Act is confirmed, the Company will deal strictly with the perpetrator in accordance with the Rules of Employment and other applicable regulations.

*1: Refers to individuals applying for the Company's recruitment (including those considering applying), participants in internships and company information sessions, individuals conducting alumni visits, candidates who have received job offers, as well as targets of casual interviews, etc., conducted by the Company's executives or employees through referral recruiting.
*2: Refers to overall job-seeking activities at the Company, including internships, employment information sessions, job interviews, recruitment procedures, individual meetings, post-offer networking events, training sessions, etc.
*3: Includes inappropriate words and deeds such as acts resembling power harassment, customer harassment, harassment related to pregnancy, childbirth, etc., and harassment related to childcare leave, etc., in addition to sexual harassment.

Our Rules for Job-Seeking Activities, etc.

1. The Company continuously conducts dissemination and awareness-raising activities regarding the prevention of Harassment Acts for all executives and employees involved in recruitment operations.
2. Rules Regarding Meetings/Interviews, Alumni Visits, and Referral Recruiting*
   (*Includes pre-recruitment casual interviews and information exchange associated with recruiting methods that introduce acquaintances of executives or employees, etc.)

Time for Meetings/Interviews

As a general rule, meetings and interviews should take place on weekdays from 10:00 a.m. to 8:00 p.m. However, exceptions may be made if this timeframe is difficult due to the convenience of the job seeker, etc.

Exception in Referral Recruiting: Even when meetings, etc. are held outside of working hours with acquaintances of executives or employees, meetings or information exchanges involving alcohol during late-night hours (10:00 p.m. and later) are strictly prohibited from the perspective of harassment prevention.

Location

As a general rule, locations are limited to the Company's meeting rooms, internal meeting spaces, office spaces, or online.

Exception in Referral Recruiting: When an employee conducts a meeting with an acquaintance, the use of external dining facilities (cafes, restaurants, etc.) is permitted. However, even in such cases, conducting meetings in enclosed, private spaces such as the executive's, employee's, or job seeker's home, or inside a car, is strictly prohibited.

Meeting Arrangements

Meetings must be conducted by a personnel structure approved by the Company, such as being conducted by multiple people whenever possible or in an environment visible to third parties (open spaces, etc.). Furthermore, when conducting one-on-one meetings in enclosed spaces such as meeting rooms, sufficient care must be taken to prevent harassment.

Exception in Referral Recruiting: When conducting a one-on-one casual interview, etc., between an employee and their acquaintance, it must be conducted after reporting (sharing) the intention to hold the meeting in advance to the Human Resources Department (or their immediate manager)

Means of Communication

The Company's official telephones and email addresses must be used for communicating with job seekers, etc. Executives and employees shall not make any contact using private mobile phones, private email addresses, or personal social media accounts (LINE, Instagram, etc.).

Exception in Referral Recruiting: Contact via private SNS, etc., is permitted only in cases of an existing acquaintance relationship or when initial contact was made through SNS, etc. However, once a decision is made to proceed to the formal recruitment process, communication must promptly transition to official means designated by the Company (e.g., communication through HR representatives). Engaging in inappropriate suggestions regarding recruitment results or coercing a personal relationship via private SNS, etc., is strictly prohibited.

Consultation Desk

In the event that you are subjected to sexual remarks or behavior, etc., from an executive or employee of the Company during our job-seeking activities, etc., please contact the consultation desk below. We broadly accept consultations and will respond appropriately, even in cases where it is difficult to determine whether the conduct constitutes harassment. When handling consultations, we give full consideration to the privacy of not only the person consulting but also all related parties, and we will respond fairly.

Furthermore, the fact that you have consulted with us or cooperated in fact-finding will not negatively affect your recruitment results, so please feel free to consult with us.

Contact Email for Job Seeker Harassment Consultations

legal-compliance@visasq.com

<Recommended Email Format>

- Subject: [Consultation/Report on Harassment against Job Seekers, etc.] (Your Name)
- Name:
- Date, Time, Duration, and Location of the Incident:
- Details of the Incident (Who did what, or what the problem was):
- Desired Response from the Company (e.g., I just want someone to talk to; I want the facts investigated and corrected; I want the person in question removed from my future recruitment process, etc.):