

Motivation Cloud Role Development Terms of Use and Handling of Personal Information

| Before | Reason for change | After |
|--|---|---|
| Applicable until March 30, 2026 | | Effective from March 31, 2026 |
| Title Motivation Cloud Role Development Survey Terms of Use | Wording correction | Title Motivation Cloud Role Development Terms of Use |
| Article 2. Survey <u>Respondents</u> Survey <u>respondents</u> (hereinafter referred to as the " <u>Respondents</u> ") are defined as those who are asked to respond to the survey at the Organizer's request. <u>Respondents</u> are allowed to use the Service by accepting all the terms and conditions of <u>the Survey Terms of Use</u> (hereinafter referred to as the "Terms of Use") after the Organizer has registered their information in the system. <u>Respondents</u> shall be entitled to request disclosure and correction of registered information. | Wording correction (Correction common to all articles) | Article 2. Survey <u>Users</u> Survey <u>users</u> (hereinafter referred to as the " <u>Users</u> ") are defined as those who use the Service for purposes such as responding to the survey, <u>viewing the survey results, and taking improvement actions based on the results</u> , based on the Organizer's intent. <u>Users</u> are allowed to use the Service by accepting all the terms and conditions of these <u>Terms of Use and the "Privacy policy"</u> after the Organizer has registered their information in the system. <u>Users</u> shall be entitled to request the Organizer to disclose and correct the registered information. |
| Article 6. Prohibited Acts of Respondents Respondents shall not engage in any of the following acts: 1. Deliberately registering false information to the Service; 2. Acts that infringe on the rights of others including copyrights, trademarks, privacy rights, name rights, portrait rights, and moral rights; 3. Acts that defame any individual or organization; 4. Acts that are or may be contrary to laws and regulations or public order and standards of decency; 5. Providing information to any third party regarding the Service; and 6. Acts that hinder operations of the Service. | Addition in accordance with terms for corporate clients | Article 6. Prohibited Acts of Users Users shall not engage in any of the following acts: <u>1. Using the Service in any method other than those specified by the Company;</u> <u>2. Disassembling, decompiling, reverse engineering, or otherwise attempting to obtain the source code of the Service or the software that constitutes the Service;</u> <u>3. Unauthorized access to, cracking of, or any other acts that cause disruption to the facilities, etc., that constitute the Service;</u> <u>4. Allowing a third party to use, lend, or transfer the account and password for the Service;</u> <u>5. Using or attempting to obtain the account and password of other Users;</u> <u>6. Inputting any information obtained through the Service (ideas, know-how, documents, data, etc.) into generative artificial intelligence;</u> 7. Deliberately registering false information to the Service; 8. Acts that infringe on the rights of others including copyrights, trademarks, privacy rights, name rights, portrait rights, and moral rights; 9. Acts that defame any individual or organization; 10. Acts that are or may be contrary to laws and regulations or public order and standards of decency; <u>11. Providing information to any third party regarding the Service;</u> |
| - | Addition | Title Privacy Policy |
| Article 8. Protection of Personal Information The Company shall handle, and Respondents shall consent to the Company's handling of, information about individual Respondents that can be used to identify them by name, email address, gender, date of birth, and other descriptive information (including information that cannot be used alone to identify the Respondent, but can be easily matched with other information to enable the identification of the Respondent. Hereinafter referred to as "Personal Information".), in accordance with the following provisions. (Hereinafter, Paragraphs 1 to 3) | Relocation (Article numbers below will shift) | Privacy Policy In conducting the survey using Motivation Cloud Role Development (hereinafter referred to as the "Service"), the survey organizer (hereinafter referred to as the "Organizer") handles your personal information as follows. Please read through the following and agree to it before you start using the Service. (Hereinafter, Articles 1 to 4) |
| Article 8. Protection of Personal Information 4. Joint Use of Personal Information The Company may jointly use the Respondents' personal data with its group companies. The purpose of use and items of personal data to be jointly used, the scope of joint users, the name and address of the entity responsible for managing the jointly used personal data, and the name of its representative are as described below. ① Purpose of use and items of personal data to be jointly used Purpose of use: Purposes listed in the preceding paragraph Items to be used: Name, email address, affiliation information, and survey analysis results ② Scope of joint users The Company's group companies ③ Name and address of the entity responsible for managing the jointly used personal data Link And Motivation Inc. Address: 4-12-15 Kabukiza Tower 15th floor, Ginza, Chiyoda-ku, Tokyo, Japan 1040061 Yoshihisa Ozasa, Chairman and Representative Director | Deletion | - |
| - | Addition | Privacy Policy 5. Transfer of Personal Information to Third Countries The Organizer or LMI may transfer your personal information to a third country that is not the country you reside in, including Japan, for the above purposes. In such cases, LMI implements measures necessary to protect personal information, such as certifying adequacy and concluding standard contracts stipulated by supervisory agencies, in accordance with applicable laws and regulations. 6. Disclosure of Personal Information, etc. You have the right to withdraw your consent and the right to access, correct, and delete your own personal information. If you have requests or questions regarding the Privacy policy, please submit inquiries to the Organizer. |