

Disclosure Items Based on Article 32-13 of the Employment Security Act

Human Global Talent Co., Ltd. (hereafter, "we") operates Daijob AGENT, an employment support service for foreign workers, as a fee-charging employment placement business.

① Regarding the scope and other matters of the jobs handled

As far as Japan and all occupations are concerned, we will accept applications for any and all types of job listings.

However, in case that the working conditions, such as wages and working hours, are in violation of laws and regulations, the application will not be accepted.

② Regarding the fee system

No fees from the candidates will be collected.

If the recruitment is successful, the hiring company will be obliged to pay fees agreed upon in relevant contracts, within the limits of the maximum amount of fees (not including consumption tax, consumption tax will be collected separately; see below) that have been reported to the competent ministries and agencies in accordance with laws and regulations. In addition, the contract with the hiring company usually provides for the return of a portion of the recruitment placement fee in the event of early termination of employment by the candidate.

※ The upper limit of the placement fee (the actual fee charged shall be decided upon in the contract with the hiring company).

Types and content of services	The (maximum) fee and the responsible party
Administrative expenses at the time of receiving job listings	Not applicable
Introduction of candidates to hiring company after receiving the job listing Compensation for successful hiring [Employment Placement Services]	<p>Contingent fee</p> <p>(Introduction of a candidate for employment contract without an established term) 50% of the salary to be paid to the candidate during the first one year after being employed (amount stated in the employment contract)</p> <p>(Introduction of a candidate for employment contract with an established term) 50% of the wages to be paid to the candidate during the employment contract period (up to one year if the employment period exceeds one year) (amount stated in the employment contract)</p> <p>The hiring company will be responsible for covering these charges.</p>

<p>Professional consultation and advice services for the hiring companies regarding the job listing [Additional Employment Placement Services]</p> <p>※ In addition to the above-mentioned employment placement services, we also provide more specialized consultation and advice services.</p>	<p>Contingent fee</p> <p>50% of the salary to be paid to the candidate during the first one year after being employed (amount stated in the employment contract)</p> <p>The hiring company will be responsible for covering these charges.</p>
--	--

③Matters regarding complaints

Complaints from candidates and hiring companies shall be handled in good faith by the responsible employment placement manager.

④Matters concerning the handling of personal information

1. The personnel within the business that handles personal information is limited to the employment placement officers. The person responsible for the handling of personal information shall be the employment placement manager.
2. The employment placement manager shall provide education and guidance on the handling of personal information once a year to the employees of the business listed in 1 above who handle personal information. In addition, the employment placement manager shall attend the employment placement manager training at least once every five years.
3. With regard to personal information, when a request for disclosure of information pertaining to said information is made by the person in question, the handler shall disclose the information based on objective facts such as the qualifications and occupational experience possessed by the person in question based on the request without delay. When a request for correction (including deletion; the same shall apply hereinafter) is made based on the request, the correction shall be made without delay if the request conforms to an objective fact. In addition, the employment placement manager shall strive to disseminate the matters regarding the handling of disclosure or correction of personal information to candidates.
4. In the event of a complaint from a candidate regarding personal information or other matters, the person in charge of handling complaints shall handle such information appropriately and in good faith.
The person in charge of handling complaints pertaining to the handling of personal information shall be the person responsible for handling personal information described in 1 above.

In the event of any inconsistency or discrepancy between languages, the information provided in the Japanese language shall be prioritized in all aspects.