

DATA PRIVACY POLICY

Recognizing the importance of personal information, MITSUWA CHEMICAL, PHILIPPINES INC. (hereinafter, "Company") shall endeavor to appropriately treat and protect personal information of customers, shareholders, and employees (including job applicants to the Company and those who have left the Company) (hereinafter referred to as the "Customers, etc.") in accordance with the following privacy policy.

1. The Company shall comply with all relevant laws and regulations concerning the Act on the Protection of Personal Information, and other relevant laws and regulations, as well as the Guidelines on the Law on the Protection of Personal Information (General Rules), and other national guidelines for which compliance is mandatory, in order to properly treat personal information.
2. The Company shall properly acquire the personal information of the Customers, etc., notify or publicize the purposes of use of the personal information of the Customers, etc., and use the information within the scope of the purposes of use, except for cases that this procedure is not required by law.
3. The Company shall endeavor to prevent unauthorized access, leakage, loss, or damage to Customers, etc. personal data and shall take systematic, personal, physical, and technical security control measures required for the control of personal data.
4. The Company shall educate employees to understand the importance of personal data and handle personal data appropriately. If employees are required to handle the personal data of the Customers, etc., the Company shall supervise such data as required and appropriate so as to ensure the security control of the personal data of the Customers, etc.
5. When the Company entrusts the handling of the personal data of the Customers, etc., the Company shall supervise the handling of such data as required and appropriate so as to ensure such data appropriate security control of the personal data of the Customers, etc.
6. Except as otherwise provided by law, the Company will not provide the personal data of the Customers, etc. for any third party without obtaining the prior consent of the individual.
7. Except as otherwise required by law, the Company shall properly fulfill the verification and recording obligations stipulated by law when the Company has provided or received personal data from a third party.
8. When preparing the anonymously processed information, the Company shall comply with the standards prescribed by laws and regulations and implement appropriate security control measures.
9. In the case of the leak of personal information or other such incidents, the Company shall take immediate action to minimize the damage to the extent reasonable and take steps to prevent recurrence, based on the principle that the Customers, etc. shall be protected first.

10. The Company will continuously review and regularly evaluate the management systems and measures to protect personal data, and strive to improve the management systems and measures.

1. Collection of Personal Information

When providing the services of the Company, the Company obtains personal information such as the name, address, telephone number, e-mail address, workplace information (your company name, department name, position, address, telephone (fax) number, etc.), gender, bank account information, and access logs of the Customers, etc. from. The Company shall not properly acquire personal information or acquire personal information by deception or other wrongful means.

2. Purposes of Use of Personal Information

The purposes of use of personal information acquired by the Company are as follows: The Company may change the following purposes of use to the extent which is deemed relevant, and in the event of such a change, the Company shall notify the changed purposes of use to the relevant person of the Customers, etc.

Customer Information

- To inform the Customers, etc. of The Company's products
- To provide campaigns and events for the Customers, etc.
- To improve customer service, including market research, data analysis, and the planning and development of products and services
- To control the data of the Customers, etc.
- To manage the progress of transactions with the Customers
- To conduct questionnaires to the Customers, etc.
- To respond to the inquiries from the Customers, etc.
- For marketing research and analysis

Contact point for inquiries about Personal Information:

(1) Contact: Human Resources and General Affairs Department

(2) Address: Lot 4,7 & 8, Block 22, Phase 4, Rotary Avenue CEZ, Bacao 1,
General Trias Cavite

(3) Telephone Number: (046)- 437-2216 to 2218


Haydee V. Binonwangan
Data Privacy Officer


Jocelyn C. Sanchez
Factory Manager

Handling of Personal Information

Personal information of job applicants

- To send recruitment information to applicants for employment
- For recruitment selection
- For management of recruiting operations at the Company
- Other measures in accordance with the provisions of laws and regulations, or orders and instructions based on laws and regulations of authorities with legal authority

Provision of Personal Information to Third Parties

The Company shall not provide personal information to any third party, except for the cases set forth below:

- (1) When the Company has obtained prior consent of the Person;
- (2) When, for the achievement of the purposes of use, the Company provides personal information to business contractors, affiliates or agents of the Company to whom the Company conducts proper supervision;
- (3) In the case of joint use as described below
- (4) When the provision of personal information is permitted under the Act Concerning the Protection of Personal Information and other related laws and ordinances


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