

## Terms of Use of LINK-J Shared Bulletin Board

### (Job Recruitment)

DATE    Month    Day    Year

Company name\_\_\_\_\_

Contact name\_\_\_\_\_ Seal

The Company agrees to the following terms of use established by the Life Science Innovation Network Japan (hereinafter called “LINK-J”) in posting information on “Job Recruitment” on the “LINK-J shared bulletin board.”

#### Article 1 Job Recruitment on LINK-J shared bulletin board

1. LINK-J shared bulletin board means LINK-J 's information service on the Internet where LINK-J special members stipulated in Article 5 of LINK-J's Articles of Incorporation (hereinafter “LINK-J Special Members”), external entities listed as partner organizations on LINK-J's website or external entities acknowledged as partner organizations by LINK-J (hereinafter called “Partner Organizations, etc.”) can post information. The service of the LINK-J shared bulletin board (hereinafter called the “Service”) is a Web service where information is provided by LINK-J Special Members, Partner Organizations, etc. and that information is distributed.
2. Job Recruitment on the LINK-J shared bulletin board means information the purpose of which is to recruit talented individuals.

#### Article 2 Readers of LINK-J shared bulletin board

Readers of the LINK-J shared bulletin board (hereinafter called “Readers”) means persons who visit the LINK-J shared bulletin board and obtain information. Any person may read the LINK-J shared bulletin board, not limited to LINK-J Special Members, Partner Organizations, etc.

#### Article 3 Criteria for posting information and information transmission

1. In Job Recruitment on the LINK-J shared bulletin board, LINK-J will not specify detailed working conditions and will simply post a notification that LINK-J Special Members, Partner Organizations, etc. are recruiting talented individuals.

2. Readers shall directly contact LINK-J Special Members, Partner Organizations, etc. and LINK-J Special Members, Partner Organizations, etc. shall determine details such as salary in compliance with labor related laws, etc. in advance.
3. LINK-J Special Members, Partner Organizations, etc. shall not post on the LINK-J shared bulletin board recruitment information with the intention of inducing workers to engage in work that is harmful to public health or public morals, recruitment information the content of which violates laws, or recruitment information that includes details that differs from the actual work details.
4. Where LINK-J has judged that information may fall under information specified in the preceding clause, LINK-J may confirm with LINK-J Special Members, Partner Organizations, etc. and LINK-J Special Members, Partner Organizations, etc. shall be obliged to confirm.
5. Where information specified in clause 3 is posted on the LINK-J shared bulletin board, LINK-J may request LINK-J Special Members, Partner Organizations, etc. to change the content of the information and LINK-J Special Members, Partner Organizations, etc. shall be obliged to comply with the request.
6. LINK-J may remove Job Recruitment information posted on the LINK-J shared bulletin board at its own discretion.

#### Article 4 Division of responsibility

1. LINK-J shall respond to inquiries, complaints, etc. from Readers arising from the operation of the Service at its own expense and under its own responsibility. However, LINK-J Special Members, Partner Organizations, etc. shall respond, at their own responsibility, to inquiries or complaints, etc. regarding information which Readers have viewed in Job Recruitment. LINK-J shall not be held liable in any way.
2. If there has been an error or a change in the information in whole or in part, LINK-J Special Members, Partner Organizations, etc. shall immediately change, modify, or delete it.

#### Article 5 Disclaimer

1. If LINK-J Special Members, Partner Organizations, etc., applicants, third parties are unable to use the Service due to damage by natural disaster, equipment breakdown, line abnormality, unstable power, fire or other accidents, or for any other cause beyond LINK-J's reasonable control, LINK-J shall not be held liable in any way.
2. If a dispute arises between an applicant or a third party caused by LINK-J Special Members, Partner Organizations, etc. through the use of the Service, LINK-J shall not be

held liable in any way.

#### Article 6 Damages

If LINK-J Special Members, Partner Organizations, etc. violate the Terms and cause damages to LINK-J, an applicant or a third party, LINK-J Special Members, Partner Organizations, etc. shall be obliged to compensate damages.

#### Article 7 Handling of personal information

LINK-J Special Members, Partner Organizations, etc. shall fully understand and confirm the following conditions regarding the handling of personal information when using the LINK-J shared bulletin board.

1. LINK-J Special Members, Partner Organizations, etc. shall obtain personal information directly from applicants.
2. Personal information obtained cannot be used for a purpose other than for recruiting/hiring activities. LINK-J Special Members, Partner Organizations, etc. shall obtain consent once again from applicants individually where they use personal information for other purposes.
3. LINK-J Special Members, Partner Organizations, etc. shall not disclose personal information to third parties. LINK-J Special Members, Partner Organizations, etc. shall appropriately address an applicant's request to amend or delete personal information and immediately discard any personal information when it becomes unnecessary.
4. LINK-J Special Members, Partner Organizations, etc. shall manage personal information at their responsibility. In the event that an applicant or LINK-J Special Members, Partner Organizations, etc. suffers damages, LINK-J shall not be held liable for said damages. Moreover, LINK-J shall not be held liable for matters such as the accuracy of personal information.

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