

## **Measures to Prevent Sexual Harassment Against Job Seekers and Other Participants**

Totan ICAP Co., Ltd.

We are committed to providing a safe environment for job seekers, internship participants, and others participating in our recruitment activities.

### **1. Basic Policy on Recruitment Activities**

To prevent sexual harassment during job interviews, company visits, internships, alumni visits and other recruitment-related activities, meetings with job seekers and other participants will, in principle, be held on Company premises and during normal business hours, except where this is not practicable due to their availability.

When arranging social gatherings, we will also give careful consideration to the venue, timing and other circumstances to ensure that job seekers and other participants can attend safely and comfortably.

### **2. Contact for Consultation**

For consultations regarding sexual harassment in connection with the Company's recruitment activities, internships, and other related activities, please contact:

Compliance Department

Tel: 03-5200-2001 (Direct)

### **3. Protection of Privacy**

We will respect the privacy of anyone who seeks consultation, as well as all other individuals involved. Any information relating to the matter will be handled appropriately and only to the extent necessary.

Published on 1 October 2026