

December 12, 2024  
Rakuten Mobile, Inc.  
Procurement Division

## Notice Regarding Our Efforts to Prevent Disguised Employment

Dear Valued Partner,

We are writing to inform you about an important initiative at our company. In response to domestic and international laws and regulations, as well as the growing social concern, we are committed to ensuring appropriate compliance. As part of this effort, we have developed the "Disguised Employment Prevention Regulations" to manage the outsourcing in our business activities.

When outsourcing, we established outsourcing standard based on the Disguised Employment Prevention Regulations as follows:

1. Formulate and disseminate regulations related to the prevention of Disguised Employment.
2. Prohibit time management and supervision of outsourced employees by our employees.
3. Clarify the nature of outsourcing.
4. Ensure the assignment of management representative.
5. Implement separate workspaces for our employees and outsourced employees.
6. Establish a system to handle consultations regarding outsourcing.
7. Establish and review other measures to manage outsourcing.

In addition, we have our "Supplier Hotline". If you have any concerns regarding the Disguised Employment or any other transactions with our company, please do not hesitate to contact us at the following link:

URL : <https://corp.faq.rakuten.net/rgsh/s/ask-request-form>

We are committed to maintaining and developing a good business relationship with you through sincere efforts. We appreciate your understanding and cooperation.

Sincerely,