

# Governance

JAMCO has positioned contributing to society and continuing to operate as a company by providing products and services to customers as its most important management policy. To put this policy into practice, we recognize that the fundamentals of corporate governance are improving corporate value, at the same time as ensuring the transparency of management and enhancing accountability.

## Compliance

### Basic Policy

We have published a Compliance Code for the company and its officers and employees.

### Compliance Code

We at JAMCO Corporation aim to form an enterprise that fulfills its corporate social responsibilities and lives up to the trust of society.

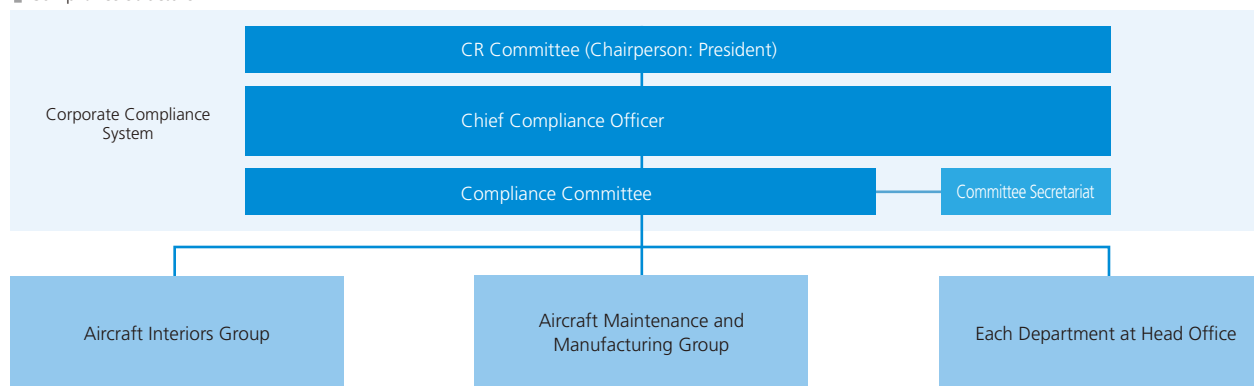
The officers and employees of JAMCO Corporation follow the principles enumerated below at every level and in every function. Together we observe applicable laws, international rules, office routines, and other regulations, and behave properly in accordance with firm ethical standards and a sincere social conscience.

1. To develop and supply products and services with due consideration to safety and quality, and to build a relationship of higher trust with every customer.
2. To actively address environmental issues on our own initiative in accordance with the goals of an independently established basic environmental policy and corporate action plan.
3. To respect the individuality and personality of every employee and to secure a safe and comfortable work environment free from any discrimination, harassment, or other undesirable behaviors.
4. To never commit insider trading (unfair trading of a corporation's stock or other securities) by taking advantage of our access to inside information that we learn with respect to matters handled in the course of assigned work.
5. To aim at bona fide and fair trading and to maintain a sensible and sound relationship with politicians and governmental agencies.
6. To respond to anti-social forces with a resolute stance and to abstain from forming any connections with such forces.
7. To respect the established practices and cultures of individual nations and to maintain cooperative relations with these nations as members of a global corporation.

### Compliance System

As an organization subordinate to the CR Committee, we have established a Compliance Committee chaired by the Chief Compliance Officer to promote compliance activities for the Group. We established the Compliance Committee Secretariat in the Corporate Administration & Human Resource Department at the Head Office. It formulates a plan for overall compliance activities each fiscal year and leads the entire Group. In addition, the Chief Compliance Officer regularly reports on the activities of the Compliance Committee to the Board of Directors.

Compliance Structure



### Initiatives Supporting Compliance

In addition to regular initiatives by the Compliance Committee, we have established Compliance Hotlines aimed at early self-correction of compliance issues, and officers and employees are required to report problems as soon as they are discovered.

We also stipulate that when each department enters into contracts with external parties, it must undergo review by the legal department.

Regarding our response to anti-social forces, we have established policies and procedures to ensure that

relationships are completely severed, including response policies, cooperation with external specialist organizations, and procedures to be implemented by departments in their daily operations.

Regarding our response to the Anti-Monopoly Act, we have stipulated prohibited acts and matters to be observed with the aim of preventing violations.

We also inform about these initiatives through in-house training, company newsletters, and other measures, and we strive for their reliable implementation.

Governance

## Risk Management

### Basic Risk Management Policy

It is essential for JAMCO to have the capability to address rapid changes in the business environment quickly and accurately, and we work on risk management with the awareness that the quality of our responses will directly affect the survival of the company and the perception of its corporate value. We also recognize that risk management is not only about preventing or minimizing losses, but is also a strategic tool for management to improve corporate value.

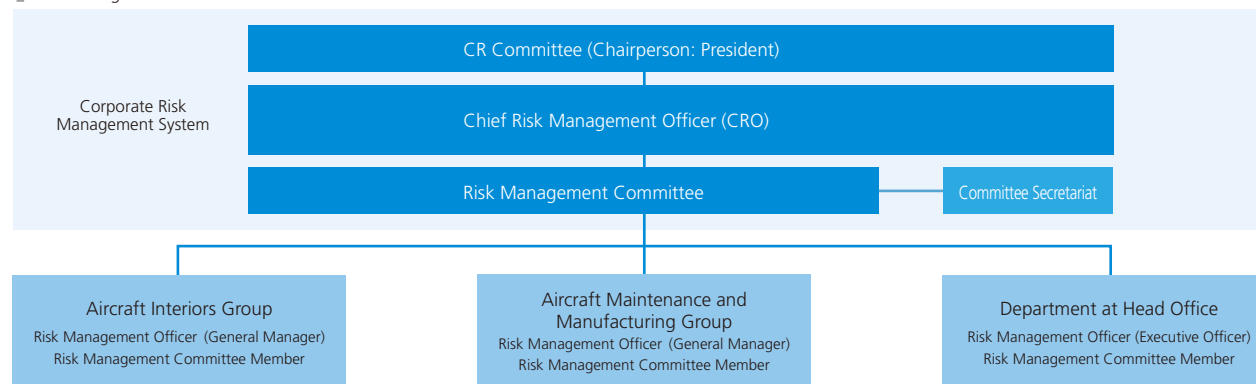
### Risk Management System

The Risk Management Committee chaired by the CRO has been established to promote risk management as an organization subordinate to the CR Committee.

We have identified approximately 160 risks ranging across the areas of disaster, society, politics, economics, strategies, operations, governance, and corporate culture in various departments. Department-specific risks are evaluated and analyzed in those departments, which take measures on an ongoing basis. Meanwhile, for major risks affecting the entire company, each department reports to the Risk Management Committee, and the Risk Management Committee formulates plans for measures to counter risks, and makes the measures known companywide after approval by the CR Committee.

In addition, departments working directly with Group companies recognize that risks may materialize in those companies and maintain systems to work with these companies on daily risk management.

Risk Management Structure



In FY2024, we looked at the major risks and identified and prioritized those that could have the largest impact on our business. Within the committee, these risks were continuously reported upon and reviewed across three areas in order to monitor the state and progress of countermeasures. The three areas were finance, human resources, and procurement supply chains/QCD.

### Information Security Initiatives

At the JAMCO Group, our vision for the future is to continue to contribute to a comfortable, sustainable world leveraging the technology and quality we have built up through the aviation industry. Since maintaining information security is vital to achieving this goal, we are working to ensure the reliable operation, monitoring, and continuous improvement of our information security management system in accordance with our Basic Information Security Policy.

Specific measures to strengthen security include preventing unauthorized access from outside the company, protecting against computer viruses, managing devices such as USB flash drives, spam prevention, training for handling targeted attack e-mails, and regular internal information security audits.

Please see our corporate site for more details on information security.

## Governance

### Privacy Policy (Protection of Personal Information)

#### Basic Information Security Policy

The JAMCO Group has announced its vision for the future of continuing to pursue the realization of a comfortable and sustainable society through the technology and quality that has been cultivated as the foundation of the aviation industry. In order to achieve this, it is essential that information security is guaranteed, and therefore, the JAMCO Group is working toward the reliable management, monitoring, and continuous improvement of an information security management system in accordance with the following policy.

1. To appoint a supervisory manager and maintain a management system that guarantees information security for the entire group.
2. To perform information security obligations reliably in line with business and legal requirements and agreements. Also, to set out the basic handling of and specific procedures for information assets in internal regulations and rationally manage those assets, including supply chains, in keeping with the level of importance of the information.
3. To set out standards and methods to evaluate risk, and establish and execute appropriate response measures to avoid and reduce risks realized through those standards and methods, and make sure that business activities are not significantly impacted by serious faults, disasters, attacks or frauds that are difficult to avoid or reduce.
4. To carry out regular training and timely education so that officers and employees can act with sufficient awareness of the importance of and need for information security, and maintain and improve high quality and well-balanced information security management.
5. To create a dependable monitoring and valuation system that continuously ensures the effectiveness of the information security management system, and aim to improve the structure as appropriate while taking preventative measures against the recurrence of and making efforts to prevent malfunctions and incidents.

#### Establishing a Privacy Policy

The JAMCO Group has established the Privacy Policy in the belief that it is our social responsibility to properly treat every piece of personal information (including specific personal information) about customers, and we work on fully protecting this information as a Group.

#### Privacy Policy

1. To respect the privacy of our individual customers, to comply with applicable laws and regulations, norms, and internal rules relating to your personal information, and to protect any of your personal information we have in our possession.
2. To use your personal information only within a prescribed scope for business, and to act fairly, appropriately, and within the prescribed scope for business when acquiring or using your personal information or when disclosing your personal information to others.
3. To properly handle your personal information in our possession at all times, and to keep it up to date and maintain its accuracy to the extent required for achieving the purpose of use.
4. To handle your personal information appropriately whenever you submit a claim for disclosure, correction, or suspension of use, or make other requests or otherwise express complaints or make inquiries.
5. To take proper precautions and other safeguards against possible unauthorized access, leakage, misuse, loss, or destruction when we handle your personal information, and to respond appropriately and promptly if and when any problem arises.
6. To regularly audit our approaches for the protection of private information and to continually improve these approaches in response to changing social conditions and environments.

