

PRIVACY POLICY

This policy describes JST Manufacturing Inc.'s procedures regarding the collection, use and disclosure of information we collect from you when you visit www.jstmfg.com. This policy may be supplemented by additional information provided at the time when we collect your personal information.

INFORMATION WE COLLECT

JST Manufacturing Inc. (herein referred to as "JST" or "We") collects personal information from and about our Website users, both directly when you provide it and automatically while you visit the Website, as follows:

1. **Personal Information You Provide.** "Personal information" is any information relating to a directly or indirectly identified, natural person such as, your name, email address, physical address, telephone number, location data, online identifier or other factors specific to the physical, physiological, genetic, mental, economic, culture or social identity, etc. Through our Website, we may request, or provide an opportunity to submit, personal information in connection with an online feature or service. For instance, we may ask customers, suppliers or job applicants for information necessary to verify eligibility to use a Website service or to facilitate dealings or transactions. You are not obliged to provide us with personal information, but please understand that we will not be able to process your communications with us or render certain services that we offer online without this information.
2. **Information Collected Automatically.** As you navigate through and interact with our Website, we collect certain information that is automatically recorded from the computer, mobile phone or other electronic device ("device") you use to visit the site. This may include information about your equipment and browsing actions, such as your device's Internet Protocol (IP) address, operating system, browser type, and web pages viewed immediately before and after visiting our Website, information you search for on our Website, and other technical data. We use browser Cookies to collect information when you direct your browser to our Website; these can be Persistent Cookies or Session Cookies. Session Cookies are deleted when you exit, that enable certain Website features and help us understand how visitors interact with the Website. Persistent Cookies store information that enables our Website to remember you on a return visit. These technologies also help us better understand which areas of the Website are of interest to visitors.
You can adjust the settings on your Internet Browser to control Cookies. Note that if you disable or refuse Cookies, some parts of our Website may be inaccessible or not function properly.

HOW WE USE INFORMATION

1. Use of Personal Information. JST can use the personal information you submit on our Website to meet our legitimate business interests. This includes responding to your requests, inquiries, or otherwise serve you in ways associated with the circumstances base on which you provided the information. We do not use your personal information for marketing purposes unless you affirmatively agree or opt-in to such usage. Marketing may include sending you communications about our products and services or other communications targeted to your interests. If you do not wish us to use your email address or other contact information for our direct marketing purposes, do not select the opt-in option (if any) in the online form in which we collect your data. If you mistakenly select the opt-in option, or selected the opt-in option but changed your mind, you can opt-out by sending us an emailing stating your request to info@jstmfg.com. Additionally, we may use your personal information to execute an agreement or transaction concluded through the Website and to meet JST's legal obligations with regards to the agreement or transaction.
2. Use of Job Applicant Data. JST will use personal information provided by job applicants for recruitment purposes only.
3. Use of Automatically-Collected Information. JST will use information that we collect automatically through logging and Cookie technologies for legitimate business interests, to help to authenticate users and prevent fraudulent use of user account, and to improve user experience.

DATA RETENTION

Your personal information is retained for as long as we have a commercial relationship with you and necessary for the purposes set out in this Privacy Policy. Applicant data is retained for 1 year, unless the applicant asks for deletion sooner (see below). In some instances, we may be required to retain personal information for longer periods of time, for example, to meet tax and accounting obligations, to comply with our legal obligations, to resolve disputes, or to enforce our legal agreements and policies.

INFORMATION SHARING AND DISCLOSURE

JST may disclose or share your personal information with our subsidiaries and affiliates worldwide that are also bound by this Privacy Policy. We will not share your personal information with any third party for that party's marketing purposes, although we may also disclose your information to certain third parties in circumstances as described below.

1. Business Transactions. If JST is involved in a merger, acquisition, business combination, reorganization, asset sale, or all of, the company's business, Your Personal Data may be transferred to the buyer or other successor to JST.
2. Law enforcement. Under certain circumstances, the Company may be required to disclose Your Personal Data if required to do so by law or in response to valid requests by public authorities (e.g. a court or a government agency), or to protect and defend the rights, property or safety of JST, or enforce our Website Privacy

Policy. We may disclose your Personal Data in the good faith belief that it is necessary to comply with a legal obligation, to prevent or investigate possible wrongdoing in connection with the service, to protect the personal safety of users or the service or the public, and to protect against legal liability

3. Service Providers and Agents. We may share personal information with outside service providers or agents. These outside service providers or agents are only authorized to use the information on behalf of JST for purposes such as to provide services or products you have requested, perform billing and collection, or help us manage and analyze data and improve our Website. These parties are also under obligations similar to those in this Privacy Policy.

CHILDREN'S PRIVACY

Our Website is not intended for children under 13 years of age and we do not knowingly collect personal information from anyone under 13. If you are under 13, do not provide any personal information on our Website or use any of the interactive or public comment features.

LINKS TO THIRD PARTY SITES

Our Website may include links to sites operated by third parties. JST is not responsible for the third parties' content, and these sites are governed by their own privacy policies.

DATA SECURITY

JST has implemented measures designed to secure your personal information from accidental loss or unauthorized access, use, alteration and disclosure. However, the transmission of information via the Internet is not 100% secure. Although we use industry-standard efforts to protect your personal information, we cannot guarantee its absolute security.

ACCESSING AND UPDATING YOUR INFORMATION

You can access and change personal information provided to us as described below. Subject to limitations in applicable law, you also have a right of restriction, opposition, erasure and portability. We generally will respond to requests within 30 days of receipt.

1. Job Applicant Information. To inquire about, review, obtain a copy of or modify an application or other information submitted for employment purposes, you should resubmit the revised information through the Recruiting page of our Website. If you wish to have your employment-related information removed from our system, please send an email to info@jstmfg.com. Please note that we may retain certain information for regular purposes.
2. Other Personal Information. To access and have personal information you have provided through our Website updated or removed, please email your request to info@jstmfg.com.

Note that you have a right to lodge a complaint with the Supervisory Authority in your country if you think that JST did not adequately address your concern.

EFFECTIVE DATE OF POLICY; CHANGES

This privacy policy was last updated on January 22, 2026. We may change our Policy from time to time and we will specify the date on which the policy was last revised. If we make a material change to how we treat our users' personal information, we will let you know via email or by notice posted on the home page of our Website. By visiting our Website, you agree to accept the terms of our privacy policy posted on the Website at that time.

HOW TO CONTACT US

If you have questions about this privacy policy or our privacy practices, please email us at info@jstmfg.com.