

Implementation of Work-From-Home system

To improve operational efficiency and productivity, our group will be implementing a work-from-home system in the following departments starting in October 2025.

Details are as follows:

- **Work-From-Home location:** Employee's residence only
- **Implementation period:** October 1, 2025 to the end of March 2026 (subject to extension)
- **Work-From-Home days:** Any two days between Tuesday and Thursday each week
- **Applicable departments:**
 - Strategical RA Division (EXP)
 - RA & DMAH Sales Division (EXP)
 - Corporate Planning Division (EXP)
 - DMAH Division (DMJ)
 - Foundation Secretariat staff (HTCF)
- **Eligible participants:** Employees from the above departments who wish to participate

In implementing this system, we will strictly adhere to confidentiality agreements with our business partners and enforce robust information security measures. All participating employees will be required to submit a confidentiality pledge to prevent any risk of information leakage or mishandling.

Furthermore, we will ensure that telephone communications with remote employees are handled promptly and without disruption to business operations. Employees or relevant personnel will respond swiftly to all inquiries.

We appreciate your continued support and understanding.

D-MAH MEDICAL JAPAN Co., Ltd.
Administrative Department