

## Corporate Policy after Complete Lifting of State of Emergency

Mandom Corporation (hereinafter “Mandom”) has placed priority on the health and safety of our customers, business partners and employees while taking measures against the infectious spread of the novel coronavirus (COVID-19) since Monday, March 2.

Even after the Japanese government’s announcement of the complete lifting of the state of emergency on Monday, May 25, the company must take infection preventive measures. The actions the company is taking as of Monday, June 1, are as follows.

Measures against COVID-19:

[Scope of application]

All employees of Mandom Group companies in Japan

[Details]

Strongly recommending work from home and staggered work shifts

Controlling the number of employees by division who work in company offices to avoid the Three Cs

Making hygiene guidelines on 2-meter physical distancing in company offices, frequent hand/finger disinfection, etc.

Ensuring wearing of a mask during commute and work

Setting rules for using a meeting room

Conducting conferences/meetings/negotiations online as a rule

Making a guide for improving communication between employees working from home

Mandom is promoting “workstyle reform” to improve “productivity per unit, individual growth and fulfillment in work, and creativity.” In the past few months, all Mandom Group companies have promoted and practiced remote work and accumulated knowledge about a new workstyle. These measures on and after Monday, June 1, are not just to prevent the infectious spread of the novel coronavirus. We hope to take advantage of this opportunity to establish our new workstyle.

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While promoting workstyle reform, Mandom continues to implement measures flexibly and appropriately to give the highest priority to the health and safety of our customers, business partners and employees.

We ask our customers and business partners sincerely to understand our actions.

End of news release