To All Job Applicants

1 October 2026

Sonnedix Japan K.K.

Sonnedix Japan K.K. (the "Company") is committed to preventing harassment against job applicants during its recruitment process.

To ensure that job applicants can take part in interviews and the selection process with confidence, the Company has established the rules set out below.

Our Rules for the Recruitment Process

1. Efforts to Prevent Harassment

The Company provides ongoing training and awareness activities for its employees on the prevention of harassment.

2. Rules for Interviews and Informal Company Visits (OB/OG Visits)

Timing: Interviews are generally conducted during the Company's business hours. Interviews are not held late at night or in the early morning.

Location: Interviews are conducted in a meeting room designated by the Company, via an online conferencing system, or at another location approved by the Company (see Note 1).

Contact: Communication will take place solely through official Company channels, such as a Company-designated email address. Applicants will not be contacted through an employee's personal social media account or other personal means.

(Note 1) This may also include open spaces such as cafés, in addition to online conferencing systems.

Reporting a Concern

Should an applicant experience any behaviour from an employee of the Company during the recruitment process that may constitute harassment, they are asked to contact the consultation desk detailed below. The Company welcomes all enquiries, including those where it is unclear whether the behaviour constitutes harassment or where there is concern that such behaviour may occur, and will respond appropriately.

All enquiries are handled fairly and with due regard for the privacy of everyone involved. Making an enquiry, or cooperating with any related fact-finding process, will not affect the outcome of the recruitment selection in any way. Applicants are encouraged to make contact with confidence.

Contact Details

Human Resources Department