

Workforce Diversity Policy

1. Purpose

- 1.1. DYNAM JAPAN HOLDINGS Co., Ltd. (the "**Company**") values the diversity of its workforce and is committed to establishing a diverse and inclusive workplace. This workforce diversity policy (the "**Policy**") outlines our approach and commitment to diversity and inclusion in the workforce (including senior management).
- 1.2. This Policy applies to the Company and its subsidiaries (collectively, the "**Group**"). For the purpose of this Policy, the term "workforce" includes all employees as well as executive officers and directors of the Group except for directors of the Company.

2. Diversity and Inclusion

- 2.1. Diversity is a core value embraced by the Group.
- 2.2. The Group is committed to creating an inclusive and supportive working environment for its workforce, such that individual differences are respected and workforce is treated with dignity.
- 2.3. The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

3. Review and Monitoring

- 3.1. This Policy will be reviewed and amended from time to time to ensure its continued effectiveness.

4. Disclosure of the Policy

- 4.1. This Policy will be published on the Company's website for public information.
- 4.2. A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the corporate governance report of the Company annually.

Note: This is a translation and in case of any discrepancies between the Japanese original version and this translation, the Japanese original version shall prevail.

(Adoption/Revision)

1. Adopted on 1 April 2026