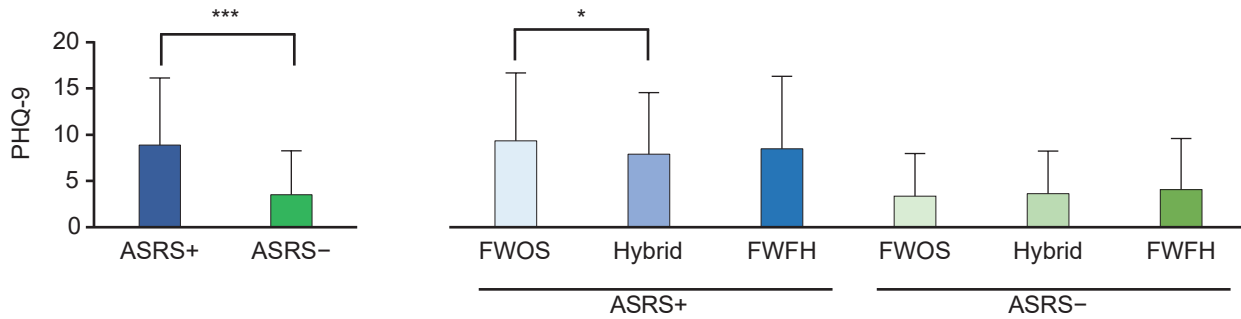


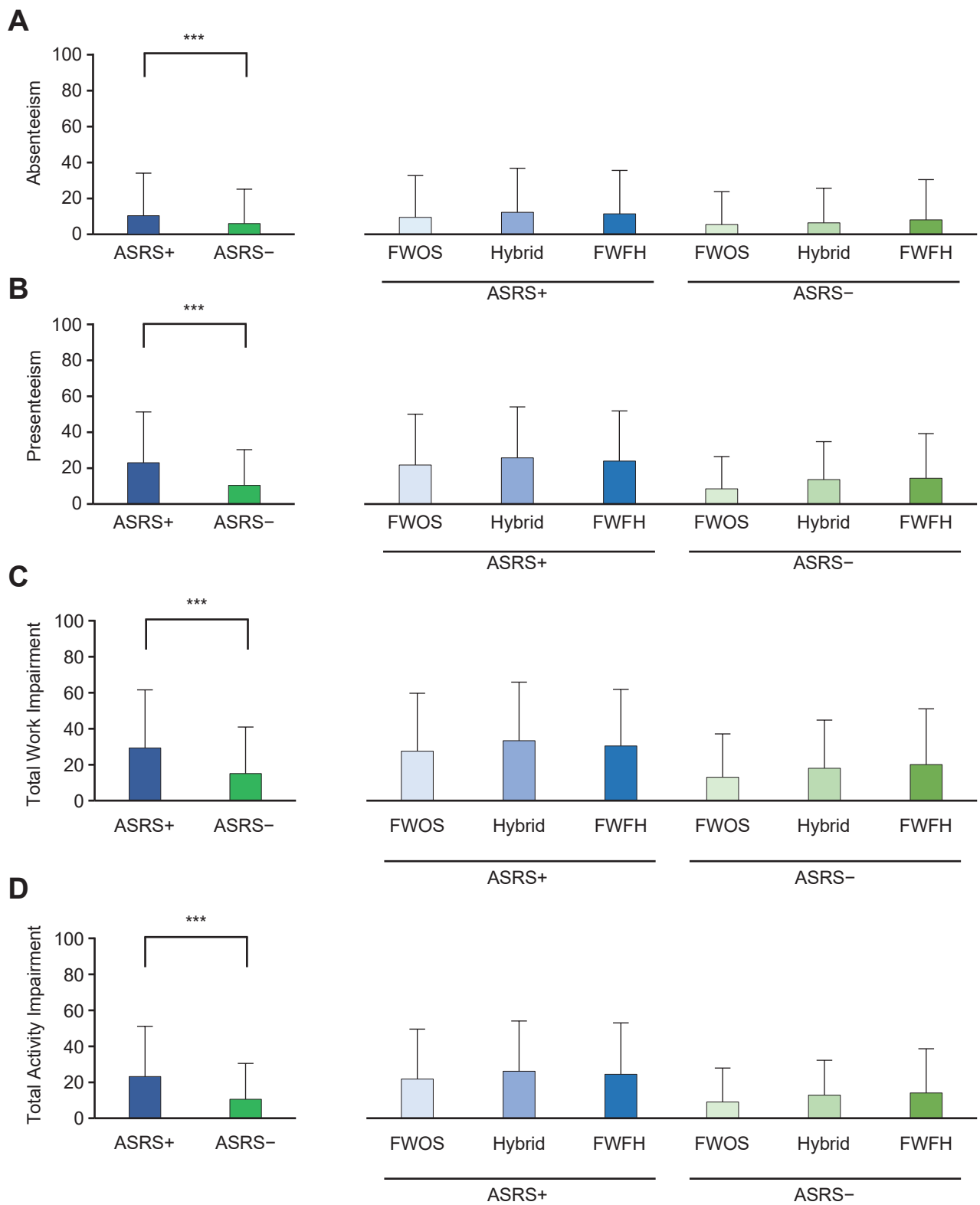
SUPPLEMENTARY MATERIALS



Supplementary Figure 1. Depressive symptoms (PHQ-9 scores) stratified by working conditions in workers with (ASRS+) and without (ASRS-) ADHD symptoms.

* $p < 0.05$, *** $p < 0.001$

Abbreviations: ASRS, Adult ADHD Self-Report Scale; FWFH, full working from home; FWOS, full working on site; PHQ-9, Patient Health Questionnaire.

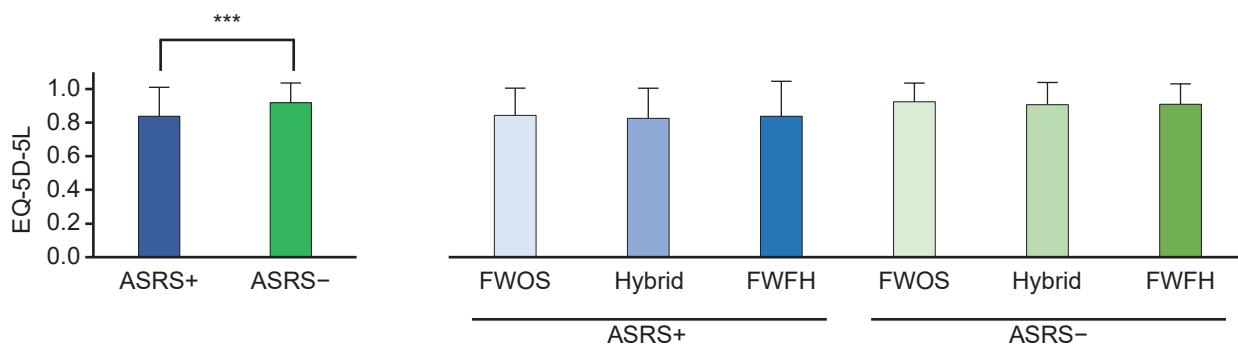


Supplementary Figure 2A–D. Work productivity (WPAI scores) stratified by working conditions in workers with (ASRS+) and without (ASRS–) ADHD symptoms.

A: Absenteeism, B: Presenteeism, C: Total work impairment, D: Total activity impairment

*** $p < 0.001$

Abbreviations: ASRS, Adult ADHD Self-Report Scale; FWFH, full working from home; FWOS, full working on site; WPAI, Work Productivity and Activity Impairment.



Supplementary Figure 3. QOL (EQ-5D-5L scores) stratified by working conditions in workers with (ASRS+) and without (ASRS-) ADHD symptoms.

*** $p < 0.001$

Abbreviations: ASRS, Adult ADHD Self-Report Scale; EQ-5D-5L, EuroQol 5-Dimensions 5-Levels; FWFH, full working from home; FWOS, full working on site.

Supplementary Table 1. Poisson regression analysis for depressive symptoms (PHQ-9 score) in workers without ADHD symptoms

	Estimate	SE	t value	P-value
Intercept	1.697	0.111	15.276	<0.001
Hybrid work	0.125	0.048	2.598	0.009
FWFH	0.279	0.052	5.339	<0.001
ASRS (Part A) score	0.218	0.015	14.624	<0.001
Age	-0.013	0.002	-6.592	<0.001
Never been married	0.153	0.040	3.785	<0.001
Annual income (1–4 million JPY)	-0.113	0.074	-1.517	0.129
Annual income (4–10 million JPY)	-0.318	0.079	-4.030	<0.001
Annual income (≥10 million JPY)	-0.621	0.116	-5.362	<0.001
Annual income (unknown)	-0.161	0.081	-1.978	0.048
Regular work	0.100	0.049	2.025	0.043
Discretionary work	-0.192	0.040	-4.828	<0.001
Reduced working hours	0.306	0.056	5.516	<0.001
Business/Marketing	-0.120	0.061	-1.973	0.049
Technical	-0.170	0.055	-3.099	0.002

Abbreviations: ADHD, attention-deficit/hyperactivity disorder; ASRS, Adult ADHD Self-Report Scale; FWFH, full working from home; JPY, Japanese yen; PHQ-9, Patient Health Questionnaire; SE, standard error.

Supplementary Table 2A–D. Multiple regression analysis for work productivity (WPAI scores) in workers without ADHD symptoms

A. Absenteeism

	Estimate	SE	t value	P-value
Intercept	11.470	4.381	2.618	0.009
Hybrid work	0.792	1.663	0.476	0.634
FWFH	3.113	1.884	1.652	0.099
ASRS (Part A) score	0.392	0.544	0.721	0.471
Never been married	-1.916	1.314	-1.458	0.145
Annual income (≥10 million JPY)	-5.114	2.472	-2.068	0.039
Regular work	3.327	1.669	1.993	0.047
Number of working days per week	-1.899	0.886	-2.143	0.032
Reduced working hours	6.031	2.311	2.610	0.009
Manufacture/Construction	4.754	2.117	2.245	0.025
Specialist	6.074	2.875	2.113	0.035
Adjusted R-squared	0.026			

B. Presenteeism

	Estimate	SE	t value	P-value
Intercept	4.653	1.135	4.099	<0.001
Hybrid work	4.145	1.686	2.459	0.014
FWFH	6.751	1.930	3.497	<0.001
ASRS (Part A) score	1.611	0.557	2.890	0.004
Reduced working hours	6.286	2.297	2.737	0.006
Job change/transfer	3.766	2.476	1.521	0.129
Administration	2.975	1.552	1.917	0.056
Manufacture/Construction	5.351	2.213	2.418	0.016
Adjusted R-squared	0.040			

C. Total work impairment

	Estimate	SE	t value	P-value
Intercept	18.638	5.837	3.193	0.001
Hybrid work	5.016	2.206	2.274	0.023
FWFH	8.068	2.507	3.218	0.001
ASRS (Part A) score	2.099	0.728	2.884	0.004
Annual income (≥ 10 million JPY)	-6.715	3.269	-2.054	0.040
Number of working days per week	-1.840	1.156	-1.591	0.112
Reduced working hours	8.742	3.083	2.836	0.005
Manufacture/Construction	6.944	2.827	2.456	0.014
Adjusted R-squared	0.042			

D. Total activity impairment

	Estimate	SE	t value	P-value
Intercept	5.597	1.138	4.919	<0.001
Hybrid work	2.923	1.687	1.733	0.083
FWFH	5.778	1.946	2.969	0.003
ASRS (Part A) score	1.423	0.562	2.532	0.012
Reduced working hours	7.054	2.310	3.054	0.002
Administration	3.751	1.561	2.402	0.017
Manufacturing/Construction	3.817	2.231	1.711	0.087
Adjusted R-squared	0.030			

Abbreviations: ADHD, attention-deficit/hyperactivity disorder; ASRS, Adult ADHD Self-Report Scale; FWFH, full working from home; JPY, Japanese yen; SE, standard error, WPAI, Work Productivity and Activity Impairment.

Supplementary Table 3. Multiple regression analysis for QOL (EQ-5D-5L score) in workers without ADHD symptoms

	Estimate	SE	t value	P-value
Intercept	0.922	0.009	98.820	<0.001
Hybrid work	-0.021	0.010	-1.995	0.046
FWFH	-0.019	0.012	-1.625	0.104
ASRS (Part A) score	-0.006	0.003	-1.897	0.058
Never been married	-0.014	0.008	-1.764	0.078
Highest education level (University graduate)	0.013	0.008	1.582	0.114
Annual income (≥ 10 million JPY)	0.026	0.015	1.686	0.092
Discretionary work	0.017	0.009	1.897	0.058
Reduced working hours	-0.040	0.014	-2.914	0.004
Job change/transfer	-0.033	0.015	-2.273	0.023
Business/Marketing	0.017	0.012	1.443	0.149
Adjusted R-squared	0.041			

Abbreviations: ADHD, attention-deficit/hyperactivity disorder; ASRS, Adult ADHD Self-Report Scale; EQ-5D-5L, EuroQol 5-Dimensions 5-Levels; FWFH, full working from home; JPY, Japanese yen; SE, standard error.