

SAFETY, OCCUPATIONAL HEALTH AND WORKING ENVIRONMENT POLICY

As YNZ Interior Co., Ltd. realizes the importance of work safety and is concerned about the health and life of all employees, it is therefore appropriate to carry out work on occupational health and safety and the working environment in conjunction with the regular duties of employees. Therefore, the following policies have been established:

1. Work safety is the first responsibility of every employee.
2. The company provides resources in terms of personnel, time, budget, and appropriate training to enhance awareness of safety, occupational health, and work environment by operating according to the specified standards and methods, which are considered the responsibility of every employee.
3. The company supports and promotes various safety activities that will help stimulate employee awareness, such as training, safety competitions, etc.
4. The company will comply with the criteria or better than the specified criteria, according to the regulations, standards of various government agencies that have been announced and other international standards that are accepted.
5. The company has a policy to support the reduction of accidents and occupational diseases and reduce work-related risks.
6. Supervisors at all levels must act as good examples, be leaders, train, instruct, and motivate employees to act in a safe manner.
7. All employees must take into account the safety of themselves, their colleagues, and the company's property at all times while working.
8. All employees must maintain cleanliness and order in the work area.
9. All employees must cooperate in the company's safety, occupational health, and work environment projects and have the right to offer opinions on improving working conditions and methods to be safe.

Therefore, this announcement is hereby announced for general information and compliance.

The announcement will be effective on March 2, 2020.

A handwritten signature in blue ink, appearing to read 'Jonathan Yeow', with a stylized flourish at the end.

(Jonathan Yeow)

Managing Director