

Prevention and Solution of Cannabis and Drug Addiction

Of

YNZ Interior Co., Ltd.

YNZ Interior Co., Ltd. will make the workplace of the employees free from cannabis and all types of drugs because of the serious impact on the image, credibility of the company, including safety, work efficiency and the performance of the employees. Any employee who is involved with cannabis or drugs is strictly prohibited and is a reason for termination of employment, especially drugs that are illegal. The company will cooperate with the government to prevent and suppress all types of drugs to the fullest.

At the same time, all levels of supervisors, project managers, and supervisors must set a good example and have a duty to monitor and take care of their employees and team members to prevent them from getting involved with marijuana or any drugs. They must act as good examples, provide advice, and help employees to live appropriately for their own health. All employees must cooperate in cases where the company's representatives or government representatives randomly test for drugs every time, including agreeing to cooperate with the government in reporting information, news, and behaviors of individuals involved with drugs.

The Company would like to announce the Company's policy on prevention and practice regarding the use of cannabis and drugs, which will be a cause for termination without compensation, as follows:

1. Using cannabis, drugs, or detecting drugs in the body
2. Having behavior of avoiding drug tests, whether intentionally or unintentionally
3. Being aware of, helping the perpetrator, hiding, or escaping, whether intentionally or unintentionally
4. Using another person's urine, having another person's urine tested for drugs, or modifying other things instead of urine
5. Selling cannabis, drugs, or possessing drugs
6. Having a drug-related case from outside the Company, including having a drug-related case before starting work

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