

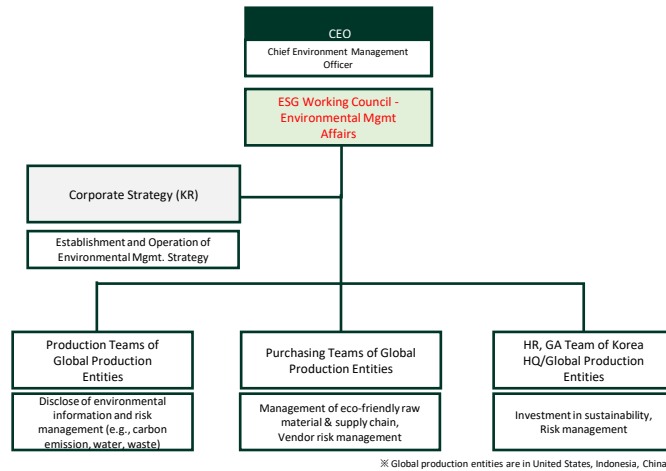
## Environmental Management Goal & Operation System

Zinus recognizes the environment and energy as pivotal factors in our business operations. We are dedicated to establishing a sustainable, low-carbon, and environmentally-friendly economic cycle and management system. This, in turn, contributes to the enhancement of environmental integrity within local communities.

### 1. Environmental Management Goal & Mission

Goal	① Zero Carbon Emission (Achieve RE100)	② An Environmental-Friendly Company Culture	③ Eco-friendly Product and Service Development
Mission	<ul style="list-style-type: none"> <li>Expand renewable energy production facilities</li> <li>Introduce energy saving facilities (e.g LED sensor)</li> <li>Promote eco-friendly social contribution programs, such as building the Forest of Carbon Neutrality.</li> </ul>	<ul style="list-style-type: none"> <li>Mandatory recycle of wastes and reduction of emissions</li> <li>'Green Procurement Policy'</li> </ul>	<ul style="list-style-type: none"> <li>Zero-Waste policy</li> <li>Sustainable Packaging</li> <li>Products Using Scrap Foam</li> <li>Environment certified</li> </ul>

### 2. Zinus Organization Chart of Environment Management



### 3. Environmental Management Plan

Classification	Y2022 Q1	Y2022 Q2	Y2022 Q3	Y2022 Q4	Y2023 Q1	Y2023 Q2	Y2023 Q3	Y2023 Q4
Green-house gases monitoring	●	●	●	●	●	●	●	●
Waste deduction activities	●	●	●	●	●	●	●	●
Environmental Education		●		●				●
Environmental Campaign		●				●		