



DRUG AND ALCOHOL POLICY

TUAH is committed to developing a safe and healthy work environment for its employees. We recognize that the abuse alcohol, drugs, or other substances can seriously endanger and individual's health as well as the safety of others.

All Employees, Clients, Visitors and Vendors/Contractors involved in any of our business operation shall comply with the following requirements:

- ✓ Employees must not consume alcohol or be under the influenced of alcohol while at work.
- ✓ Employees found to be under the influence of drugs or alcohol shall subject to heavy disciplinary action.
- ✓ No Employee is permitted to work under the influence of drugs or alcohol at any time. Employees with prescribed medication that may affect their ability to work safely must inform their Immediate Supervisor.
- ✓ **TUAH** shall comply with all applicable local legislation and industry codes of practice in addressing alcohol- and drug-related matters.
- ✓ Employees are prohibited from using, processing, possessing, transporting or selling narcotics, illegal drugs or drug paraphernalia while on Company premises or while travelling using Company-provided transportation.

All Employees, Clients, Visitors and Vendors/Contractors are required to fully support and be committed to achieving the objectives of this policy and ensure that they are fit to work.

A handwritten signature in black ink, appearing to read "Azan Bin Zainuddin". The signature is stylized and fluid.

GROUP CHIEF EXECUTIVE OFFICER

Ir. AZAN BIN ZAINUDDIN

1 January 2026