

Amended on August 10, 2026 (Provisions related to Labor and Human Rights,
and Information Security)

August 14, 2024 Amended

Supplier Code of Conduct

Ennoconn Corporation is committed to ensuring that all employees are treated with respect that the working environment is safe and that business operations are bearing environmentally responsible and ethical as well as we expect operating and supply chain supplies and other suppliers.

All suppliers shall comply with the "Ennoconn Corporation Supplier Code of Conduct":

1. **Basic obligations:** In addition to the responsibilities set out in this Code of Conduct, all suppliers must comply with all applicable laws and all obligations of the supplier under the contract with us.

2. **Operational and work environments:** Must comply with all applicable policies and requirements.

3. **Product safety:** Ennoconn Corporation is committed to producing high-quality and safe products. Therefore, suppliers involved in product development, manufacturing, packaging, transportation, or storage should understand and comply with the product quality standards, policies, specifications, and procedures applicable to products manufactured at their locations.

4. **Certification:** If additional certification (e.g., ISO 50001, ISO 14001) is required by Ennoconn Corporation, the supplier shall make reasonable efforts to obtain such certification within an appropriate period of time.

5. **Disclosure:** Suppliers shall, in accordance with industry practices, accurately disclose relevant information regarding labor and human rights, health and safety, information on environmental measures, operational activities, organizational structure, financial position, and operational performance.

6. **Cooperation:** Suppliers shall comply with requests for information access or audits proposed by Ennoconn Corporation to demonstrate their compliance with this Code. Where a supplier's trade secrets are involved or the supplier has a confidentiality obligation to a third party, the two parties may agree to provide the information through de-identification, restricted viewing, non-disclosure agreements, third-party certification, or other appropriate methods, but the supplier shall not thereby be

entirely exempted from the obligation to cooperate with the audit and demonstrate compliance.

7. The management system: All suppliers shall adopt or develop a management system to fulfill the above responsibilities. The purpose of this management system is to ensure supplier's operational processes:

- (1) Comply with Ennoconn Corporation's requirements and applicable laws and regulations.
- (2) Fulfill the above responsibilities.
- (3) Identify and mitigate operational risks associated with the liability. Moreover, the system must be able to promote supplier's continuous improvement.

I. Labor and Human Rights

Ennoconn Corporation is committed to protecting the human rights of its employees and treating them with respect. This commitment applies to all employees, including temporary workers, migrant workers, work-study students, contracted employees, direct employees, and any other types of employees. Therefore, suppliers must properly manage their employees to achieve the following objectives:

1. Freedom of employment and eradication of forced labor and human trafficking

- 1.1 Suppliers shall not directly or indirectly employ or permit the use of any form of forced labor, debt bondage, slavery, human trafficking, involuntary prison labor, or other involuntary labor. All work must be voluntary, and employees have the right to freely terminate the employment relationship in accordance with applicable laws and employment conditions.
- 1.2 Suppliers shall not withhold, destroy, confiscate, or refuse to return employees' identity cards, passports, migration permits, or work permits; if it is genuinely necessary to temporarily hold them for administrative purposes, it shall only be done within a reasonably necessary scope and period.
- 1.3 Suppliers shall not require employees to pay recruitment fees, agency fees, deposits, or other improper fees (whether directly or through a third party) to obtain employment; if an employee has already paid the aforementioned fees, the supplier shall refund them.
- 1.4 Suppliers shall not unreasonably restrict employees from entering or exiting the workplace or moving freely within the workplace, nor shall they hinder employees from terminating the employment relationship in accordance with applicable laws and employment conditions. During the employment process, suppliers shall comply with the labor law requirements and conditions of the country/region where the employee is located.

2. Prohibition of child labor and protection of young workers and interns.

- 2.1 Suppliers shall not employ child labor. "Child labor" refers to any person under the age of 16, under the legal age for completing compulsory education, or under the legal minimum age for employment in the country/region where they are located, whichever is highest among the three. Suppliers shall establish appropriate age verification procedures and retain relevant verification records.
- 2.2 An employees who is under the age of 18 shall not engage in any work which may endanger his or her health or personal safety, including night shifts and overtime work.
- 2.3 Suppliers may implement legitimate and well-managed apprenticeship training programs (e.g., student internships and cooperative education programs).
- 2.4 Unless otherwise specified by local laws, the wages paid by suppliers to work-study students, interns, and apprentices shall not be less than those of other new employees performing the same or similar work.

3. Salary

- 3.1 The supplier must provide wages and benefits to its employees in accordance with the law, comply with laws regarding wage deductions, and provide employees with pay slips or similar documents clearly detailing the wage breakdown paid. Suppliers shall not use wage deductions as a disciplinary measure.

4. Working hours

- 4.1 The regular working hours and overtime hours of supplier employees shall comply with the maximum limits stipulated by the laws of the operating location.

5. Fair treatment, diversity and inclusion, and prohibition of discrimination and harassment

- 5.1 Suppliers shall not tolerate harassment, abuse, workplace bullying, sexual harassment, corporal punishment, mental or physical coercion, verbal abuse, or other inhumane treatment. Suppliers shall also not require employees or prospective employees to undergo illegal medical testing or physical examinations.
- 5.2 Suppliers shall not engage in improper discriminatory treatment against employees or job applicants in recruitment, employment, compensation, training, promotion, rewards and punishments, benefits, or termination management on the basis of race, color, age, biological sex, social gender, gender identity, gender expression, sexual orientation, marital or maternity

status, ethnic identity, nationality, social class, physical or mental disability, genetics, medical condition, pregnancy, religion, political affiliation, union membership, military service status, body art, or other characteristics protected by applicable laws. Suppliers shall provide appropriate assistance to employees regarding their reasonable religious needs. Suppliers shall also identify, assess, and improve diversity and inclusion in the workplace.

6. Freedom of association and collective bargaining

- 6.1 Employees are free to associate, bargain collectively, and find representatives in accordance with local laws.
- 6.2 Suppliers shall allow employees to openly communicate and express their opinions to management regarding working conditions, and shall not subject employees to discrimination, retaliation, threats, or harassment as a result.

7. Grievance, remedy, and prohibition of retaliation

- 7.1 Suppliers shall provide employees with accessible and confidential grievance channels; within the scope permitted by applicable laws, anonymous grievance methods shall be provided, and the grievance procedures shall be explained in a language and manner understandable to employees.
- 7.2 Suppliers shall have personnel with appropriate authority and no conflict of interest objectively investigate grievance cases, respond in a timely manner, and retain necessary records, taking corrective, remedial, and preventive measures according to the nature of the incident. Suppliers shall not subject any personnel who file a grievance, cooperate with an investigation, report human rights risks, or exercise their labor rights in accordance with the law to dismissal, demotion, wage reduction, harassment, threats, or other retaliatory actions.

II. Health and Safety

The supplier must incorporate the following health and safety management requirements into the business processes to truly provide employees with a safe and healthy workplace.

1. Occupational health and safety

- 1.1 Suppliers must comply with all applicable laws and regulations regarding safety and health, and through appropriate design, engineering control, maintenance, safe work procedures, continuous health, safety guidance to identify or assess to control risks that may endanger the safety and health of employees, including chemical, biological, physical and ergonomic stresses. If the above measures cannot effectively control such hazards, then must provide employees with appropriate personal protective equipment

and information about potential risks.

- 1.2 Suppliers shall adopt procedures to prevent, manage, track and report occupational injuries and illnesses, including the following provision:
Employees are encouraged to report, classify and record cases, provide treatment, investigate cases, and perform corrections to help staff return to work as soon as possible.

2. Emergency preparedness

- 2.1 The supplier shall identify possible emergencies, plan responses and implement contingency plans. (Procedures including emergency response, employee notification and evacuation, drills, fire detection and fire suppression Equipment, escape equipment and recovery plan).

3. Public health and accommodation

- 3.1 The supplier shall provide clean washroom facilities, drinking water, sanitation with food preparation, storage and consumption facilities. If the supplier provides accommodation facilities for employees, such facilities shall keep it clean, safe and provide proper private spaces, entrances, exits, emergency exits, heating and heating ventilation, and hot water for washing.

III. Environmental Protection

Ennoconn Corporation understands that fulfilling environmental responsibility is an integral part of producing world-class products. In the system construction, the supplier shall strive to create a reproduce process and minimize the impact on the community, environment and natural resources, while protecting public health and safety. In addition, the supplier must comply with the following requirements:

1. Environmental permit and notification.

- 1.1 Supplier must obtain and maintain all necessary environmental permits, approval documents and register documents, and comply with the operation and notification requirements of these documents.

2. Resource efficiency, GHG emissions, and clean energy

- 2.1 At all points in the operation process, suppliers must seek to reduce consumption of resources (including raw materials, energy and water).
- 2.2 Supplier shall track, record and attempt to reduce energy consumption and greenhouse gas emissions. And try to improve energy efficiency and use sources more dry net energy.

3. Hazardous and controlled substances

- 3.1 The supplier must identify and manage the chemicals and substances that may cause harm to the environment. To ensure the safe and proper handling, use, storage and disposal of such substances.

- 3.2 The supplier should identify, monitor, control, treat and reduce harmful gases, sewage and waste generated by the operation.
- 3.3 Suppliers must comply with the restrictions set by Ennoconn Corporation on the use of certain substances, including recycling or replacement material to be disposed of is labeled.

4. Reduction of waste, water, solid waste pollution, and rainwater management

- 4.1 For sewage, solid waste and rainwater management. Suppliers must find ways to reduce or avoid all types of waste. If the waste cannot be avoided, the supplier shall comply with applicable laws and regulations to manage and control all waste (including but not limited to prohibition in a safe and environmentally responsible manner through illegal discharges of waste into sewers and during discharges or disposal by business processes, industrial procedures and sanitation sewage and solid waste generated by the facility shall be treated according to the requirements).

5. Biodiversity, no deforestation, and land conservation

- 5.1 Suppliers should protect biodiversity, comply with international and local laws and regulations, and refrain from operating or setting up plants in or near globally or nationally important biodiversity areas.
- 5.2 Suppliers shall assess the risks to biodiversity and deforestation from operations, product development and manufacturing, and sourcing of raw materials, and set goals and strategies to achieve zero net loss or net positive impact on the environment and ecosystems.

IV. Code of Ethics

Suppliers are required to uphold the highest standards of integrity in their business operations, including:

1. Operate with integrity

- 1.1 Suppliers must avoid any known conflict of interest in cooperating with Ennoconn Corporation. Any person who has a family member or other close personal relationship with an Ennoconn Corporation's employee who has influence in relation to the supplier's relationship with Ennoconn Corporation should be disclosed immediately.
- 1.2 Suppliers must not provide for our employees on a regular basis about commercial courtesy, if any, not exceeding an appropriate amount. In addition, the supplier must record all business transactions clearly in books and business records.
- 1.3 Supplier shall not carry out or accept any form bribery, embezzlement, extortion, or embezzlement.

- 1.4 The supplier shall not pay directly or indirectly illegal money. Suppliers shall implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws.

2. Intellectual property rights

- 2.1 Suppliers must respect intellectual property rights and move in a manner that protects them during transfer of technology and know-how.

3. Responsible for purchasing raw materials

- 3.1 Suppliers must develop appropriate conflict mineral policies to ensure that tantalum, tin, tungsten and gold are used to manufacture products that do not directly or indirectly benefit armed groups that commit human rights violations in or near the Democratic Republic of the Congo.
- 3.2 Suppliers must carry out due diligence on the origin and monitoring chain of these minerals and disclose the related contents to Ennoconn Corporation when requested.

4. Information security and privacy protection

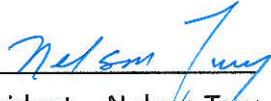
- 4.1 Based on the products or services provided, the types of data accessible, and the system permissions held, suppliers shall establish information security management measures commensurate with the risks to maintain the confidentiality, integrity, and availability of information and systems. Suppliers shall clearly define information security management responsibilities, regularly review related management measures, and provide necessary information security and confidentiality education to personnel accessing Ennoconn Corporation's data or systems.
- 4.2 Supplier access to Ennoconn Corporation's data, systems, or networks shall be managed based on business needs and authorized scope. Accounts and permissions shall be appropriately applied for and approved, and shall be canceled or adjusted in a timely manner upon employee resignation, transfer, role change, or contract termination. Suppliers shall take appropriate network protection, malware protection, software management, system log retention and regular review, data backup, and recovery measures according to risk.
- 4.3 When collecting, processing, or using personal data of Ennoconn Corporation's employees, customers, supplier contacts, or other identifiable natural persons, suppliers shall comply with applicable personal data and privacy protection laws, contractual agreements, and Ennoconn Corporation's lawful instructions, and limit it to the scope necessary to fulfill the contract. When sub-contracting is involved, it shall be handled in accordance with applicable laws and contracts, and the commissioned third

party shall be ensured to take appropriate security measures; upon termination or cancellation of the commissioned relationship, relevant personal data shall be returned, deleted, or its processing suspended according to Ennoconn Corporation's instructions.

- 4.4 If a supplier discovers or reasonably suspects the occurrence of unauthorized access, use, alteration, damage, loss, or disclosure, or other incidents that may affect Ennoconn Corporation's data, systems, services, or personal data, it shall immediately take necessary control measures upon becoming aware of it and notify Ennoconn Corporation's designated contact window. Suppliers shall cooperate with Ennoconn Corporation in incident determination, impact assessment, investigation, evidence preservation, root cause analysis, remediation, and subsequent improvement.
- 4.5 Suppliers shall provide necessary explanations and evidence related to information security, personal data protection, information security incidents, and improvement measures upon Ennoconn Corporation's reasonable request. If non-conformities are found, the supplier shall propose and complete improvement measures within a reasonable period requested by Ennoconn Corporation.

5. Fair trading and anti-competitive behavior

- 5.1 Suppliers shall comply with laws related to fair trading and competition, and shall not engage in unfair competition, restrict competition, or engage in other behaviors that violate the principles of fair market trading.


President Nelson Tsay