

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 suppliers 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 working 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 product quality standards, policies, specifications and procedures applicable to products manufactured at their locations.
4. **Certification.** If additional certification (e.g. ISO 50001, 14001) is required by Ennoconn Corporation, supplier shall make reasonable efforts to obtain such certification within an appropriate period of time.
5. **Disclosure.** All suppliers shall, in accordance with industry practice, accurately disclose relevant information about Labor, health and safety, Information on environmental measures, operational activities, organizational structure, financial position and business performance.
6. **Cooperation.** Suppliers shall comply with our request for information access or audit to demonstrate that they have complied with these requirements, unless the supplier has a duty of confidentiality or is its business secret. We expect and provide cooperation with the supplier to improve the work environment, but if a supplier fails to meet these responsibilities, we shall have to conduct the supplier to terminate the partnership.
7. **The management system.** All suppliers shall adopt or develop a management system to fulfill the above responsibilities. The purpose of the management system is to ensure supplier's operation process:
 - (1) Comply with requirements of Ennoconn Corporation 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 members of workers, including temporary workers, migrant workers, work-study students, contracted employees, direct employees, and any other type employees. Therefore, suppliers must properly manage their employees to achieve the following objectives:

1. Freedom of employment and elimination of forced labor.

- 1.1 No supplier shall employ or permit use under duress or restraint labor or pledge labor. All work must be voluntary and all employees have the right to terminate employment at any time.
- 1.2 Supplier shall not detain or retain employee ID cards, migration permits or work permits for administrative purposes by reserve more time than reasonable necessary.
- 1.3 The supplier shall not require the employee to pay the recruitment fee for the employment result or other expenses (whether directly or through a third party); If any employee pays such fees, supplier to be returned to the employee.
- 1.4 The supplier shall not restrict the access of employees to or from the workplace freely in an unreasonable manner.
- 1.5 During the employment process, the supplier shall comply with the labor laws and requirements of the country/region where the employee is located.

2. Do not employ young workers and interns.

- 2.1 Suppliers shall not employ child labor. "Child Labor" means any person under the age of 15 who is not reached the age of completing compulsory education or have not reached the minimum employment age of the country/region in which they are located (whichever is the oldest).
- 2.2 An employee who is under the age of 18 shall not engaged in any works which may endanger his or her health or personal safety, including night shift and overtime work
- 2.3 Suppliers may employ legitimate, well-managed apprentices training programs (e.g. student internship programs or cooperative education).
- 2.4 Unless otherwise required by local law, the supplier pays the worker, students, interns and apprentices should not be paid less than other new employees doing 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 the law regarding salary withholding, and provide employees with pay slips or similar documents clearly showing the breakdown of wages paid. Supplier shall not be allowed to withholding wages as a means of disciplinary action.

4. Working hours.

4.1 For supplier employees who are paid by the hour, the number of working hours per week shall not exceed 60 hours (including overtime hours) or the upper limit prescribed by local law is less, except emergency or special circumstances. In addition, employees shall be entitled to at least one day off every seven days.

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

5.1 Suppliers shall not require employees or prospective employees to undergo illegal medical examination or physical examination.

5.2 Supplier shall not screen, recruit or hire on the basis of race, color, age, biological gender, social gender, gender identity, gender expression, sexual orientation, marital status, ethnic identity, nationality, social class, physical and mental disabilities, genetics, medical status, pregnancy, religion, political affiliation, and not discrimination against employment on the grounds of union status, service status or body art. In addition, suppliers must also target to provide reasonable assistance to employees regarding their religious needs. In addition, suppliers should be in charge of all aspects to identify, assess and improve diversity and inclusion in the workplace.

6. Freedom of association and collective bargaining.

6.1 Employees are free to associate, negotiate collectively and find representatives in accordance with local laws.

6.2 Suppliers must allow employees to speak openly to management about working conditions and promise not to Retaliating against or harassing employees.

II. Health and Safety.

The supplier must incorporate the following health and safety management requirements into the business process to ensure the safety of workplace:

1. Occupation 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 and 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.

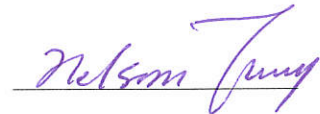
3.2 Suppliers must carry out due diligence on the origin and monitoring chain of these minerals and disclose the contents to Ennoconn Corporation when requested.

4. Privacy and information security.

4.1 Suppliers must protect any personal information and privacy business contacts (including suppliers, customers, consumers and employees).

5. Fair trading and anti-competitive behavior.

5.1 Suppliers shall comply with the principle of fair trade and prohibit competitive behavior.



President Nelson Tsay