



Sustainable Procurement Guidelines

V.3

December, 2024

目錄

Preface	5
I. Sustainable Procurement Guidelines.....	6
1. Ennoconn’s spirit of sustainable purchasing	6
2. Purpose	6
3. Scope of Application	6
4. Definition of Terms	7
5. Sustainable Procurement Policy.....	7
5.1 Social-friendly and Ethics	8
5.2 Environment-friendly and reduce environmental impacts	8
II. Specific Requirements for Sustainable Purchasing.....	10
1. Comply with the Code of Business Conduct.....	10
1.1 Responsibility Business Alliance Code of Conduct	10
1.2 Conflict Minerals	10
2. Product Environmental Quality Management.....	11
2.1 Hazardous Substances Control Regulations of Ennoconn.	11
2.1.1 Operation of Control Regulations.....	11
III. Evaluation and Approval of Suppliers	12
1. Evaluation of Suppliers	12
1.1 Evaluation items	12
1.2 Evaluation Results	12
1.3 Approval of Suppliers	12
2. Evaluation of qualified supplier.....	12
3. Complaint Channels for Suppliers.....	13
Appendix I. List of Prohibited Substances.....	14
Appendix II. RBA Code of Conduct.....	1
A. Labor.....	2
1) Prohibition of Forced Labor.....	2
2) Young Workers	2
3) Working Hours.....	3
4) Wages and Benefits	3
5) Non-Discrimination/Non-Harassment/Humane Treatment.....	3
6) Freedom of Association and Collective Bargaining.....	4
B. Health and Safety.....	5
1) Occupational Health and Safety.....	5

2)	Emergency Preparedness.....	5
3)	Occupational Injury and Illness	5
4)	Industrial Hygiene	6
5)	Physically Demanding Work	6
6)	Machine Safeguarding.....	6
7)	Sanitation, Food, and Housing.....	6
8)	Health and Safety Communication.....	6
C.	Environment.....	7
1)	Environmental Permits and Reporting.....	7
2)	Pollution Prevention and Resource Conservation.....	7
3)	Hazardous Substances	7
4)	Solid Waste.....	7
5)	Air Emissions	8
6)	Materials Restrictions	8
7)	Water Management.....	8
8)	Energy Consumption and Greenhouse Gas Emissions.....	8
D.	Ethics.....	8
1)	Business Integrity	9
2)	No Improper Advantage.....	9
3)	Disclosure of Information.....	9
4)	Intellectual Property	9
5)	Fair Business, Advertising and Competition.....	9
6)	Protection of Identity and Non-Retaliation.....	9
7)	Responsible Sourcing of Minerals.....	10
8)	Privacy.....	10
E.	MANAGEMENT SYSTEMS.....	11
1)	Company Commitment	11
2)	Management Accountability and Responsibility	11
3)	Legal and Customer Requirements.....	11
4)	Risk Assessment and Risk Management	11
5)	Improvement Objectives.....	11
6)	Communication	12
7)	Worker/Stakeholder Engagement and Access To Remedy.....	12
8)	Audits and Assessments	12
9)	Corrective Action Process	12
10)	Documentation and Records	12
11)	Supplier Responsibility	12

Appendix III. Biodiversity and No Deforestation Commitment.....	13
APPENDIX IV. Sustainable Raw Materials Policy.....	15

Preface

Sustainability has become the symbol and indicator of a new business model, and Ennoconn is moving forward with this goal in mind. The services offered by Ennoconn are an important part of the ESG's sustainability initiatives. With the increasing frequency of extreme climate change, Ennoconn would like to thank and invite all of our supplier partners to join us in a continuous partnership to reduce the environmental impact of "Sustainable Human Development". Ennoconn firmly believe that only by working together can we truly realize environmental sustainability and create better living conditions for future generations.

In the future, Ennoconn will work together with our suppliers to promote environmental protection, implement environmental regulations and create innovative partnerships in accordance with these "Sustainable Procurement Policy". Ennoconn is committed to injecting more environmentally friendly elements into our supply chain, not only by complying with existing environmental regulations, but also by constantly seeking new and innovative ways to enhance the overall environmental benefits. By working together in this way, Ennoconn hope to be able to confidently offer attractive products to the global market that are not only of high quality, but also meet the requirements of corporate social responsibility and environmental sustainability.

As a result, Ennoconn invites all suppliers to understand and implement the importance of environmental sustainability. We expect our suppliers to align themselves with Ennoconn and provide assistance as necessary in the ongoing process of sustainable purchasing activities. We believe that by working together, we can ensure that all procurement activities comply with the requirements of this Policy and further promote the realization of environmental protection and sustainable development, which will not only help to improve the environmental performance of the supply chain, but also lay a solid foundation for our common future.

December, 2024

President Nelson Tsun

I. Sustainable Procurement Guidelines

1. Ennoconn's spirit of sustainable purchasing

This Purchasing Guidelines reveals Ennoconn's principles of sustainable procurement (hereinafter referred to as the Guidelines). Purchasing activities are a fundamental part of operations, and in order to maintain a balanced development of the economy, environment and society, Ennoconn is committed to sustainable procurement, actively realizing the vision of sustainable operations, implementing the concept of corporate social responsibility, and aspiring to become the industry's leading brand that is trusted by stakeholders, and to collaborate with suppliers in the creation of a sustainable supply chain. We will also work with our suppliers to create a sustainable supply chain and care for the earth's environment.

In the future, Ennoconn will conduct procurement activities in accordance with the sustainable procurement standards recorded in this Code. In the course of Ennoconn's purchasing and procurement activities, we will require our suppliers to implement and select suppliers that comply with the sustainable procurement standards in the course of their purchasing and procurement activities.

2. Purpose

The purpose of this standard is to promote sustainable purchasing activities by working with sustainability partners on ESG issues, actively promoting sustainable partnerships with suppliers, and working together to comply with this standard.

3. Scope of Application

This guidelines applies to all purchases made by Ennoconn, including those made by Ennoconn and its consolidated subsidiaries and reinvested subsidiaries, and also applies to all vendors that supply Ennoconn products and services.

Ennoconn invites all our partner companies to comply with this guidelines and invite the following companies to advocate first:

Supplier Category	Screening Criteria
Raw Material	Vendors with an annual turnover of 5 million dollars or those designated for strategic purchasing.
Manufacturer	Monthly turnover of \$300,000 or strategic procurement of designated vendors (excluding outsourcing companies that do not directly supply goods).
Transportation	Vendors with more than 50% of monthly turnover
General Affairs	Vendors with an annual turnover of more than \$100,000 and an annual trading frequency of more than 5 times.
Information	Vendors with annual turnover of more than \$500,000 and with high asset risk.

Remarks: The screening criteria are subject to change according to operation and market demand, and will be updated from time to time.

4. Definition of Terms

The definitions of terms used in this guidelines are as follows:

(1) Sustainable Development: Sustainable development aims to maintain a perfect balance between improving the lives of our next generation while preserving natural resources and the ecological environment.

(2) Sustainable Purchasing: Sustainable Purchasing aims at purchasing behaviors that have a positive impact on the environment, society, and the economy throughout the life cycle. The scope of sustainable purchasing includes products, services, and supply chain operations.

5. Sustainable Procurement Policy

Since corporate created in 1999, Ennoconn has become a comprehensive provider of integrated solutions in the field of professional industrial computers by leveraging its leading industrial motherboard design technology and complete hardware system solutions to provide a wide range of vertical market application products and services, such as POS, bank automation, gaming machines, industrial controllers, human machine interface, IoT gateway, and cloud servers, for the high-growth demand market. We provide world-class industrial IoT and embedded technologies, design and manufacturing services, IT and system integration services for high growth markets.

Ennoconn promotes the five transformation strategies of "Digital, AI, Energy, Information Security and ESG" to deeply cultivate the ten smart markets: ESG Smart Technology, Smart Manufacturing, Smart Retail, Smart Finance, Entertainment & Lottery, Smart Transportation, Aerospace & Military, Information Security, Smart Home and Energy Management. In addition to focusing on product and service innovation, Ennoconn's sustainability Committee is planning for a sustainable vision for 2030, with four major sustainability dimensions: "Environmental Protection", "Social Responsibility", "Corporate Governance", and "Green Business", as well as five strategies to promote sustainability-related actions, as shown in the figure below.

In response to the climate issue, Ennoconn has clearly defined the short-, medium- and long-term path to 2050 Net Zero Carbon Emission: with 2021 as the base year, Ennoconn has set a target to reduce carbon emissions by 30% by 2025 and 50% by 2030. The long-term strategy is to achieve net zero emissions by 2050. To achieve the target, we have also implemented carbon reduction measures: we have implemented an electricity saving program through three major areas, namely air-conditioning systems, power and lighting, and other electricity consumption, and we have regularly inspected our equipment and replaced it to avoid excessive energy consumption by old equipment. In terms of social and human rights, we follow the GRI and RBA guidelines in practicing

sustainable and compliant human rights issues. In terms of sustainable procurement, Ennoconn prioritizes the procurement of products that take environmental and social issues into consideration in the manufacturing process and prioritizes suppliers that meet the following requirements.

Ennoconn 2030 Sustainability Vision



5.1 Social-friendly and Ethics

5.1.1 Responsible Business Alliance

All suppliers should comply with requirements of Responsible Business Alliance (RBA), and cooperate in conducting regular assessment and audit activities.

5.1.2 Occupation health and safety

Suppliers should minimize the incidence of work-related injuries and establish a safe and healthy working environment in order to improve the quality of products and services and production stability.

5.1.3 Conflict minerals

The Company shall not purchase products that contain conflict minerals and shall fulfill its responsibility to conduct due diligence.

5.1.4 Legal Comply

When conducting procurement activities, suppliers must strictly comply with the laws, social norms and relevant regulations of the countries and regions in which we operate.

5.2 Environment-friendly and reduce environmental impacts

5.2.1 Measures responded to Climate Change

Suppliers take ownership of global environmental issues and strive to minimize the impact of all purchases on communities, the environment and natural resources. Suppliers also advocate suppliers to support forest protection, non-deforestation initiatives and biodiversity initiatives.

5.2.2 Environmental management system

Comply with ISO14001, ISO50001, ISO14064-1 third-party certified environmental management system or establish its own independent environmental management system.

5.2.3 Related Verification of environmental protection

Ennoconn proactively purchase products with environmental protection connotations, such as Eco Label, Energy Label, Water Saving Label, Green Building Materials, and other globally relevant green label-certified products, or products whose manufacturing, use, and disposal processes use less environmental resources, are low-carbon, and less polluting, and encourage the use of recycling economy and recycled materials in manufacturing processes or products, and Ennoconn advocate the use of green electricity

to mitigate climate change.

5.2.4 Product Environmental Quality Management

- (1) To establish a system to manage and reduce environmentally hazardous substances in purchased products.
- (2) Comply with the latest version of Ennoconn Hi-Tech's Hazardous Substances Control Regulations, RoHS, WEEE, and other regional governmental laws and regulations on pollution prevention, waste disposal, and other environmental protection.
- (3) The purchase of raw materials for production shall not contain any prohibited hazardous substances.
- (4) Cooperate with investigations and provide testing reports to ensure that the content of environmentally related substances in products meets international, regional, and national standards.

5.2.5 Green Purchasing Promotion and Environmental Protection Actions

- (1) Proactively disclose environmental information about our organization and products.
- (2) Proactively promote environmental issues such as climate change mitigation measures, greenhouse gas emissions reduction, and biodiversity to upstream suppliers.
- (3) Prioritize the purchase of products and services with low environmental impact, but not limited to low energy consumption, low pollution, use of recycled materials and recyclable products and services, as defined by the laws and regulations of the countries where our business locations are located, such as the 51 products recognized by the Ministry of the Environment of the R.O.C. as complying with environmental protection standards and regulations.

II. Specific Requirements for Sustainable Purchasing

1. Comply with the Code of Business Conduct

1.1 Responsibility Business Alliance Code of Conduct

Ennoconn is not a full member of the Responsible Business Alliance (RBA), but continue to abide by the local laws with high ethical standards and voluntarily support the operation of the Code of Conduct of the RBA promulgated by the RBA. In order to ensure the implementation of corporate social responsibility and the establishment, implementation and continuous improvement of the social responsibility management system, all employees of the company must strictly implement the Code of Conduct of the Responsible Business Alliance and the related documents of Ennoconn.

1.1.1 Zero tolerance

In order to effectively implement the supply chain management regulations, Ennoconn has included the 4 RBA requirements into the zero tolerance policy, if found to be in violation of the relevant requirements, then they need to be improved immediately within the deadline, if not improved immediately, then Ennoconn will notify the customer of the customer-specified suppliers, and the non-customer-specified suppliers will be used to reduce the orders or freeze their transactions, if the suppliers refuse to improve, they will be disqualified as qualified suppliers to minimize the risk of supply chain and avoid losses to the customers. If the supplier refuses to improve, it will be disqualified as a qualified supplier in order to minimize the risk of the supply chain and to avoid losses to customers.

(1) Using child labor

(2) Unequal behavior such as harassment and discrimination that causes physical and mental harm to employees.

(3) Failure to respect employees' freedom of association.

(4) Workplace injuries and occupational diseases that expose employees to health and safety hazards (chemical, electrical and other energy, fire, vehicle and fall hazards, etc.).

1.2 Conflict Minerals

Through our official website and contracts, we communicate to our suppliers in the supply chain that we do not support or use conflict minerals in order to minimize the impact of conflict minerals, and we urge our suppliers to be consistent with Ennoconn's expectations on the procurement behavior of conflict minerals.

1.2.1 Requirements for suppliers

(1) Ennoconn requires suppliers to comply with the Code of Conduct of the Responsible Business Alliance (RBA) in the form of corporate social responsibility commitments, and suppliers should ensure that they comply with the labor, health and safety, environmental, and ethical issues described in the Code.

(2) Suppliers shall fill out and provide the RBA related survey form and sign the corresponding undertaking in order to cooperate with the on-site auditing and evaluation, and will be required to provide the corresponding deadline improvement plan for the part of the items that are actually missing after the evaluation.

(3) Tantalum, tin, tungsten, gold and other conflict minerals are not allowed to be used in the components provided by suppliers to Ennoconn. If suppliers are found to use conflict minerals, Ennoconn will instruct the audit team to request the suppliers to cooperate with the investigation.

2. Product Environmental Quality Management

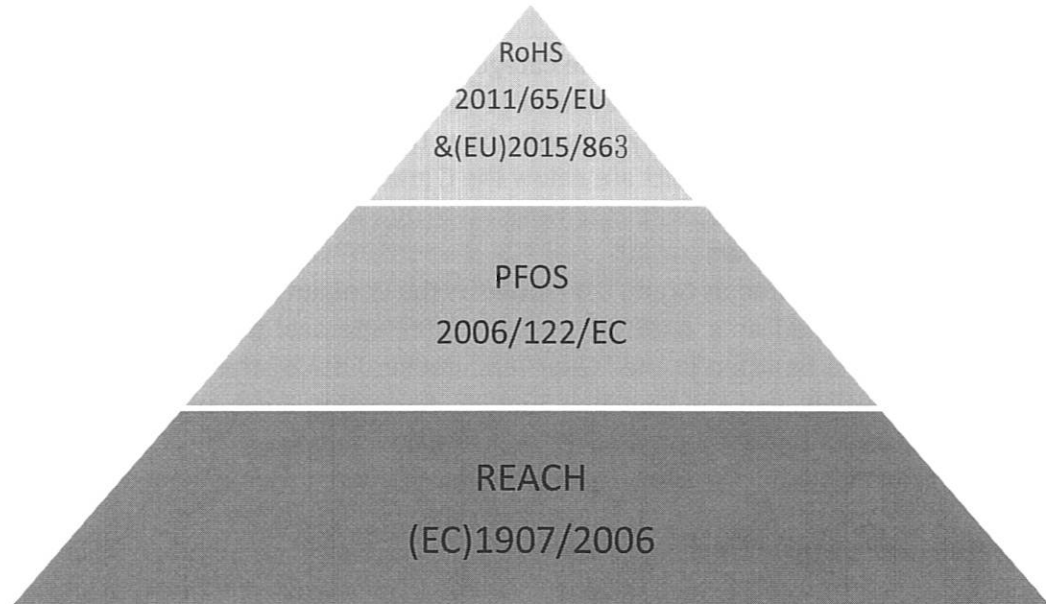
2.1 Hazardous Substances Control Regulations of Ennoconn.

2.1.1 Operation of Control Regulations

In order to promote sustainable purchasing activities, the products and services purchased by the company must minimize the use of environmentally hazardous substances. All suppliers must assess whether they are operating in accordance with relevant legislation (e.g. ISO14001 and IECQ QC080000 HSPM certification) to ensure environmental protection activities.

2.1.2 Environmental Management Substances and Definitions

Ennoconn manages hazardous substances in accordance with three prohibited substances regulations, namely RoHS, PFOS and REACH (Appendix I)



2.1.3 RoHS Exemptions

Environmentally relevant substances are exempted if their content exceeds the maximum tolerable concentration level set by Ennoconn and if they are within the scope of RoHS exemption.

2.1.4 Requirements for Suppliers

(1) In accordance with Ennoconn's designated environmental laws and regulations or the management of related substances, the supplier shall cooperate to provide the test report of the third impartial green laboratory of ISO/IEC17025 or sign or provide the declaration of non-use of prohibited substances.

III. Evaluation and Approval of Suppliers

Ennoconn will prioritize suppliers that actively implement measures to reduce environmental burden and implement sustainability policies, and will evaluate and accredit suppliers in accordance with the standards and requirements of these Sustainable Purchasing Guidelines, and share the evaluation results with suppliers, so that supplier partners can continue to implement improvement programs in line with the sustainability concept of ESG win-win.

Definitions:

Suppliers and Outsourcing suppliers

1. Evaluation of Suppliers

1.1 Evaluation items

From the association directory or vendor directory to obtain vendor information and then negotiate with suppliers to fill out the supplier's basic information, quality and sustainability questionnaire, evaluation items in addition to quality, price, service and delivery, but also includes the following items:

- (1) Quality system, environmental management system evaluation.
- (2) Sustainability evaluation.

1.2 Evaluation Results

After the evaluation, they will be categorized into four grades: A, B, C, and D. Those who are initially evaluated as D are required to reevaluate one year after the initial evaluation, and those whose reevaluation results are above the C grade are classified as qualified, while those whose reevaluation results are below the C grade are classified as unqualified.

1.3 Approval of Suppliers

If a supplier is rated as Grade C or above by the Company's Supplier Survey Team, the supplier will be certified as a qualified supplier after approval by the Purchasing Supervisor. The supplier will be listed in the "Qualified Supplier List" by the Procurement Section (updated semiannually), and the Qualified Supplier Evaluation Form and related information will be submitted to the relevant units for approval and signing.

2. Evaluation of qualified supplier

(Applicable for Raw Material Supplier)

By the supplier's quality, delivery, price and service on a monthly basis, quarterly evaluation and feedback to the supplier's satisfaction with its services: In addition, each year for the key vendors to carry out the quality of supply and sustainability project evaluation, the good ones will continue to maintain and give incentives at the end of the year, the performance of those who are not good will be required or counseling to improve, and, if necessary, for the elimination of the processing.

3. Complaint Channels for Suppliers

If a supplier finds that the Ennoconn Corporation has violated any laws, rules, regulations or ethical norms, or has committed any other inappropriate behavior during the course of fulfilling the contract, he/she should immediately file a complaint with the Government or Ennoconn Corporation. The whistleblower can report the fact that an employee has violated the law or has improperly carried out his/her duties through the "Complaint Channels" on the official website of the Company, and the ESG Sustainability Office will assign a team to conduct an investigation. The ESG Sustainability Office will assign a task force to investigate and, if found that the fact is true, handle the case in accordance with the law. The whistleblower's personal information will also be kept confidential to protect his or her personal safety and work rights from not being violated.

The website link: <https://www.ennocnn.com/stakeholder-contacts/>

Appendix I. List of Prohibited Substances

Law	Substance	Criteria	Scope
RoHS(2011/65/EU)	Pb	<1000ppm	
	Cd	< 100ppm	
	Hg	<1000ppm	
	Cr6+	<1000ppm	
	PBB)	<1000ppm	
	PBDE)	<1000ppm	
RoHS(2015/863/EU)	DEHP	<1000ppm	
	BBP	<1000ppm	
	DBP	<1000ppm	
	DIBP	<1000ppm	
PFOS(2006/122/EC)	PFOS	<1µg/m ²	Coating Materials
		<1000ppm	Semi-finished products/parts
		<0.005%(50ppm)	Ingredient content
REACH Regulation (EC) No. 1907/2006.	Update the material items according to this EU specification(Note)		

Note: When Ennoconn's substances to meet the requirements of the project, the vendor is requested to follow item 2.1.4 of this guidelines.

Appendix II. RBA Code of Conduct

Version 8.0 (2024)

RBA Code of Conduct

RESPONSIBLE BUSINESS ALLIANCE CODE OF CONDUCT

The Responsible Business Alliance (RBA) Code of Conduct establishes standards to ensure that working conditions in supply chains are safe, and that business is conducted responsibly, ethically, and with respect for human rights and the environment.

The Code may be voluntarily adopted by any business and subsequently applied by that business to its direct and indirect supply chain and subcontractors, including providers of contract labor.

To adopt the Code and become a participant (“Participant”), a business shall declare its support for the Code and conduct due diligence in line with the Code and its standards through the establishment of an effective management system.

Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require their next tier suppliers to acknowledge and implement the Code.

Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with applicable laws, rules, and regulations ¹. In alignment with internationally recognized standards as listed under the References of this document, and drawing upon best practices in global supply chains, elements of this Code may go beyond legal compliance in order to advance social and environmental responsibility and business ethics. In no case can complying with the Code violate applicable laws. If, however, there are differing standards between the RBA Code and applicable laws, the RBA defines conformance as meeting the strictest requirements.

The provisions of this Code are derived from and respect internationally recognized standards including:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- ILO Fundamental Conventions
- UN Universal Declaration of Human Rights

The Code is made up of five sections:

- Sections A, B, and C: Standards for Labor, Health and Safety, and the Environment, respectively.
- Section D: Standards relating to business ethics.
- Section E: Elements of an acceptable system to manage conformity to this Code.

A. Labor

Participants commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

1) Prohibition of Forced Labor

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Participants shall maintain documentation on all leaving workers. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

Child labor shall not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

Participants shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Participants shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Participants shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation shall be provided.

3) Working Hours

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

5) Non-Discrimination/Non-Harassment/Humane Treatment

Participants shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and

employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

6) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. Health and Safety

Participants recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

1) Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

2) Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

3) Occupational Injury and Illness

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Participants shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge.

Participants shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Participants shall provide occupational health monitoring to Responsible Business Alliance Code of Conduct v8.0 5 routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5) Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

7) Sanitation, Food, and Housing

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

Participants shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards

that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

C. Environment

Across all business functions, Participants recognize that environmental responsibility is integral to producing world-class products. Participants shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

1) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

2) Pollution Prevention and Resource Conservation

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

4) Solid Waste

Participants shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone- depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Participants shall conduct routine monitoring of the performance of its air emission control systems

6) Materials Restrictions

Participants shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7) Water Management

Participants shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Participants shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8) Energy Consumption and Greenhouse Gas Emissions

Participants shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Participants shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. Ethics

To meet social responsibilities and to achieve success in the marketplace, Participants and their agents shall uphold the highest standards of ethics including the following:

1) Business Integrity

The highest standards of integrity shall be upheld in all business interactions. Participants shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement

2) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anticorruption laws.

3) Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

5) Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition shall be upheld.

6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers² shall be maintained, unless prohibited by law. Participants shall have a communicated

process for their personnel to be able to raise any concerns without fear of retaliation.

7) Responsible Sourcing of Minerals

Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8) Privacy

Participants shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Participants shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. MANAGEMENT SYSTEMS

Participants shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

1) Company Commitment

Participants shall establish human rights, health and safety, environmental and ethics policy statements affirming Participant's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels.

2) Management Accountability and Responsibility

Participants shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

3) Legal and Customer Requirements

Participants shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4) Risk Assessment and Risk Management

Participants shall adopt or establish a process to identify the legal compliance, environmental, health and safety³, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with Participant's operations. Participants shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5) Improvement Objectives

Participants shall establish written performance objectives, targets and implementation plans to improve the Participant's social, environmental, and health and safety performance, including a periodic assessment of Participant's performance in achieving those objectives.

6) Communication

Participants shall establish process for communicating clear and accurate information about Participant's policies, practices, expectations, and performance to workers, suppliers, and customers.

7) Worker/Stakeholder Engagement and Access To Remedy

Participants shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

8) Audits and Assessments

Participants shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

9) Corrective Action Process

Participants shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

10) Documentation and Records

Participants shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy. °

11) Supplier Responsibility

Participants shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

Appendix III. Biodiversity and No Deforestation Commitment

Ennoconn Corporation is committed to promoting energy saving, carbon reduction and waste reduction measures to mitigate the impact of climate change, and fully recognizes the importance of biodiversity and ecological conservation. In line with the United Nations' Sustainable Development Goals (SDGs)*, Ennoconn Corporation is committed to cooperation with subsidiaries, supply chain (or value chain), and strategic partners to promote biodiversity, environmental protection, and non-deforestation, to further promote ecological and forest conservation, to fulfill its corporate social responsibility to enhance environmental and social well-being, and to be accountable to stakeholders.

* This commitment cover the following SDGs: SDG 7 Affordable and Clean Energy, SDG 9 Industry, Innovation and Infrastructure, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action, SDG 15 Life on Land, and SDG 17 Partnerships for the Goals.

COMMITMENT

1. Including Ennoconn Corporations' own operations, subsidiaries, suppliers (value chain) and strategic partners shall avoid conducting operations or setting up plants in or near sites containing globally or nationally important biodiversity areas in compliance with international and local laws and regulations.
2. If Ennoconn Corporations' own operations, subsidiaries, and suppliers (value chain) involve changes in land use, where is including the allocation and utilization of land for factory construction and expansion, they shall comply with relevant national laws and regulations to conduct environmental impact assessments, monitor the risks to biodiversity and forest ecology, and implement impact mitigation measures, including prevention, mitigation, restoration, and offsetting to achieve zero net loss (No Net Loss).
3. Ennoconn Corporation supports the United Nations Convention on Biological Diversity (CBD) and other biodiversity-related initiatives, and plan to conduct a biodiversity risk assessment, with the goal of achieving Net Positive Impact and No Deforestation in 2050 as the global operating bases. And committed to biodiversity conservation and avoiding deforestation activities.
4. Ennoconn Corporation responds to government policy, such as Green Office and green procurement, encouraging all the employees conduct a company paperless policy, and prioritizing the procurement of paper manufacturers that have a low impact on the

environment and have been certified by the Forest Stewardship Council (FSC), or other forest-friendly certified paper, or recycled eco-friendly paper and eco-friendly inks for printing.

5. Ennoconn Corporation inventories the amount of wood used in own business activities, including photocopying paper, household paper, packaging paper, building materials, and office furniture, etc., and plan to invest resources in forest restoration activities, with the goal of achieving No Net Deforestation by 2050.
6. Ennoconn Corporation promotes and raises the awareness of internal and external stakeholders, such as employees, shareholders, customers, strategic partners, and suppliers (value chain), on environmental protection such as biodiversity and forest conservation.
7. This commitment is synchronized with the “Supplier Code of Conduct” and the “Supplier ESG Self-Assessment Questionnaire” in order to advocate and support together for biodiversity and no deforestation activities with suppliers (value chain), strategic partners and external stakeholders.

APPENDIX IV. Sustainable Raw Materials Policy

As an international ODM / OEM industrial computer manufacturer, Ennoconn Corporation is committed to sustainable development through innovative technology, providing one-stop services in R&D, design, manufacturing and sales. In order to implement the sustainable strategy of “Green Technology Solutions”, Ennoconn Corporation plans to introduce product lifecycle assessment and formulate performance metrics to examine the negative impacts on the environment, society, and governance at each stage of the product life cycle, which will be reported to the Board of Directors on a regular basis. Ennoconn Corporation actively adopts sustainable procurement guidelines and cooperates with subsidiaries, suppliers and strategic partners, and committing to prioritize the procurement of raw materials that minimize the negative impact on sustainability and to increase the proportion of sustainable raw materials in our products, and to implement the following commitments together.

1. Increase the use of recycled raw materials.

Ennoconn Corporations plans to introduce product life cycle assessment (LCA), using recyclable raw materials at the resources according to the nature of the product, and continuously increasing the proportion of recycled raw materials to minimize the potential negative impact on the environment; and at the end of life, the plan is to track the use of recycled raw materials to ensure the quality and durability of the raw materials and to minimize the waste of resources.

2. Comply with Laws and Regulations, Increase the use of third-party verified raw materials.

Ennoconn Corporation complies with domestic and international regulations and directives on the control of hazardous substances, prioritizes cooperation with suppliers that do not use conflict minerals, comply with RoHS, WEEE, and other governmental and regional laws and regulations on pollution prevention and waste disposal, and increases the use of third-party certified and reused raw materials to enhance the design and management of green products.

3. Reducing the impact of raw materials on biodiversity.

Ennoconn Corporation committed to biodiversity and no deforestation, avoid to procure raw materials from sites where containing globally or nationally important biodiversity sites, and protect biodiversity and conserve land forest to minimize environmental and ecological impacts.

4. Supply chain human rights due diligence.

Ennoconn Corporation plans to conduct human rights due diligence on suppliers to understand more the potential impact risks of raw materials on the environment, society and governance and in order to establish risks management mechanisms, mitigation and prevention measures.

5. Enlarge positive impacts on sustainable supply chain.

Ennoconn Corporation encourages subsidiaries, suppliers and strategic partners to comply with this commitment together, In order to minimize the risks and impacts associated with raw materials on sustainability, to collaborate and share the best practices with external stakeholders for sustainable raw materials and to provide support and resources to help suppliers achieve the common goals.

6. Employees training and stakeholder’s communication.

Ennoconn Corporation provides regular training for employees to raise their awareness of the sustainable raw materials policy, to ensure that each employee understands and implements the Ennoconn Corporation's sustainable development strategy, and to strengthen stakeholder communication to reveal the progress and challenges of the implementation of this policy.