

Ennostar Supplier/Outsourcing Partner Code of Conduct

Article 1 Aims and Scope

Ennostar, EPISTAR, Lextar, Unikorn, and associated corporations (hereafter jointly referred to as the “Ennostar Group”) are responsible, world-class corporate citizens which hold “Environmental Protection, Energy Savings, and Protecting the Planet” as their corporate missions while expending full efforts in implementing sustainable developments.

The Ennostar Group regards suppliers as long-term partners. Apart from competitive quality, technologies, delivery dates, and costs, we emphasize the governance, environmental, and social performance of our supply chain. These suppliers are more than Ennostar Group business partners; we aim to make them collaborating partners in Ennostar Group promotions of sustainable development issues.

We encourage the Ennostar Group supply chain to enhance climate change response capabilities, ensure safety of workplace environments, provide respect and dignity to employees, promote environmental protection through business operations, and comply with ethical practices, thereby ensuring that workplace environments are safe and secure, employee rights are protected and respected, pollution prevention is implemented in processes and products, and social responsibilities are met.

In order to formulate corporate social responsibility policies that adhere to the requirements of international companies, domestic employee laws, and the corporate mission of the Ennostar Group, we comprehensively referenced international standards, including the Task Force on Climate-Related Disclosures recommendations, SA8000, the Universal Declarations of Human Rights, Responsible Business Alliance (RBA) Code of Conduct, Global Sullivan Principles, United Nations Guiding Principles on Business and Human Rights, International Labour Organization Declaration of Fundamental Principles and Rights at Work, and other international regulations in formulating the Ennostar Group Supplier/Outsourcing Partner Code of Conduct (hereafter “this Code”).

Corporate sustainability policies for the Ennostar Group are as follows:

1. Pursue corporate sustainability and emphasize corporate economic, environmental, and social management
2. Rigorously comply with ethical principles and avoid improper advantage, corruption, and bribery
3. Be attentive of opportunities and risks to generate appropriate benefits for clients, employees, and other stakeholders
4. Work to comply with laws and commitments that adhere to international initiatives and standards

5. Enhance technological developments and promote product innovations and upgrades
6. Strengthen partner collaborations to enhance values and impacts from our value chain
7. Enhance resource utilization to build a foundation for a circular economy
8. Reduce environmental burdens, mitigate climate change, and maintain ecological balance
9. Respect and protect human rights, and emphasize equal opportunities, diverse developments, and employee rights
10. Provide friendly workplaces, utilize talents, and build healthy and safe workplace environments
11. Strengthen public welfare activities and implement social care
12. Establish dialogues based on mutual trust and be attentive of information disclosures and transmissions

Our suppliers/outsourcing partners are required to understand and comply with RBA principles and provide improvement actions and progress reports when necessary. All suppliers/outsourcing partners shall abide by the “Ennostar Group Supplier/Outsourcing Partner Code of Conduct”; this Code not only aims to help suppliers/outsourcing partners clearly understand the Ennostar Group’s conduct requirements for suppliers/outsourcing partners, but also facilitates compliance with the RBA Code of Conduct and local regulations, thereby ensuring the operational compliance of the Ennostar Group and suppliers/outsourcing partners.

Article 2 Climate Change and Disclosures

Suppliers shall be attentive of global climate change trends; assess the impacts of climate change on their products, services, and operations; and strive to reduce carbon footprints to enhance resilience against climate risks, including but not limited to greenhouse gas inventories and disclosures, continued implementations of energy and carbon reductions within the organization, assessments of environmental risks and opportunities, reduced consumption of water and other natural resources, investments in green R&D to make strides toward low-carbon economies, and active collaborations with upstream and downstream partners to implement climate change adaptation actions.

1. Greenhouse Gas Inventories and Management

Suppliers shall qualify organizational greenhouse gas emissions each year, including the carbon dioxide equivalents of carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and trifluoride nitrogen (NF₃), and establish a greenhouse gas inventory database that is appropriately safeguarded and managed.

2. Reduction of Carbon Footprints

Greenhouse gas emission trends shall be tracked after annual inventories to analyze the reasons behind greenhouse gas emission changes and to identify main emission sources and possibilities for energy savings and carbon reductions. To reduce carbon footprints, suppliers shall strive to assess energy-saving and carbon-reduction measures; set short, medium, and long-term energy and carbon reduction goals; and promote and implement various actions. If renewable energy is a carbon reduction solution, the impacts of renewable energy sources on the environment, society, and



biodiversity shall also be comprehensively considered, and options with low negative impacts shall be selected.

3. Active Responses to Climate Change

Suppliers shall be attentive of and assess possible risks and opportunities on products, services, and own operations from climate change, and shall establish sound management and response plans based on assessment results to prevent supply chain interruptions. Additionally, it is recommended that climate change governance frameworks and responsible units shall be established, climate change management indicators be formulated, and regular progress reports be provided to senior executives.

4. Communications and Disclosures

Suppliers shall provide necessary product greenhouse gas data in adherence to the Ennostar Group's product carbon footprint requirements. If suppliers have corporate websites or other public platforms, organizational greenhouse gas emissions, energy and carbon reduction performance, and progress shall be disclosed on said public platforms each year.

Article 3 Labor

Suppliers shall pledge to protect the human rights and dignity of their workers in accordance with internationally recognized principles, as well as commit to comply with SA 8000 Social Accountability Standards and the RBA Code of Conduct, including but not limited to the requirements of the Uyghur Forced Labor Prevention Act (UFLPA).

1. Freedom to Seek Employment (Prohibition of Forced Labor)

Forced, bonded (including debt bondage), or indentured labor; involuntary 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 employee 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 their 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 employees shall be free to leave work or terminate their employment at any time. Employers and agents may not hold or otherwise destroy, conceal, confiscate, or deny employee access to 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. Employees shall not be required to pay employer or agent recruitment fees or other related fees for their employment. If any such fees are found to have

been paid by employees, such fees shall be repaid to the employee.

2. Young Workers

Child labor shall not be used in any stage of manufacturing. The term “child labor” refers to employment of 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. This does not apply to legitimate workplace learning programs that comply with all laws and regulations. Employees 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 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. Employees shall take 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. Employees shall be compensated for overtime at pay rates greater than regular hourly rates in accordance with local laws. 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. Humane Treatment

There shall be no harsh or inhumane treatment including any form of sexual harassment, sexual assault, corporal punishment, mental or physical coercion, or verbal abuse of employees; nor is there to be the threat of any such treatment. Disciplinary policies and procedures shall be clearly defined and communicated to employees.

6. Anti-Discrimination/Anti-Harassment

Participants shall commit to a workplace free of harassment and unlawful discrimination. 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. Employees shall be provided with reasonable accommodation for religious practices. In addition, employees or potential employees should not be subjected to

discriminatory medical tests or physical exams.

7. Freedom of Association

In accordance with local laws, Participants shall respect the right of all employees 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 employees to refrain from such activities. Employees 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.

Article 4 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. Publicly recognized management systems (such as ISO 45001 and the International Labour Organization Occupational Safety and Health Convention) were referenced when formulating this Code, and these systems are also useful sources of additional information. The health and safety standards are as follows:

1. Occupational Health and Safety

Participants shall utilize appropriate designs, engineering and administrative controls, protective maintenance, safety operational procedures (including lockout and tagout procedures), and ongoing safety knowledge training to manage workplace hazards (such as chemical, electrical and other energy sources, fire, vehicles, and fall hazards) and avoid endangering workers. Where hazards cannot be adequately controlled by these means, employees shall be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Employees shall be encouraged to raise safety concerns.

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. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall include emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, 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 employee 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 employees to work. Participants shall allow employees to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4. Industrial Hygiene

Employee exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. Overexposure to these agents in employees shall be prevented through engineering and administrative controls. When hazards cannot be adequately controlled, appropriate personal protective equipment shall be used to safeguard employee health.

Participants shall provide employees with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of employee health and working environments. Participants shall provide occupational health monitoring to routinely evaluate if employee 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

Employee 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

Employees shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Employee dormitories provided by suppliers 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, adequate conditioned ventilation, and reasonable personal space along with reasonable entry and exit privileges.

8. Health and Safety Communication

Participants shall provide employees with appropriate workplace health and safety information and training in the language of the employee or in a language the employee 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 employees. 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 employees prior to the beginning of work and regularly thereafter. Employees shall be encouraged to raise any health and safety concerns without retaliation.

Article 5 Environment

Compliance with environmental protection laws is integral to producing world-class products. Suppliers shall identify the environmental impacts of their manufacturing processes and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public. Publicly recognized management systems (such as ISO 14001 and the Eco Management and Audit System, EMAS) were referenced when formulating this Code, and these systems are also useful sources of additional information. The environmental standards are as follows:

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/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. Conservation practices shall be implemented to improve or eliminate pollutant/waste discharges. 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, reuse, conservation, recycling, or other means.

3. Hazardous Substances

Chemical substances and other substances that cause harm when released into surrounding environments shall be identified and managed in accordance with relevant regulations to ensure safe handling, transportation, storage, usage, recycling, reuse, or disposal in compliance with regulations.

4. Solid Waste

Non-hazardous waste in factories shall be managed in accordance with relevant environmental protection regulations, and waste shall be identified, managed, reduced, and disposed or recycled in accordance with relevant management measures.

5. Air Emissions

Volatile organic chemicals, aerosols, corrosives, particulates, greenhouse gas related chemicals, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated in accordance with relevant regulations and management system requirements. Participants shall conduct routine monitoring of the performance of 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. Suppliers shall conduct routine monitoring of the performance of wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8. Energy Consumption and Greenhouse Gas Emissions

Participants shall track and document corporate-wide and/or enterprise-level energy consumption and greenhouse gas emissions. Participants shall look for cost-effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

Article 6 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 anti-corruption 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 production know-how is to be done in a manner that protects intellectual property rights, and customer information shall be safeguarded.

5. Fair Business, Advertising and Competition

Standards of fair business, advertising, and competition shall be upheld. Participants shall comply with all applicable competition laws, and shall not implement bid rigging, joint price fixing, discriminatory pricing, or other behaviors that violate competition laws.

6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier/outsourcing partner and employee whistleblowers 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

Suppliers shall formulate policies to reasonably assure that the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture do not directly or indirectly finance or benefit armed groups that commit serious human rights violations in conflict-affected and high-risk areas (such as the Democratic Republic of Congo and neighboring countries); these minerals shall hereafter be referred to as “conflict-free minerals.” Suppliers shall rigorously review the chain of custody for procurement and production of these minerals, and information on review standards shall be provided when inquiries are made by the Ennostar Group and its clients. Suppliers shall comply with the Ennostar Group Conflict Minerals Procurement Management Policy, and provide due diligence information when requested by the Ennostar Group and its clients. If the minerals contained within supplied products are not conflict-free minerals (hereafter “conflict minerals”), suppliers agree to immediately notify the Ennostar Group regarding the existence of conflict minerals.

8. Privacy

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

Article 7 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. The management system shall contain the following elements:

1. Company Commitment

Corporate social and environmental responsibility policy statements shall affirm Participant’s commitment to legal compliance and continual improvement, be endorsed by executive

management, and be posted in workplaces in local languages.

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 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 establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks 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 and environmental responsibility performance, including a periodic assessment of Participant's performance in achieving those objectives.

6. Training

Participants shall establish programs for training managers and workers to implement Participant's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

7. Communication

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

8. Employee Feedback and Engagement

Participants shall establish ongoing and feasible processes (including effective grievance mechanisms) to assess employee understanding of the practices and terms covered by this Code, obtain feedback on these aspects, and to foster continuous improvement. Employees shall be given a safe environment to provide grievance and feedback without fear of retaliation.

9. Audits and Assessments

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

10. Corrective Action Process

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

11. 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.

12. Supplier Responsibility

Participants shall establish a process to communicate Code requirements to suppliers/outsourcing partners and to monitor supplier/outsourcing partners compliance to this Code.

Suppliers shall establish corporate procurement policies to ensure responsible procurement and supply chain sustainability, as well as establish a process to communicate the requirements of this Code to their suppliers and to monitor supplier compliance to this Code.