



新奥能源控股有限公司 ENN Energy Holdings Limited

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2688)

Supplier Corporate Social Responsibility Code of Conduct

According to ENN Energy Holdings Limited (hereinafter referred to as “ENN Energy”, together with its subsidiaries, collectively referred to as “We” or “the Company”) Sustainable Development Policy, the Company is committed to fulfilling its corporate social responsibility in the aspects of legal compliance, business ethics, employee relationship, environmental protection, health and safety, human rights and anti-corruption, and prioritize the use of suppliers and other partners sharing the same standards and promoting sustainability initiatives.

We actively seek the collaboration with appropriate suppliers and other partners. Selected suppliers and other partners shall be dedicated to creating rigorous standards comparable to industry leaders in addition to legal compliance. We are looking forward to working with suppliers and other partners who maintain integrity and honesty. We encourage suppliers and other partners to strengthen management on sustainability, environment and occupational health and safety to enhance the implementation of the Code of Conduct.

We are committed to select and maintain qualified suppliers and other partners according to the following standards:

1. Compliance with laws and regulations

- 1.1 Suppliers and other partners shall ensure their operation and products and services comply with applicable laws and regulations.

2. Business ethics

- 2.1 Suppliers and other partners shall ensure the highest ethical standards in operations. Suppliers and other partners shall prohibit any form of corruption, extortion, fraud and bribery, including direct benefit and actions for the benefit of relatives, friends or partners.
- 2.2 Suppliers and other partners shall disclose any potential material interest conflict in a timely manner. Employees or professional contractors shall report to the Procurement

Department if there is any material interest with the suppliers and other partners' operation or has any form of economic relations with the suppliers and other partners.

- 2.3 Suppliers and other partners shall maintain fair and competitive environment for corruption-free and healthy collaboration relationship. Neither providing nor accepting any bribery or illegitimate benefit is allowed in the operations. Suppliers and other partners shall commit to fair trading, integrity and legal compliance and ensure the genuineness and fair pricing of products.

3. Employee relationship

- 3.1 All employment shall be based on personal capability regardless of personal characteristics or beliefs. Employees should be treated with respect and dignity, all forms of discrimination and harassment are strictly prohibited. No employee shall be subjected to nor be threatened by any physical, sexual, mental or verbal harassment or abuse.
- 3.2 Suppliers and other partners shall establish communication mechanism and grievance procedure to allow their employees to raise concerns and complaints with management or regulatory agencies.
- 3.3 Employees have the right to choose a third-party representative and collective bargaining in accordance with local laws. Suppliers and other partners shall respect the right. No harassment, intimidation, punishment, interference or retaliation are permitted to interfere in these legal activities.
- 3.4 Suppliers and other partners shall not hire any employee under the minimum age of employment stipulated in local laws and regulations.
- 3.5 Suppliers and other partners must not use the threat of punishment to exploit the interests of employees and force employees to work.
- 3.6 Suppliers and business partners shall provide their employees with a comfortable, healthy, and safe working environment, including clean and sanitary toilet facilities and access to safe drinking water, hygienic and compliant catering services and suitable dining facilities shall also be provided where required; employee accommodation shall be clean and safe, with adequate and appropriate living space.
- 3.7 Suppliers and other partners shall comply with all applicable laws and regulations concerning working hours and rest periods, ensuring that working hours are arranged reasonably and lawfully and that employees' rights to rest are protected; overtime shall be voluntary, and average weekly working hours shall not exceed the statutory limit.
- 3.8 Wages and benefits offered to employees shall not be paid below the local minimum living wage according to the local laws and regulations. Suppliers and other partners shall ensure the wage payment is on time without arrears or excuses.
- 3.9 Suppliers and other partners shall safeguard employees' freedom of association and human rights. Employees shall have the legal right to participate in trade union activities.

4. Health and safety

- 4.1 Suppliers and other partners shall ensure to have health and safety management systems and standards for reducing occupational injuries and diseases and enhancing the overall health of employees.
- 4.2 Suppliers and other partners shall establish occupational health and safety policy to ensure employees have a healthy and safe working environment. In the meantime, suppliers and other partners shall provide health and safety training for employees to protect their health.

5. Environmental protection

- 5.1 Suppliers and other partners shall have effective mechanism to manage environmental issues, and taking appropriate precaution to deal with them. Meanwhile, we are also committed to working closely with our suppliers, monitoring and measuring their environmental performance to help them improve their environmental management. In order to practice sustainable development, we advocate green procurement, taking into account the qualification requirements and economic benefits, while giving preference to suppliers and partners that can provide products or services that significantly reduce and minimise environmental impact.
- 5.2 Suppliers and other partners shall strive to improve the efficiency of resource use, reduce energy consumption and greenhouse gas emissions, pay close attention to climate change risks, and strengthen climate change risk assessment and response.
- 5.3 During production and service delivery, suppliers and other partners shall commit to minimizing waste disposal and pollution, avoiding the use of hazardous materials and complying with national laws and regulations and local policies in sewage and waste treatment.
- 5.4 Suppliers and other partners shall comply with the requirement of no deforestation and take greening measures such as afforestation and grass planting on land with greening conditions to reduce land exposure time, protect the land, and enhance biodiversity.

6. Legal behavior

- 6.1 ENN Energy procure material through a procurement platform. The platform provides a transparent and open material transaction channel with intelligent tools for price comparison and bidding.
- 6.2 We are committed to conducting legal and compliant material procurement platform transaction activities and adhering to the platform's policies and laws and regulations:
 - Information transmission activities shall comply with relevant national laws and regulations;

- Illegal activities, such as money laundering, misappropriation of business secrets and personal information, shall not be conducted on the procurement platform;
- Interruption of the normal operation and invasion to the computer information system of the procurement platform are prohibited;
- No instigation of prohibited behaviors in this code of conduct is allowed;
- Illegal profit-making activities with the platform account are prohibited; and
- Platform users shall follow and comply with the published or revised regulations of the procurement platform from time to time. The platform reserves the right to delete illegal and false information without prior notice. In case of non-compliance, the platform has the right to make independent decision and take actions including account suspension or closure. Platform users shall bear the legal responsibility for their discourse and behavior online.

ENN Energy retains the ultimate interpretation of this Code of Conduct. Suppliers and other partners shall keep as much relevant document as possible and provide us or our designated auditors as evidence of compliance of the Code of Conduct and relevant laws and regulations upon our request. We may conduct visitation to suppliers and other partners' workplaces and facilities to verify compliance if necessary.

May 2026