

Policy No ENV8/2025

Code of Conduct Policy in accordance with RJC

Ennovie Co., Ltd. (hereinafter referred to as "Ennovie") adheres to the Code of Conduct and responsibility for all aspects of the Company's business. Ennovie operates its business with an emphasis on human rights and the environment. Ennovie specifies all companies or individuals with whom Ennovie does business (hereinafter referred to as "Parties") to adhere to the same responsible practices and standards.

According to the terms of doing business with Ennovie, each party shall adhere to and comply with the following Code of Conduct under current laws and practices.

Failure of the parties to adhere to and apply the provisions hereof will constitute a breach of their terms and Ennovie may, in its sole discretion, terminate all existing contracts with the parties and terminate all existing orders without payment of any compensation to the parties. In this case, the parties shall authorize Ennovie and its designated agents to conduct audits of their respective agencies to confirm compliance with this Code of Conduct.

The parties shall inform and explain the details of this Code to their employees in a language that they can understand. It is also responsible for ensuring that all subcontractors involved in Ennovie's business comply with this Code of Conduct and have ratified or approved it in writing.

This Policy shall be effective from January 17th, 2025 onwards



(Miss. Saichol Puengyaem)

Director of the Company