



新奥天然气股份有限公司

ENN Natural Gas Co., Ltd.

(Stock Code: 600803)

**ENN Natural Gas Business Integrity and Compliance
Code of Conduct**

Contents

Foreword	1
Basic Requirements	1
1. Company and Employees	2
1.1 Fair Treatment	2
1.2 Avoiding Conflicts of Interest and Prohibiting Benefit Conveyance	2
1.3 Standardizing External Communication Behaviors	2
1.4 Maintaining a Good Working Atmosphere	3
2. Quality, Health, Safety and Environmental Protection	3
2.1 Protecting the Ecological Environment	3
2.2 Continuously Improving and Enhancing Product and Service Quality	3
2.3 Focusing on Employee Safety and Health	3
2.4 Ensuring Safe Production	3
2.5 QHSE Management of Contractors and Suppliers	4
2.6 Strengthening Emergency Management	4
3. Business Interactions	4
3.1 Interacting with Business Partners	4
3.2 Prohibiting Corruption and Commercial Bribery	4
3.3 Prohibiting Unfair Competition	5
3.4 Anti-Monopoly	5
3.5 Protecting Consumers' Legitimate Rights and Interests	6
3.6 Preventing International Sanction Risks	6
3.7 Complying with Import and Export Trade Controls	6
3.8 Anti-Money Laundering	7
3.9 Political Donations	7
4. Government and Community	7
4.1 Complying with Local Laws and Regulations and Strengthening Communication with the Government	7
4.2 Supporting Community Public Welfare Undertakings	8
4.3 Respecting Local Customs, Habits and Religious Beliefs	8
5. Assets	8
5.1 Protecting Company Assets	8
5.2 Protecting Intellectual Property Rights	8
6. Company Information	8
6.1 Protecting Data Security and Personal Information	9
6.2 Keeping Confidential Information	9
6.3 Disclosing Information to the Public in Accordance with the Law	9
6.4 Strengthening Information System and Network Management	10
7. Application of Compliance Standards in Different Countries, Regions and Business Fields	10
8. Complying with Compliance Management Systems	10
9. Reporting	11
10. Penalties for Violations	11

Foreword

The Business Integrity and Compliance Code of Conduct (hereinafter referred to as the "Code") is the foundation for ENN Natural Gas Co., Ltd. (hereinafter referred to as "ENN-NG" or the "Company") to conduct business legally, honestly and with integrity, and is a programmatic document in ENN-NG's compliance system. The Code applies to all units and employees of ENN-NG. Persons acting on behalf of or in the name of ENN-NG, as well as all business partners of ENN-NG (including but not limited to consultants, suppliers, contractors, subcontractors, agents, distributors, joint venture partners) and other stakeholders shall comply with the relevant provisions of the Code in work involving ENN-NG.

As employees of ENN-NG, they shall carefully study the Code, master the basic requirements and specific provisions of integrity and compliance, and abide by the requirements of the Code in work. In addition, employees shall also comply with laws, regulations and other rules and systems of the Company.

Business leaders at all levels of the Company, such as managers, top leaders, and conveners (hereinafter referred to as "business leaders"), shall take the lead in setting an example, promote compliance among all employees, integrate ENN's values and integrity into compliance management, and comprehensively promote a compliance culture. Business leaders at all levels of the Company shall additionally assume the following responsibilities:

- Ensure that your employees understand their duties, can seek your guidance in the first place when encountering problems, and dare to raise questions without fear of retaliation.
- Never retaliate against an employee or allow others to retaliate against an employee for reporting improper behaviors.
- Ensure that your employees and business partners receive all necessary training under the Code.
- As the primary person responsible for compliance in your unit or department, you are obligated to report to superiors and handle behaviors that you believe may violate laws, regulations or company systems.
- If you are unsure how to answer employees' questions or doubts, please contact the compliance management department of your unit (hereinafter referred to as the "unit's compliance management department") or ENN-NG Business and Legal Empowerment Group. If you have any questions about the application of the Code, you can consult the unit's compliance management department or ENN-NG Business and Legal Empowerment Group for suggestions or help.

The contact information of ENN-NG Business and Legal Empowerment Group for consultation is:
Tel: 0316-2597567, Email: 803jvbao@enn.cn.

Basic Requirements

All units and employees of ENN-NG shall strictly comply with China's laws, regulations, regulatory provisions, industry standards, the Company's articles of association, rules and systems, as well as the laws, regulations, regulatory rules and international treaties of the countries (regions) where the business is conducted, and conduct governance, compliance management and honest operation in accordance with the law. Employees shall also strictly perform compliance obligations, be loyal to the

Company, be dedicated to their work, keep the Company's secrets, maintain the Company's reputation, and resolutely resist illegal and non-compliant behaviors.

1. Company and Employees

1.1 Fair Treatment

ENN-NG adheres to legal employment and strictly follows the principles of legality, fairness, equality and voluntariness, honesty and credit when concluding, performing, changing, rescinding or terminating labor relations with workers.

ENN-NG advocates mutual respect and treating others with courtesy. We measure all applicants and employees by their qualifications, demonstrated professional skills and achievements. The Company will not discriminate against or treat employees differently on the basis of race, color, belief, gender, nationality, ethnicity, age, disability, marital status, etc.

1.2 Avoiding Conflicts of Interest and Prohibiting Benefit Conveyance

All employees of ENN-NG shall avoid situations where personal interests may conflict with the legitimate business interests of the Company, and make correct decisions from the perspective of the team, work and the Company in business operations.

Without the Company's authorization or approval, employees shall not arbitrarily use the Company's assets and information for personal purposes, or seek any improper interests for themselves or others.

Under no circumstances shall employees compete with the Company, assist competitors or engage in other behaviors that cause conflicts of interest. Employees shall not invest in non-listed enterprises that compete with the Company, nor hold concurrent positions in units that compete with the Company, or provide help to competitors. Without the Company's consent, employees shall not invest in non-listed enterprises or take part-time jobs in other units.

Employees shall not use their authority to seek improper interests for themselves or others. No employee shall interfere in or disrupt the Company's bidding, contract signing, market access and other businesses, designate or instruct the designation of transaction objects, or disclose inside information to specific related parties.

If you have any questions about the existence of conflicts of interest or benefit conveyance, you can consult the unit's compliance management department.

1.3 Standardizing External Communication Behaviors

Employees' external behaviors on behalf of the Company must be approved or authorized by the Company. These external behaviors include but are not limited to business activities such as inspections, negotiations, contract signing, bidding, providing guarantees, issuing certificates in the name of the Company or as employees of the Company, as well as expressing opinions, releasing news on behalf of the Company in the media, attending public activities, or citing and using various cases of the Company in speeches at public activities in non-company employee identities.

1.4 Maintaining a Good Working Atmosphere

ENN-NG will not tolerate any personal discrimination or harassment. Employees shall respect, trust and help each other, and shall not use insulting or harassing language or behaviors, or spread rumors or other defamatory or discriminatory information.

If you feel uncomfortable about discrimination or harassment by colleagues in the workplace or see others being harassed, please report to your supervisor or the unit's compliance management department. We attach great importance to protecting your good working environment and will conduct a thorough investigation. Employees who harass, discriminate against or commit improper behaviors against others will be punished, including termination of labor/service relations.

2. Quality, Health, Safety and Environmental Protection

2.1 Protecting the Ecological Environment

Protecting the environment is a basic national policy of China. All organizations and business partners of ENN-NG must fulfill their environmental protection responsibilities in production and other business activities, contribute to environmental improvement, and add luster to the blue sky and clear water.

2.2 Continuously Improving and Enhancing Product and Service Quality

ENN-NG takes "zero defects" in product and service quality as its consistent goal. The Company will continuously improve product and service quality through quality improvement and technological innovation. Employees must strictly follow the requirements of standards, specifications and process technologies, pay attention to every link of product and service quality, and pursue customer satisfaction and loyalty.

2.3 Focusing on Employee Safety and Health

All organizations of ENN-NG must provide business partners with a safe working environment, labor safety training, health conditions and protective measures in accordance with legal provisions in production and other business activities, and avoid safety accidents in the labor process by improving business partners' risk awareness.

2.4 Ensuring Safe Production

ENN-NG complies with laws and regulations on safe production, strengthens safety production management, establishes and improves safety production responsibility systems and safety production rules, improves safety production conditions, promotes the standardization of safety production, continuously improves the level of safety production, and ensures safe production.

Business partners shall abide by safety operation procedures, continuously improve standardized safety behaviors, and fulfill obligations in safety production in accordance with the law.

2.5 QHSE Management of Contractors and Suppliers

Rules for pre-qualification of contractors/suppliers' QHSE shall be established to accurately assess the performance capacity of contractors/suppliers, strengthen the access review of contractors/suppliers, guide them to fully understand ENN-NG's requirements on quality, health, safety and environmental protection, and ensure that they comply with the Company's QHSE rules in the performance of contracts. Relevant requirements for products provided by suppliers shall be clarified to ensure that their products comply with national, industrial and enterprise standards and specifications. The performance of contractors/suppliers shall be evaluated in accordance with the service evaluation rules for contractors/suppliers to ensure that their behaviors comply with the requirements of ENN's ecological principles.

2.6 Strengthening Emergency Management

Organizations at all levels of ENN-NG shall regularly detect, evaluate and monitor hazards in their units, formulate and implement emergency plans, establish emergency rescue organizations or designate part-time emergency rescue personnel, equip necessary emergency rescue equipment, facilities and materials, inform business partners and relevant personnel of emergency measures to be taken in emergency situations, and regularly organize emergency rescue drills.

Business partners shall master emergency disposal knowledge, continuously improve emergency skills, obey unified command in emergency response, and take measures such as warning, evacuation, rescue and emergency rescue according to the requirements of the plan and on-site conditions.

3. Business Interactions

3.1 Interacting with Business Partners

ENN-NG seeks to cooperate with business partners who abide by the same standards as us. We treat business partners fairly in all business activities, and make business decisions based on legitimate business considerations and standards, rather than personal relationships or interests. When selecting business partners, we will strictly review their qualifications and integrity compliance performance, and select business partners with good reputation and complete qualifications. In procurement activities of different scales, we will follow the Company's procurement processes, impartially weigh objective circumstances and make fair choices.

We have always adhered to keeping commitments and strictly performing contracts in business cooperation, and avoided breach of contract behaviors such as failing to keep contracts and not valuing credit.

3.2 Prohibiting Corruption and Commercial Bribery

We comply with all applicable anti-corruption laws and regulations at home and abroad, and will not directly or indirectly provide any valuable items or benefits to anyone, including government officials, to influence the integrity of officials' official behaviors or obtain improper advantages as defined by relevant laws.

We firmly oppose commercial bribery, that is, strictly prohibit directly or indirectly giving benefits to others for obtaining business opportunities and interests, and also prohibit any employee from directly or indirectly accepting or demanding benefits from others in business activities, including but not limited to cash, gifts, negotiable securities, cash equivalents, physical objects, rebates, etc.

For commercial and social etiquette, we allow accepting or providing small, commemorative and appropriate gifts to business partners, as well as moderate reception. It is not allowed to provide or accept gifts and receptions that do not comply with the Company's regulations or may affect business decisions. Within the scope permitted by laws, regulations and company systems, discounts can be given to transaction parties or commissions paid to intermediaries in an explicit manner, but they shall be truthfully recorded in the accounts. Discounts and commissions received by the Company in accordance with normal procedures shall also be truthfully recorded in the accounts. Employees shall not accept any rebates or commissions in person.

If you have any questions about the specific requirements and standards for gifts and receptions, you can refer to the Company's relevant systems or consult relevant departments.

3.3 Prohibiting Unfair Competition

In business operations, it is prohibited to fabricate or spread false information or damage competitors' reputation with misleading information. It is prohibited to conduct false propaganda on services, products, technologies and other contents for serving customers, or transmit to customers information not officially confirmed by ENN-NG or information released to the outside without the Company's consent, and to deceive or mislead customers. It is prohibited to infringe on others' brand and intellectual property rights, including but not limited to trademark rights, patent rights and copyrights.

3.4 Anti-Monopoly

China's Anti-Monopoly Law is increasingly improved, and anti-monopoly law enforcement is becoming more stringent. Violations of the Anti-Monopoly Law will be severely sanctioned. ENN-NG has always advocated fair competition and opposed monopolistic behaviors.

The Company shall not reach monopoly agreements with operators with competitive relations, including but not limited to: monopoly agreements such as fixing or changing commodity prices, restricting the quantity of commodities produced or sold, dividing sales or raw material procurement markets, restricting the purchase of new technologies or new equipment or restricting the development of new technologies and new products, and joint boycotts of transactions. The Company shall not reach monopoly agreements with transaction counterparts such as fixing the price of commodities resold to third parties and restricting the minimum price of commodities resold to third parties.

In fields where ENN-NG occupies a dominant market position, it shall not sell goods or services at unfairly high prices or purchase goods or services at unfairly low prices, and shall not sell below cost without justifiable reasons, restrict transaction objects, tie-in sales or refuse to sell, attach unreasonable transaction conditions, or implement differential treatment to transaction objects.

In merging, acquiring other operators or obtaining control over other operators through other means, the unit's compliance management department shall be consulted in advance. For those that meet the

standards for declaration of concentration of operators, the declaration shall be conducted in strict accordance with legal procedures.

3.5 Protecting Consumers' Legitimate Rights and Interests

We are committed to providing consumers with safe, reliable and high-quality products and services to meet consumer needs. We take seriously the opinions and suggestions from consumers and continuously improve our products and services.

We follow the principles of voluntariness, equality, fairness, honesty and credit in transactions with consumers, focus on protecting consumers' legitimate rights and interests, take seriously and handle behaviors that damage consumers' rights and interests, and widely accept and encourage supervision from the public.

3.6 Preventing International Sanction Risks

The Company's cross-border economic and trade and non-economic and trade exchanges such as import and export trade, currency transactions, logistics, transportation, investment and financing, financial services, academic and technical exchanges may be affected by international sanctions and cause different risks to actual operations. The Company will take reasonable measures to ensure that key links of the Company's cross-border business such as goods delivery, fund payment, transportation and insurance are not affected by sanctions.

Before carrying out relevant business and during business execution, we shall timely and fully understand the contents of sanctions and relevant counter-sanction provisions, and judge in combination with due diligence materials of transaction counterparts: (1) whether the transaction counterpart belongs to countries, individuals or entities within the scope of sanctions; (2) whether the relevant business involves industries or activities within the scope of sanctions; (3) whether the relevant business has connection points with sanctioned objects or activities, etc. If a potential partner is found to be on the sanctions list or at risk of being sanctioned before the start of business, substantive cooperation with such partners shall be stopped; if it is found during business execution that a signed transaction involves sanctions or sanction risks, payment shall be immediately frozen, delivery shall be stopped and evaluation shall be initiated.

Cross-border business organizations of the Company shall timely understand the latest sanction policies, timely update sanction risk research and judgment and evaluation, adjust business plans in a timely manner based on evaluation and the Company's compliance requirements, and publicize and train relevant business partners.

We are aware that violating relevant sanction provisions may cause the Company or its management to face civil fines, administrative penalties, criminal liability, as well as consequences such as asset freezing, entry bans, economic blockades, etc., causing serious losses to the Company and individuals; we shall comply with and implement the Company's relevant compliance requirements, and if you have any questions, you can consult the unit's compliance management department.

3.7 Complying with Import and Export Trade Controls

We comply with import and export laws, regulations and restrictions of all countries where trade is conducted. Such import and export laws, regulations and restrictions apply to: products, services,

information, technologies, commodities or service remuneration and countries or third parties (including personnel) with which we have business dealings; technical data related to the design, production and use of products or services. We should be aware that violating relevant import and export trade controls or sanction acts will cause serious losses to the Company and individuals.

When conducting business activities in other countries, we shall ensure that the items carried comply with the requirements of relevant import and export laws and regulations.

Employees are responsible for understanding relevant laws, and if you have any questions, you can consult the unit's compliance management department.

3.8 Anti-Money Laundering

Money laundering refers to the act of concealing or disguising the source and nature of illegal gains and their proceeds through various means to legalize them in form. ENN-NG will not directly or indirectly participate in such acts.

In business activities, we shall comply with all applicable anti-money laundering laws and regulations at home and abroad, conduct due diligence and fully understand business partners. When dealing with business partners or customers, we shall have good judgment, and immediately report any abnormal or suspicious activities. Abnormal or suspicious activities include but are not limited to: large cash payments, arranging people not involved in the transaction to make payments, payments from abnormal sources, payments in currencies different from those specified in the contract. We shall strictly abide by the Company's financial systems and processes, not accept cash payments that do not comply with regulations, and not make payments to non-transaction accounts or abnormal accounts.

If you encounter any suspicious behaviors or have doubts before further transactions, please consult the unit's compliance management department and keep relevant evidence.

3.9 Political Donations

Political donations, or political contributions, refer to the acceptance of movable property, real property, payments with inappropriate consideration, debt exemption or other economic benefits provided free of charge by external parties to individuals or groups engaged in election activities or other political activities. ENN-NG will strictly in accordance with the requirements of national laws and regulations, prohibit all forms of political donations. In case of behaviors of bribing state functionaries or government officials, they shall be handled in accordance with relevant local laws and regulations and other relevant provisions and systems of ENN-NG.

4. Government and Community

4.1 Complying with Local Laws and Regulations and Strengthening Communication with the Government

We shall comply with all applicable laws and regulations of the places where we conduct business. The Company advocates timely, effective, legal and frank communication with the government, and actively strives for the government's understanding and support for ENN-NG's reasonable demands.

4.2 Supporting Community Public Welfare Undertakings

ENN-NG is committed to improving the quality of life and culture of the communities where it is located, promoting economic and social development. The Company encourages integrating various public welfare facilities and services into the community to improve the quality of life, and strongly encourages employees to support community public welfare undertakings by volunteering, participating in charity and community activities, and various industry development associations.

4.3 Respecting Local Customs, Habits and Religious Beliefs

ENN-NG respects the religious beliefs, customs of interest exchanges of different regions and ethnic groups at home and abroad, as well as the customs and religious beliefs of different employees. We rely on local habits and personal diversity to serve customers and consumers in various places.

5. Assets

5.1 Protecting Company Assets

We are responsible for protecting any assets of ENN-NG from loss, damage or theft. Company assets include tangible assets and intangible assets. Tangible assets include funds, products, equipment (including mobile devices and computers), facilities, installations, factories, etc. Intangible assets include land use rights, mineral rights, intellectual property rights (including patents, trademarks, copyrights, domain names, trade secrets), franchise rights, etc.

If company assets are stolen, lost, damaged or used improperly, every employee is responsible for reporting to the relevant departments of the Company immediately. If an employee leaves the Company for any reason, he/she must return all company assets kept, controlled or mastered.

5.2 Protecting Intellectual Property Rights

New works (including computer software), patents, trademarks, domain names, etc. generated in work shall be applied for registration in a timely manner in accordance with the law. For acquired rights, they shall be renewed and maintained in a timely manner, and licensing and transfer shall be carried out in accordance with laws, regulations and ENN-NG's systems and specifications. If it is found that the Company's intellectual property rights are infringed, we shall stop the infringement, preserve the infringement evidence, and if necessary, file a lawsuit to safeguard the Company's legitimate rights and interests in accordance with the law.

Within the scope permitted by laws and regulations, the intellectual property rights of all work achievements created by employees in work belong to ENN-NG. Inventions and patents completed by employees in the performance of company tasks or mainly using company resources are service inventions, whose rights belong to the Company, and employees shall not take them as their own.

While protecting the Company's intellectual property rights, we shall also respect the intellectual property rights of others. Before using others' intellectual property rights, we shall obtain the permission of the right holder to prevent any act of infringing others' intellectual property rights.

6. Company Information

6.1 Protecting Data Security and Personal Information

ENN-NG attaches great importance to the protection of the privacy and data information of business partners, customers, consumers and employees. We will only collect, store and use others' personal information for legitimate business purposes and with the other party's consent. When collecting, using and processing information involving individuals (including employees), as well as market, financial, personnel and strategic planning information of business partners and other stakeholders, the Company follows the principles of legality, propriety and necessity, takes prudent measures to ensure information security, and does not illegally process, transmit, trade, provide or disclose the collected information. If you find that the personal information or other data and information of business partners, customers, consumers or employees is stolen during work, please report to the unit's compliance management department or ENN-NG Business and Legal Empowerment Group in a timely manner.

6.2 Keeping Confidential Information

Confidential information of ENN-NG includes but is not limited to non-public company-related information and non-public information provided by business partners, customers, consumers, etc. We must access such information through secure equipment and only when there is a reasonable work need or a real need to know the above information, and fulfill the confidentiality obligation. Employees shall continue to fulfill the confidentiality obligation after leaving the company or ending their work. Regardless of the reason for leaving, you shall not take away paper documents or electronic documents containing confidential information, or copy such documents. Before sharing any confidential information, you shall confirm that it complies with the Company's information confidentiality regulations and sign a confidentiality agreement before sharing.

When communicating with others in public places, meetings, seminars, industry activities, you also need to be careful to avoid inadvertently disclosing confidential information.

If you have any questions about the use of information, please consult the relevant information security management department of your unit in a timely manner.

6.3 Disclosing Information to the Public in Accordance with the Law

In terms of external information disclosure, ENN-NG shall comply with relevant laws, regulations and regulatory requirements, and disclose information that should be disclosed in accordance with the law in a true, accurate, complete and timely manner. External information disclosure shall be conducted by professional personnel authorized by the Company in accordance with company regulations. No employee shall disclose information to the outside without authorization or approval.

Listed companies shall, in accordance with the relevant provisions of the securities and stock exchanges of the country or region where they are located, timely fulfill their information disclosure obligations to shareholders and the market. The disclosed information must be timely, true, accurate and complete, and relevant documents must be registered and filed in accordance with regulations. The Company shall also actively accept and cooperate with on-site inspections by regulatory authorities, take the initiative to provide complete data and materials, and assist regulatory authorities in carrying out regulatory work. When competent authorities conduct investigations or inspections on the Company, we shall actively and correctly cooperate with the investigation or inspection work.

under the guidance of the unit's compliance department, including accepting inquiries and providing relevant documents, materials and information.

6.4 Strengthening Information System and Network Management

ENN-NG's information and communication systems, including telephone and network connections, are crucial to the Company's business and shall only be used for reasonable business-related purposes. The Company regularly conducts information security risk assessments at the system and network levels, and timely patches system vulnerabilities; deploys necessary security protection measures at the data, terminal, application and network levels, and continuously monitors the information security situation to ensure rapid response and disposal of security incidents.

Employees shall carefully learn relevant network knowledge, comply with the Company's information security management regulations, not browse illegal websites, not receive suspicious emails, not download malicious software, and not publish, download or receive illegal and non-compliant information.

7. Application of Compliance Standards in Different Countries, Regions and Business Fields

In addition to complying with the Code and other rules and systems of ENN-NG, when conducting business in other countries and regions, if local laws, regulations and customs are inconsistent with the provisions of the Code, the strictest standards shall be followed. Similarly, when conducting business in various regions in China, we shall also comply with local laws, regulations, policies and customs, and implement them in accordance with the highest standards. When conducting business in specific fields, we shall also comply with the requirements and standards of relevant industries.

If you have any questions about the application of laws or compliance requirements in the business location, please consult the unit's compliance management department; if necessary, consult local professional institutions for suggestions and help.

8. Complying with Compliance Management Systems

The Code is a programmatic document in ENN-NG's compliance management system, and only sets out basic and principled requirements for the compliance obligations of the Company and employees. While complying with the Code, employees shall comply with other specific compliance management systems promulgated and updated by the Company from time to time, including but not limited to ENN-NG's compliance management system and supporting implementation rules such as compliance training, violation information reporting, compliance management evaluation, conflict of interest management, as well as code of conduct guidelines such as ENN-NG's prohibitive/mandatory norms guidelines, gift and entertainment registration guidelines, anti-corruption and anti-commercial bribery guidelines, anti-monopoly compliance guidelines, fair competition compliance management guidelines, advertising and publicity standard terms guidelines, partner compliance due diligence guidelines, and compliance management systems, rules and requirements promulgated and updated by the unit where they are located.

All employees shall carefully read the Code and other compliance management systems, participate in relevant training, understand and strictly implement the Company's compliance management regulations and requirements.

9. Reporting

ENN-NG expects and encourages employees or individuals with work relations with the Company to timely report any behaviors that may violate laws, regulations, company systems and the Code, so as to protect the Company's reputation and prevent it from being damaged.

If any employee, business partner, customer, government or other stakeholder of ENN-NG is retaliated against for reporting improper behaviors, putting forward their own views that they believe are correct, or refusing to participate in behaviors that violate laws, regulations, company systems and the Code, please report to ENN-NG Business and Legal Empowerment Group immediately.

The Company has a unified reporting telephone and email: 0316-2597567, 803jvbao@enn.cn.

10. Penalties for Violations

For behaviors that seriously violate the requirements of this Code, ENN-NG will impose penalties as serious disciplinary violations in accordance with relevant provisions such as the Company's employee violation and discipline penalty management regulations.

In addition to internal penalties of the Company, if the violation also causes the organization and individual to bear corresponding civil and administrative liabilities, and if it is suspected of a crime, it will be transferred to the judicial organ in accordance with the law for criminal liability.

If you are unsure whether your behavior is a violation, please contact the unit's compliance management department or ENN-NG Business and Legal Empowerment Group in a timely manner for suggestions and help.