



**Supplier Code of Conduct:
The ENOVIX Code of Business Conduct for Suppliers**

AS ADOPTED DECEMBER 1, 2020 AND LAST AMENDED AUGUST 5, 2025

This Code of Business Conduct for Suppliers (“Code”) sets forth basic principles for supplier conduct when working with Enovix Corporation (“Enovix”). Enovix is committed to these principles and expects its Suppliers to be as well.

HUMAN RIGHTS & LABOR: Respect for people is a core value of Enovix. We respect, and expect our suppliers to respect, the human rights of their employees and contractors and treat them fairly, in accordance with all applicable laws.

No Forced and Compulsory Labor: Suppliers will not use forced or involuntary labor, including prison labor, indentured labor, bonded labor, or slave labor.

No Discrimination, Retaliation, Harassment and Abuse of Labor: Suppliers will not discriminate in any condition of employment on the basis of sex, race, color, nationality, ethnic or national origin, ancestry, citizenship, religion (or belief, where applicable), age, physical or mental disability, medical condition, sexual orientation, veteran status, marital status, genetic information or characteristics (or those of a family member), or any other category protected under applicable law or any other personal characteristic unrelated to job performance, and will comply with all applicable employment discrimination and anti-retaliation laws. Suppliers will ensure that their employees are not subjected to psychological, verbal, sexual or physical harassment or any other form of abuse and will comply with all applicable laws on harassment and abuse of employees.

No Child Labor: Suppliers will comply with all applicable child labor laws.

Freedom of Association and Collective Bargaining: Suppliers shall comply with all laws regarding employees’ lawful right of free association as well as their lawful right to join or form, or not to join or form, a labor union or otherwise engage in collective bargaining.

Appropriate Work Hours and Wages: Suppliers will comply with all applicable laws on work hours and overtime, as well as all applicable laws on wages and benefits.

Reporting Trafficking in Persons Violations: Supplier represents that it has notified its employees and contractors of the responsibility to report trafficking in persons violations by the contractor, contractor employees, subcontractor or subcontractor employees, at any tier and employee protection from reprisal for whistleblowing on trafficking in persons violations.

ENVIRONMENT, HEALTH & SAFETY: Enovix’s commitment to sustainability includes efficient use of resources, respect for the environment and safe and healthy workplaces.

Respect the Environment: Suppliers will comply with all applicable environmental laws. Supplier will have systems in place to ensure safe management of waste, air emission and wastewater discharges. Enovix will favor suppliers who seek ways to minimize the use of nonrenewable resources, use all resources more efficiently and minimize the environmental impact of their operations.

Protect Health and Safety: Suppliers will provide a safe and healthy workplace for their employees, including appropriate controls, training, work procedures and personal protective equipment. Suppliers will comply with all applicable workplace health and safety laws.

ETHICS & LEGAL REQUIREMENTS: Enovix expects its Suppliers to conduct their business as Enovix is committed to conduct its business: ethically and in compliance with the law.



Avoid Conflicts of Interest: Suppliers will avoid any interaction with an Enovix employee that may conflict, or appear to conflict, with that employee acting in the best interests of Enovix. This includes offering payments or employment opportunities to our employees.

No Bribery: Suppliers will not engage in any form of bribery or otherwise offer any incentive to any Enovix employee or Enovix employee's family or friends in order to obtain or retain Enovix business. Suppliers will comply with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and all other local or otherwise applicable laws dealing with the bribery of government officials.

Gifts and Hospitality: Suppliers will not offer gifts, entertainment, or hospitality to Enovix employees that could create an appearance of impropriety or influence business decisions. Before providing any business courtesy, suppliers shall: (i) inquire about Enovix's gift policy limits for the intended recipient; (ii) ensure any offering is within established limits; and (iii) avoid circumstances that could be perceived as seeking preferential treatment. Suppliers are strictly prohibited from paying travel, lodging, entertainment, or charitable contribution expenses for government officials on Enovix's behalf.

Fair Competition: Suppliers will comply with all applicable laws regarding fair competition and antitrust.

Accurate Accounting and Business Records: Suppliers will keep – and provide to Enovix upon request – accurate records of all matters related to the Supplier's business with Enovix.

Responsible Sourcing of Minerals: Suppliers will 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.

Trade Compliance: Suppliers will comply with all global trade and sanctions laws applicable to the import, export, or reexport of products, software, technology, and services. Suppliers will not provide controlled products, software, technology, or services to Enovix, without providing prior notice of such controls as necessary for Enovix to maintain compliance with applicable laws.

Protect Information: Suppliers will protect Enovix's confidential information and act to prevent its misuse, theft, fraud or improper disclosure. Suppliers must take all due care in handling, discussing or transmitting sensitive or confidential information that could affect Enovix, its employees, its customers, the business community or the general public.

Privacy. Suppliers will protect the personal information of all individuals they interact with, including suppliers, customers, consumers, and employees. Suppliers will comply with all applicable data privacy and security laws when collecting, storing, processing, transmitting or sharing personal information.

COMPLIANCE: In addition to the legal standards mentioned in this Code, Suppliers will comply with all other applicable laws in the provision of products or services to Enovix.

Enovix expects Suppliers to implement systems and controls to promote compliance with applicable laws and the principles set forth in this Code, including policies, training, monitoring and auditing mechanisms. Suppliers should also apply these or similar principles to the subcontractors and suppliers they work with in providing goods and services to Enovix.



Enovix reserves the right to assess and monitor Suppliers' compliance with this Code. Suppliers who are not in compliance with this Code are expected to implement corrective actions or Enovix may take appropriate actions, including exclusion of the Supplier from consideration for future business.

REPORTING MISCONDUCT: Suppliers who believe that an Enovix employee or anyone acting on behalf of Enovix has engaged in illegal or otherwise improper conduct should immediately report the matter to Enovix. Suppliers should also immediately report any actual or potential violation of this Code.