



Code of Conduct and Ethics

Readopted on December 9, 2021

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Do Right. Do Great Things.

The Code of Conduct and Ethics (“Code”) of Eclipse Holdco GP LLC (together with its subsidiaries, “Ensono” or the “Company”), as adopted by the Company’s Board of Directors is just that simple - **Do Right**. Our reputation as an industry leader is based on being innovative and delivering outstanding customer service while upholding the highest standards of integrity. Our business relationships are built on trust, and are sustained by our core values of honesty, reliability, collaboration, curiosity and passion. We trust and require that each person that performs work on behalf of the Company (collectively, “Associates” and individually “you”) **Do Right** by (a) promoting honest and ethical conduct, (b) ensuring compliance of applicable laws, rules, and regulations, (c) protecting Company assets and value, and (d) assuring an environment of transparency and accountability to one another, our clients and stakeholders.

The Guidelines provide additional definition on what it means to **Do Right**. However, the Guidelines are not intended to be comprehensive and where situations are not specifically addressed, we trust and expect Associates to exercise good judgment and strong character to **Do Right**.

Associates should also familiarize themselves with the Company’s Associate Support Book and other applicable policies which outline employment practices for Associates. The Associate Support Book and policies are available on the Company intranet.

If you have a question about any of the matters covered in this Code, we encourage you to contact the Culture and People Experience team (CPE) or the Company’s Chief Legal Officer.

The Code is reviewed on an annual basis and may be updated from time to time. Any amendment of this Code must be approved by the Company’s Board of Directors.