



ATEN Human Rights Policy

ATEN International Co., Ltd. ("ATEN") complies with local laws and regulations in all countries and regions where we operate, and upholds the human rights of all workers. We identify and support the spirit and principle disclosed in international human rights standards such as The International Bill of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and Ten Principles of The United Nations Global Compact. We also align our actions with the Responsible Business Alliance Code of Conduct. To undertake our corporate social responsibility, we treat each worker with dignity and respect, and forbid any violation of human rights. In accordance with ATEN's core business, we pay special attention to Human Right Policy as follows:

- Provide a safe and healthy work environment.
- Any form of discrimination based on geographical, racial, ethnic or background, language, social class, ancestry, religion, physical disability, gender, sexual orientation, pregnancy, marital status, union membership, appearance, age, political orientation or other distinguishing characteristics is prohibited. Everyone has the right to be treated equally without any discrimination and different treatment.
- Ensure fair salary and treatment, and never provide employees with wages and insurance below the minimum required by local applicable laws.
- We abide by local laws for minimum age labor and forbid child labor in any circumstance.
- Prohibit forced labor, and all employment is voluntary.
- Provide a communication friendly environment and implement an open-style management system.
- Assist employee to reach physical/mental healthiness and work-life balance.
- Establish a comprehensive Personal Information Protection Management Policy to protect privacy and rights of our employees and customers.
- Regularly review and assess relevant practices to improve our implementation.

A handwritten signature in black ink, appearing to be "Allen", written over a horizontal line.

Chairman
August, 2020