

1. Objective

The Corporate Social Responsibility (CSR) policy has the objective to create and promote behavior that generates value to all interest groups (customers, employees, business partners, environment, and shareholders) in the context of a socially responsible culture.

2. Principles and Commitments with Interest Groups

The base of the CSR is the continuous communication and transparency with the interest groups. Through dialogue, ATEA can establish stable relationships by identifying the most relevant issues that may constitute greater value for the company.

To meet these principles, ATEA declares followings:

2.1. Customers

- ✚ We place the customers in the center of our activities with the objective of establishing long term and lasting relationships of trust, as well as developing sustainable and innovative products and services to meets their daily needs.
- ✚ We have responsible and transparent communication to facilitate better information about our products and services to our customers.
- ✚ We encourage the development of products and services that protect the environment and are as sustainable as possible.

2.2. Employees

- ✚ We respect our employees and believe that the success of our business is led by everyone’s creativity and solid teamwork. We support personal growth for our employees.
- ✚ We support equal employment opportunities and diversity and inclusion for our employees.
- ✚ We provide fair working conditions and a safe and healthy working environment for all our employees.
- ✚ We respect and honor the human rights of people involved in our business and, in particular, do not use or tolerate any form of forced or child labor.
- ✚ We obtain the maximum commitment and loyalty from the employees in ATEA. We support employee training, encourage teamwork, open communication and good work environment that stimulates employees emotionally and materially to allow them to reach their full capacity.

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- ✚ We take necessary precaution to ensure employee safety and general health through the Emergency and Evacuation Plan created by ATEA.

2.3. Business Partners

- ✚ We respect our business partners, and work with them in long-term relationships to realize growth based on mutual trust.
- ✚ Whenever we seek a new business partner, we are open to all candidates, regardless of nationality or scale, and evaluate them based on their overall strengths.
- ✚ We provide complete and transparent information related to procurement processes about complying with human and labor rights in the supply chain, as well as stimulating the demand of socially responsible products and services.
- ✚ We systematically promote communication with suppliers to generate open innovation, development, and improvement of ATEA’s products, services, and processes.
- ✚ We apply technological advances proposed by suppliers to create a productive work environment that is sustainable and respectful with the surrounding environment.

2.4. Environment

- ✚ We promote and respect human rights according to international references.
- ✚ We promote practices boosting quality, competitiveness, sustainable development, and responsible communication.
- ✚ We define and apply an environmental system by creating an objective based Environmental Policy to reduce and minimize the environmental impact by developing more ecofriendly products and supporting circular economy.
- ✚ We comply with applicable environmental legislation, preventing the contamination or minimizing its possible impact on natural resources and people.

2.5. Shareholders

ATEA operates according to its shareholder’s interests, maximizing the company’s value through:

- ✚ Ensuring a transparent and sustainable business by supplying knowledge of all necessary aspects for the adequate assurance of the shareholder’s rights.

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- ✚ Adequately complying with its legal and fiscal obligations, avoiding all practices that compose an illicit evasion of taxes or damage to public treasury. ATEA therefore has implemented a fiscal strategy in accordance with the principles of integrity and transparency.
- ✚ Provide to our shareholders and investors timely and accurate information about our operating results and financial situation.

2.6. Community

- ✚ We respect for people by honoring the culture, customs, history, and laws of each country and region.
- ✚ We constantly pursue safer, cleaner, and improved technologies that satisfy the evolving needs of society for sustainable mobility.
- ✚ We do not tolerate bribery of or by any business partner, government agency, or public authority, and maintain honest and fair relationships with government agencies and public authorities.

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