



Ta Chen International, Inc.

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Code of Conduct

Ta Chen International, Inc., is committed to achieving the highest standards of professionalism and ethical conduct in its operations and expects its employees to conduct business according to the highest ethical standards and to comply with all applicable laws. This policy is intended to assist employees and officers to achieve these goals.

Employees and officers shall:

1. comply with all applicable laws, including, but not limited to, applicable Environmental, Social and Governance (ESG) laws, rules and regulations;
2. treat all employees, suppliers and customers fairly;
3. not discriminate against employees and officers;
4. avoid the giving and acceptance of gifts from or to suppliers and customers;
5. avoid potential conflicts of interest;
6. protect the Company's assets, including company opportunities and confidential information.

For more detailed information, please review the Employee Handbook.