



# CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

As an ethical and reputable provider of high-power semiconductor solutions, Corporate Social Responsibility (CSR) is important to Dynex. During the decision-making process, we aim to go above, and beyond our legal and regulatory obligations, by considering the impact of our activities on stakeholders, society and the environment, and using these considerations to develop business processes that produce positive outcomes.

## **Current key policies and procedures:**

### **Health and Safety**

The goal of the company is to create an injury free and healthy workplace. We give high priority to the health, safety and welfare of employees and visitors by ensuring compliance with best practice. Dynex will carry out its operational activities without creating unacceptable risk to human health or the environment. The promotion of good health and safety practice is a mutual objective of management and employees. Dynex bases its health and safety management systems on Health & Safety Executive Guidance HSG65.

### **Human Rights**

Dynex supports the protection of human rights (including equality of opportunity) in all its employment practices, policies and procedures. We do not use child, forced or compulsory labour, nor do we tolerate it in any part of the supply chain. Dynex upholds the freedom of association and the effective recognition of the right to collective bargaining. The company does not tolerate employment discrimination, harassment or bullying in the workplace.

### **Environmental Responsibility**

Dynex believes the protection of the environment to be an integral part of good business practice, and holds ISO14001:2015 Environmental Management System certification. We strive to continually improve by adopting environmentally friendly technologies, assess environmental impact when introducing new products, minimise pollution, recycle wherever possible, manage waste and comply with applicable legal requirements.

### **Quality**

Dynex is committed to providing excellence in products and services: meeting or exceeding customer, regulatory and legal requirements. We hold ISO9001:2015 Quality Management System certification.

### **Business Ethics**

Dynex has adopted a code of conduct which sets forth the ethical standards that are the cornerstone of our business. We have a strong commitment to business conduct with respect to: anti-corruption, integrity of records and accounting procedures, protection of proprietary information, avoidance of bribery and conflict of interest, compliance with applicable legal, export control, insider trading, competition regulations and whistle blowing. As a matter of policy, Dynex does not support or contribute to any political party or organisation.

### **Energy Management**

Dynex is committed to leadership and excellence in energy management practice. We monitor and assess energy streams for potential savings, carry out programmes of improvement for energy usage, promote awareness and comply with applicable legal requirements. We hold ISO50001:2018 Energy Management System certification.

Jun Gao, CEO  
19<sup>th</sup> February 2024