HEALTH AND SAFETY POLICY

Dynex Semiconductor is committed to protecting the health, safety and wellbeing of our staff and all those affected by our business activities and attending our premises. Creating a safe working environment in which risks are minimised and where the workplace, products and services are safe and free from hazards is our highest priority. To achieve this, our approach focuses on continuous improvement, prevention and the promotion of a positive health and safety culture that is integrated into daily activity.

Our policy has the following objectives

1. Clearly define responsibilities for directors, senior managers and managers to ensure prevention of accidents, ill-health and the avoidance of injuries and hazards.

2. To ensure that all employees, visitors and contractors are fully aware of their responsibilities relating to the reporting of near miss incidents, raising opportunities for health and safety improvements, adhering to internal procedures, wearing of correct personal protective equipment, cooperation with management and compliance with the law in order to maximise their own safety and that of their colleagues.

3. For management to consult with employees and employee representatives to continuously improve health and safety practice within the working environment.

4. To meet or exceed the principles laid down in HSG65.

5. To risk assess all workplace activities including those that may affect employee wellbeing. The significant findings will be recorded and regularly reviewed with controls established to ensure hazards are reduced, risks minimised and maintained at levels that are as low as is reasonably practicable.

6. To provide all our employees with work methods, work premises, equipment and plant which is safe and not injurious to health. Furthermore, to safeguard our employees, contractors, visitors and the public from any hazards including any environmental emissions, resulting from the use or disposal of substances, processes, equipment, and prevent work related ill health.

7. Provide instruction, arrangements and advice to interested parties in the event of an epidemic, pandemic or notifiable outbreak alert being issued regarding the steps to be taken to minimise the risk of infection and ensure safety as part of our business continuity planning.

8. To train employees about the hazards present in the workplace and the safety measures in place to control them.

9. To maintain programmes which ensure adequate knowledge of, and compliance with, all legislation, regulations and codes of practice relating to health and safety at work.

10. To conduct professional accident investigations, introduce robust preventative measures and implement occupational health programmes, to safeguard employee and visitor welfare.

This policy is supplemented with details of the company health and safety arrangements through organisational responsibilities, welfare, wellbeing and risk management. It is reviewed on a regular basis.

This policy shall be made available to all those working for and on behalf of the company and any external interested parties.

Jack Fu, Chief Executive Officer

7th October 2026