



Dynamic Holding Co. Anti-discrimination and Anti-harassment Policy

In order to fulfill the corporate social responsibility and protect the basic human rights of all colleagues and all stakeholders, the main content of the code of conduct, which Dynamic complies with, is based on the "Code of Conduct-Responsible Business Alliance." Dynamic is committed to maintaining the safety and diversity of the workplace environment. Ensure the fairness, respect and safety needs of all employees. Dynamic adopts the principle of "zero tolerance" for any form of discrimination and harassment. Dynamic establishes the "Anti-discrimination and Anti-harassment policy," which covers all Dynamic employees, subsidiaries, business partners, suppliers, and contractors.

I. Nondiscrimination

The Company prohibits any form of discrimination, and insists on the principles of fairness and equality when establishing and implementing policies regarding recruitment, wages, benefits, training, promotion, dismissal or retirement. No discrimination will be made on the basis of race, color, age, sex, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, creed, political affiliation, group affiliation, veteran status, protected genetic information, or marital status. Discriminatory behavior will not interfere with employees' creeds, norms and specific rights in the above aspects. In addition, employees shall not be subjected to discriminatory medical tests (including pregnancy or drug tests) or physical examinations.

II. No harassment

The Company is committed to providing a workplace environment free from harassment and adopts a zero-tolerance policy for any form of workplace harassment. The prohibited harassment under this article include:

2.1 Sexual harassment behavior

2.1.1 In the explicit or implicit way, or by discriminatory, insulting words or acts, or by other means, damage the human dignity of others, or create a situation that makes people feel frightened, hostile or offensive, or improperly affect their work, education, training, services, plans, activities or normal daily life.

2.1.2 Take advantage of other's obedience or rejection of any harassment behavior as a condition for himself/herself or others to obtain, lose or impair the rights and interests related to their study, work, training, services, projects, and activities.

2.2 Stalking and Harassment: Refer to using persons, vehicles, tools, equipment, electronic communications, the Internet or other methods to repeatedly or continuously conduct the following behaviors against a specific person against their will and related to sex or gender, making them fearful enough to affect their daily life or social activities:

2.2.1 Monitor, observe, track or know the whereabouts of a specific person.

2.2.2 Approaching a specific person's workplace by stalking, waiting, following

or other similar methods, or frequenting the work's place for entry, exit or activities.

2.2.3 Taking advantage of work opportunities to request for dates, contacts or other pursuits from specific people.

2.2.4 In the workplace, inform or present information or items that are harmful to a specific person's reputation.

2.2.5 Use telephone, fax, electronic communication, Internet or other equipment to interfere with specific persons in the workplace.

2.2.6 Warning, threatening, ridiculing, insulting, discriminating, hating, belittling or otherwise targeting specific people in the workplace.

2.2.7 Send, retain, display or broadcast text, pictures, sounds, images or other items to specific people in the workplace.

2.2.8 Misusing specific personal information obtained through work or using specific personal information to order goods or services without their consent.

- 2.3 Other harassment: including physical harassment, violent harassment, psychological harassment, verbal harassment and abusive behavior, or based on other people's place of birth, race, color, age, sex, sexual orientation, gender identity and expression, race, class, nationality, disability, disease history, pregnancy, language, thought, religion, belief, party, political stance, group background, veteran status, or union membership, protected genetic information, marital status, appearance, facial features and other personal characteristics harassment, or other illegal harassment.

III. Mechanism of management

3.1 Publicity, education and training:

Make use of meetings and internal documents, announcements, emails and other information delivery opportunities and methods to promote and communicate this policy to employees, and continue to promote the company-wide training course of anti-discrimination and anti-harassment. The content of education and training includes an explanation of the concepts of discrimination and harassment, measures to prevent such behavior, and methods of responding to discrimination and harassment issues in the workplace, including an explanation of the reporting and complaint mechanism, as well as the company's handling procedures and methods to ensure that all employees understand and comply with this policy.

3.2 Mechanism of complaint

The Company adopts the zero-tolerance principle against discrimination and harassment. The Company has a "Discrimination and Harassment Prevention and Grievance Review Committee" in place. The Company has a Grievance Committee composed of five members, in which, three of the committee members are elected by employees and female members shall not be less than one-half.

Anyone who has experienced any discrimination or harassment may make a complaint with the Grievance Committee. When employees encounter harassment or discrimination in the workplace, they can lodge a complaint with the head of the Human Resources Department.

Complaint hotline: 03-3493300 ext. 7107

Complaint facsimile: 03-3595137

Complaint mailbox or email address: irene@dynamicpcb.com.tw

In addition, the Company may establish the "Employee Complaint Addressing System" based on administrative needs. If the complaint cannot be addressed properly, it will be reported to the competent authority or judicial authority.

- 3.3 Mechanisms of reporting, complaint and whistleblower Protection:
During the process of investigation and deliberation, the rights and interests of the complainant should be protected and the name of the complainant or other relevant information sufficient to identify the complainant shall not be disclosed.
- 3.4 Investigation and corrective measures
If the investigation results of the compliant case show that there is a violation of this policy, Dynamic will correct it through tracking, assessment and supervision, and implement disciplinary or management measures effectively and appropriately to avoid the occurrence of similar behaviors again. If necessary, the perpetrator will be punished according to the circumstances of the violation within the scope of the laws and internal regulations, up to and including termination of employment. Furthermore, in addition to the appropriate counseling and caring measures, the complainant will be referred to external counseling or medical institution for professional assistance when necessary based on the physical and psychological status of the complainant.