

Dynamic Group

Energy, Environment, and Occupational Health and Safety Policy

Adhering to the principles of "Environmentally Friendly, Safety First," Dynamic Electronics Group actively promotes energy transition and resource recycling while pursuing business growth. We are fully committed to creating a work environment with zero occupational injuries. Our policies are as follows:

Compliance and Responsibility, Total Participation
Communication Enhancement, Rewards and Accountability
Risk Management, Occupational Accident Prevention
Technical Control, Pollution Reduction
Green Procurement, Energy Efficiency
Continuous Improvement, Sustainable Operations

Our company is committed to the following:

1. Comply with government and international standards regarding energy, environmental protection, and occupational safety and health (OSH) regulations and other requirements.
2. Respect collective bargaining rights, invite employees to participate in decision-making, and maintain continuous communication with stakeholders.
3. Enhance the awareness of energy conservation, environmental protection, and workplace safety among all employees, suppliers, and contractors through education and training, and implement EHS due diligence for suppliers and contractors.
4. Link performance in all EHS initiatives with corporate reward and accountability mechanisms.
5. Proactively identify and assess potential energy, environmental, and OSH issues across business activities, implementing continuous improvements to prevent hazards before they occur.
6. Reduce energy consumption within feasible limits through procurement evaluations and technological upgrades, while strengthening source pollution control (for copper foil, substrates, chemicals, and inks); prioritize elimination, substitution, or engineering controls to mitigate OSH risks.
7. Actively optimize logistics and distribution processes for products and raw materials, utilize low-carbon energy, and reduce packaging usage; prioritize public transportation for business travel and carpooling for company vehicles.
8. Develop priority action plans and quantifiable objectives, and perform regular tracking and reviews.
9. Continuously optimize management performance through the systematic "Plan-Do-Check-Act" (PDCA) cycle mechanism.

This policy was jointly drafted by the Environmental, Safety, and Health Committee and employee representatives. It has been officially promulgated and implemented upon the Chairman's signature, and the same procedure shall apply to any future amendments. This policy is openly disclosed and communicated to all employees across the Group's factories and relevant stakeholders.

Chairman: Ken Huang



Jan. 20, 2026