

Dynamic Labor Rights Commitment

Dynamic firmly believes that talent is the most valuable asset of an enterprise. Upholding the core principles of people-oriented management and sustainable operations, Dynamic places comprehensive emphasis on and safeguards the labor rights of all workers. Dynamic is committed to building a safe, healthy, equal, diverse, and inclusive working environment, strictly complying with applicable labor laws and regulations in the countries where it operates, and taking into consideration the standards set forth in the International Labor Organization (ILO) Core Conventions and international human rights declarations. Dynamic continuously enhances its labor rights protection mechanisms, fulfills its corporate social responsibility, and advances toward its sustainable development goals.

I. Wages and Adequate Living Wages

1. Dynamic pays employees' wages in accordance with applicable laws and ensures that wages for regular working hours are not lower than the statutory minimum wage in the countries or regions where it operates. Dynamic establishes a fair, reasonable, and competitive compensation system based on job responsibilities, professional capabilities, work performance, level of responsibility, and market compensation levels to attract and retain outstanding talent.
2. Dynamic is committed to providing Adequate Living Wages sufficient to meet the basic living needs of employees and their families. Dynamic regularly reviews and optimizes the reasonableness and fairness of its compensation policies with reference to statutory minimum wages, market wage levels, living wage benchmarks, and other relevant standards.
3. Wage allocation shall not be differentiated based on gender, age, race, religion, or other legally protected characteristics. The implementation of the principle of equal pay for equal work regardless of gender shall be governed by the provisions of Chapter III.

II. Working Hours, Overtime, and Leave Management

1. Dynamic manages employees' working hours, rest periods, rest days, regular holidays, national holidays, annual leave, and other leave entitlements in accordance with applicable laws, fully respecting employees' right to work-life balance.
2. Dynamic fully respects employees' right to work-life balance and actively avoids unnecessary or excessive overtime. Through comprehensive working-

hour management systems and information systems, Dynamic continuously monitors employees' working hours and overtime status to ensure compliance with applicable laws and regulations. Dynamic has established maximum working-hour management mechanisms, and the working-hour and overtime limits at each site shall comply with the labor laws and relevant regulations of the respective locations.

3. All overtime work shall be subject to employees' prior consent, and overtime pay shall be provided in accordance with applicable laws, or compensatory leave shall be provided where permitted by law.
4. Dynamic monitors employees' working hours and overtime through its working-hour management information system. Preventive and corrective measures shall be taken promptly in response to long working hours or abnormal overtime situations to reduce the risk of occupational overwork and safeguard employees' physical and mental well-being.
5. Dynamic protects employees' statutory paid annual leave and other legally mandated leave entitlements and encourages employees to take leave in a timely manner through its leave management system, ensuring that employees' leave rights are not adversely affected or compromised by work.

III. Equal Employment, Diversity, Equity and Inclusion, and Non-Discrimination

1. Dynamic actively promotes a workplace culture based on **Diversity, Equity and Inclusion (DEI)** and opposes all forms of discrimination. No discrimination or unfair treatment shall be permitted on the basis of gender, gender identity, sexual orientation, age, race, color, nationality, religious belief, political affiliation, marital status, pregnancy, childbirth, disability, or other legally protected characteristics. Dynamic is committed to creating a workplace where every employee can fully develop and contribute their strengths.
2. Recruitment, employment, compensation, performance evaluation, promotion, training, and career development opportunities shall be based on employees' capabilities and performance.
3. Dynamic regularly analyzes gender composition and the gender pay gap and develops improvement strategies to promote gender equality and equal pay for equal work in the workplace.
4. Dynamic protects employees' statutory maternity leave, childbirth leave, breastfeeding time, and other applicable rights in accordance with the law, and provides necessary workplace accommodations. No adverse action shall be taken against employees due to pregnancy or childbirth.

IV. Freedom of Association, Labor-Management Communication, and Collective Bargaining

1. Dynamic strictly complies with labor laws and regulations and fully protects employees' freedom of association, their right to establish or participate in trade unions or other lawful worker organizations, and their legitimate rights to engage in collective bargaining in accordance with applicable laws.
2. Dynamic fully respects employees' freedom to decide whether to join a worker organization and shall not discriminate against or subject employees to any adverse treatment for participating in lawful worker organizations or exercising their legal rights.
3. Dynamic establishes diverse labor-management communication channels, including regular labor-management meetings, employee opinion surveys, open communication with supervisors, employee forums, and other appropriate mechanisms, to maintain open dialogue with employees or employee representatives on working conditions, workplace environment, employee benefits, and other important labor-related issues.
4. Dynamic actively encourages employees and their representatives to provide valuable opinions regarding working conditions, labor rights, and workplace improvements, and establishes prompt and effective response and continuous improvement mechanisms to ensure that employees' voices are heard and valued.

V. Prohibition of Forced Labor, Human Trafficking, and Child Labor

1. Dynamic strictly prohibits all forms of forced labor, human trafficking, debt bondage, prison labor, and any other labor practices that violate fundamental human rights, and upholds the core values of international human rights conventions.
2. Dynamic fully respects employees' fundamental human right to freely choose their employment and shall never use violence, coercion, withholding of wages, debt bondage, restriction of freedom of movement, or other improper means to force employees to work.
3. Dynamic strictly prohibits the retention of employees' identity cards, passports, or other personal documents and shall not charge any illegal deposits, guarantees, recruitment fees, or similar charges, ensuring that the employment process is lawful and transparent.
4. Dynamic fully respects employees' right to terminate their employment contracts and voluntarily resign in accordance with applicable laws, and strictly follows relevant legal requirements in handling resignation procedures and

statutory notice obligations.

5. Dynamic strictly complies with labor laws prohibiting child labor. During the recruitment and hiring process, Dynamic verifies employees' legal working age and identity documentation to prevent the employment of child labor.

VI. Occupational Safety and Health

1. Dynamic strictly complies with occupational safety and health laws and regulations applicable in the countries where it operates, establishes comprehensive occupational safety and health management systems, and continuously improves the working environment to ensure employees' safety at work.
2. Dynamic regularly provides employees with necessary occupational safety and health training, adequate personal protective equipment, pre-employment and periodic health examinations, and various health promotion measures to effectively reduce occupational accident rates and occupational health risks.
3. Dynamic systematically conducts workplace hazard identification, risk assessments, occupational accident reporting, and emergency response drills, establishing a comprehensive closed-loop safety management mechanism.
4. Dynamic actively encourages employees to participate in occupational safety and health improvement initiatives and continuously enhances safety management measures through rigorous accident investigation procedures and root cause analysis, effectively reducing occupational injury and health risks.

VII. Talent Development and Employee Well-being

1. Dynamic establishes a comprehensive talent development system and provides diverse training programs, professional skill enhancement, career development guidance, and management and leadership development programs to comprehensively support employees in continuously improving their core competencies and professional capabilities.
2. Based on employees' job characteristics, individual attributes, and career development needs, Dynamic provides appropriate training resources and skill development opportunities tailored to their needs to facilitate employees' comprehensive growth.
3. In response to industrial transformation, digital transformation, the development of a low-carbon economy, and other significant operational changes, Dynamic proactively provides existing employees with reskilling, upskilling, and other professional training required for transformation,

effectively reducing potential impacts of industrial changes on employment stability.

4. Dynamic actively promotes health promotion activities, strengthens employee care mechanisms, and implements work-life balance policies to help employees achieve a harmonious balance between career development and family life.
5. Dynamic strictly complies with applicable laws and regulations in the countries where it operates and provides employees with statutory leave, labor insurance, health insurance, pension contributions, and other protections, while continuously optimizing employee welfare programs to enhance employee well-being and sense of belonging.

VIII. Significant Organizational Restructuring and Mass Layoffs

1. If significant organizational changes, workforce reductions, or mass layoffs become necessary due to operational adjustments, Dynamic shall strictly comply with applicable laws and regulations in the countries where it operates and handle such matters in accordance with legally prescribed procedures.
2. In accordance with applicable laws and actual circumstances, Dynamic shall provide timely and transparent information to affected employees and their representatives and complete the required formal notifications, two-way communication, and consultation procedures within the statutory time limits.
3. Based on actual needs, Dynamic shall provide appropriate severance payments, employment counseling, vocational training, outplacement support, and other supporting measures to departing employees to minimize the impact of organizational adjustments on employees and their families.

IX. Labor Rights Management in the Supply Chain

1. Dynamic places significant importance on labor rights protection and human rights risk management throughout the supply chain and actively requires and encourages suppliers, contractors, and business partners at all levels to comply with applicable labor laws and regulations and international human rights and labor standards.
2. Dynamic will progressively and systematically incorporate labor rights protection and respect for human rights into its supply chain management system through supplier onboarding assessments, contractual requirements, regular performance evaluations, questionnaires, and other appropriate assessment methods.
3. For material labor rights or human rights risks identified through assessments,

Dynamic shall immediately require the relevant suppliers to develop specific corrective action plans and continuously monitor their progress and effectiveness to ensure that identified issues are appropriately addressed.

X. Human Rights and Labor Rights Due Diligence

1. Dynamic regularly and systematically identifies, assesses, and manages human rights and labor rights risks related to employees and other workers, and incorporates such risk management into Dynamic's overall enterprise risk management and sustainability governance frameworks.
2. Dynamic conducts in-depth risk identification, assessment, and management regarding key issues including compensation and benefits, working-hour management, equal employment, forced labor, child labor, occupational safety and health, freedom of association, workplace violence, and harassment.
3. For labor rights risks that may result in significant adverse impacts, Dynamic shall immediately activate preventive mechanisms, implement corrective action plans, provide necessary remediation measures, and continuously monitor their effectiveness to minimize adverse impacts on employees and other stakeholders.
4. Dynamic continuously reviews and enhances its systems for labor rights protection and human rights management and, where necessary, adopts various measures, including systematic training, regular internal audits, senior management reviews, and independent third-party assessments, to comprehensively enhance the effectiveness of its management systems.

XI. Grievance, Whistleblowing, Protection, and Remediation Mechanisms

1. Dynamic establishes open, transparent, fair, impartial, strictly confidential, and accessible grievance and whistleblowing channels. Employees may raise grievances or report concerns regarding wage payments, working-hour management, discriminatory treatment, workplace bullying, sexual harassment, threats of violence, occupational safety and health, and other matters that violate applicable laws or company policies.
2. Depending on the nature and severity of each case, Dynamic shall initiate appropriate investigation procedures, response mechanisms, and corrective measures. The handling process shall strictly adhere to the principles of fairness, impartiality, and confidentiality, while protecting the legitimate rights and privacy of complainants, whistleblowers, and relevant parties.
3. Employees who, in good faith, file a grievance, report unlawful conduct, provide testimony, cooperate with an investigation, or exercise their legal rights

shall not be subject to retaliation, discrimination, adverse treatment, demotion, transfer, reduction in compensation, termination, or any other unfair treatment. Dynamic strictly prohibits retaliation and shall immediately initiate an independent investigation and take appropriate action in response to suspected retaliation.

4. For confirmed violations of labor rights, Dynamic shall immediately take remedial measures and implement systematic corrective actions in accordance with applicable laws and company policies to prevent recurrence.
5. Dynamic regularly conducts awareness-raising activities to communicate the protection mechanisms and relevant rights associated with grievance and whistleblowing channels.

XII. Specific Labor Rights Implementation Measures

To effectively implement the principles set forth in this Commitment, Dynamic has established and implements the following specific labor rights initiatives based on its operational characteristics and employee development needs:

(1) Adequate Living Wage Management

Regularly review the statutory minimum wage, market wage levels, living wage benchmarks, and other relevant reference standards in the countries where Dynamic operates to ensure that Dynamic's compensation system fully complies with applicable laws and regulations and the Company's compensation policies.

(2) Working Hours and Overtime Management

Utilize working-hour management information systems to monitor employees' working hours and overtime in real time, proactively intervene in cases of excessive working hours or abnormal overtime, and implement corrective measures.

(3) Overtime Pay Management

Strictly calculate and timely pay employees' overtime compensation in accordance with applicable labor laws and regulations, or provide corresponding compensatory leave as permitted by law.

(4) Employee Representation and Labor-Management Communication

Through regular labor-management meetings, employee forums, surveys, and other diverse communication channels, continuously understand the opinions and expectations of employees and worker representatives regarding working conditions, workplace environment, and welfare measures, and maintain communication and dialogue with worker representatives to establish effective labor-management communication mechanisms.

(5) Gender Pay Equity Management

Regularly conduct in-depth analyses of compensation differences between male and

female employees, taking into consideration job characteristics, job levels, seniority, experience, and other relevant factors, and actively promote a reasonable, fair, and transparent compensation allocation system.

(6) Paid Leave Management

Continuously monitor employees' leave utilization through a digital leave management system to ensure that every employee can fully enjoy and appropriately utilize statutory paid annual leave and other legally mandated leave entitlements.

(7) Social Security and Employee Benefits

Strictly comply with applicable laws regarding labor insurance, national health insurance, pension contributions, and other statutory social security programs, and provide diverse employee benefits and dedicated support measures in accordance with company welfare policies.

(8) Skills Training and Transition Support

In response to industry development trends, digital transformation, and sustainability goals, systematically provide employees with professional training, core skill enhancement programs, and necessary timely reskilling and retraining opportunities.

(9) Occupational Safety and Health Management

Continuously conduct workplace hazard identification, systematic risk assessments, comprehensive occupational safety and health training, employee health management, and occupational accident prevention measures to build a safe working environment.

(10) Employee Grievance and Remediation Mechanisms

Provide safe, confidential, and accessible grievance channels and establish a comprehensive closed-loop management mechanism covering case intake, impartial investigation, appropriate corrective actions, effective remediation, and effectiveness tracking.

(11) Labor Rights Risk Monitoring

Regularly conduct comprehensive reviews of labor rights protection risk indicators and the effectiveness of relevant management mechanisms, and promptly formulate and implement corrective actions based on risk assessment results.

(12) Supply Chain Labor Rights Management

Systematically incorporate labor rights protection and respect for human rights into supplier onboarding assessments, regular evaluations, and management performance assessment mechanisms, and require corrective actions within a specified timeframe for material risks identified through assessments.

XIII. Scope of Application and Implementation

This Commitment applies to all regular employees, contract employees, and

management personnel at all levels of Dynamic. Based on actual operational circumstances, Dynamic will progressively extend relevant labor rights protection and human rights requirements to suppliers, contractors, and other business partners throughout the supply chain.

Dynamic commits to continuously reviewing and enhancing its policies, management systems, and specific implementation measures for labor rights protection to ensure comprehensive compliance with applicable laws and regulations in the countries where it operates, the core standards of the International Labor Organization, universal human rights principles, and the sustainability requirements of Environmental, Social and Governance (ESG).

This Commitment shall take effect upon approval and issuance by the Board of Directors. The same procedure shall apply to any amendments.

Dynamic

Established: August 24, 2026