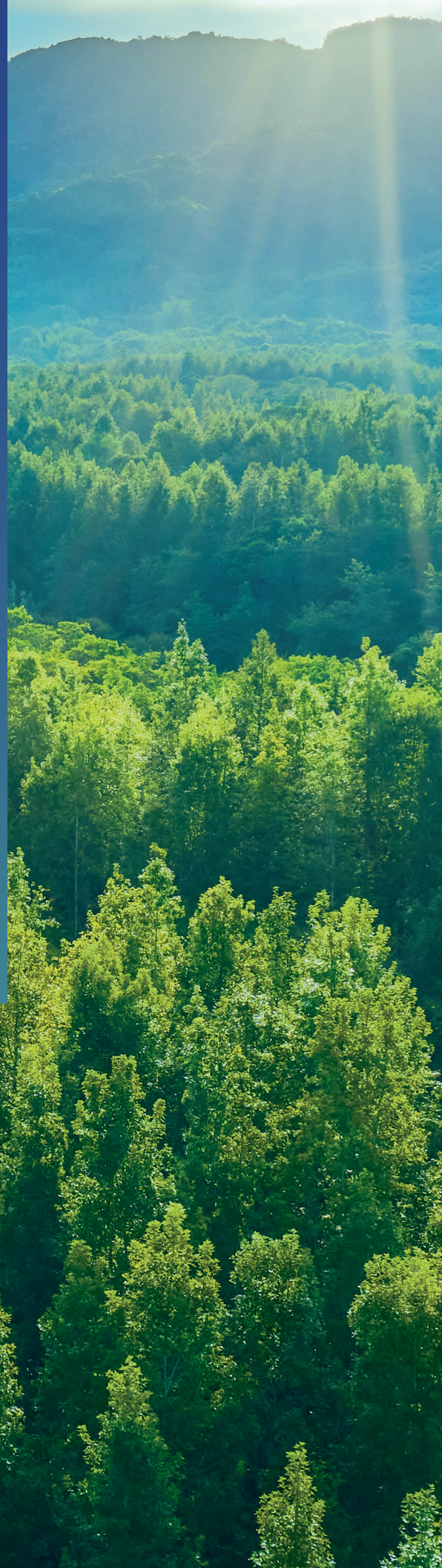


ESG Report 2024

Living our purpose: Protect the planet and our customers' interests by giving electronics their next best life.



Sustainable solutions to protect the planet and your business.

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Message from Leadership



Curt Greeno
Chief Executive Officer



Miles Harter
Founder and Chairman of the Board

“ For Dynamic, ‘unwavering’ means resolutely and steadily doing the right thing, for ourselves and our customers.

- Curt Greeno

Reflecting on our commitment to environmental, social, and governance (ESG) principles over the past few years, a fitting adjective that comes to mind is “unwavering” — which, according to Merriam-Webster, means “continuing in a strong and steady way.”

For Dynamic, “unwavering” means resolutely and steadily doing the right thing, for ourselves and our customers, regardless of external pressures that could otherwise sidetrack us. And, as we’ve learned, staying the course also makes good business sense.

During 2024 we made significant progress toward achieving our ESG objectives in several key areas, including waste and carbon emissions reductions, supplier diversity, solar power, and employee engagement.

As these areas remain a focus for 2025 and beyond, we’re also moving forward with a variety of new initiatives, such as bringing a carbon insets program to market, expanding customer sustainability value-adds, enhancing ESG data capabilities, and developing new reuse, refurbishment, and recycling processes that reduce waste and increase value.

As you review our 2024 ESG report, we hope you’ll sense our unwavering commitment to the highest ESG standards. At the same time, we encourage you to consider ways you can adopt or strengthen ESG practices in your own organization. Working in concert, we’ll magnify our ability to reach our collective goal of a bright, sustainable future for all of our stakeholders.

About Dynamic Lifecycle Innovations, Inc.

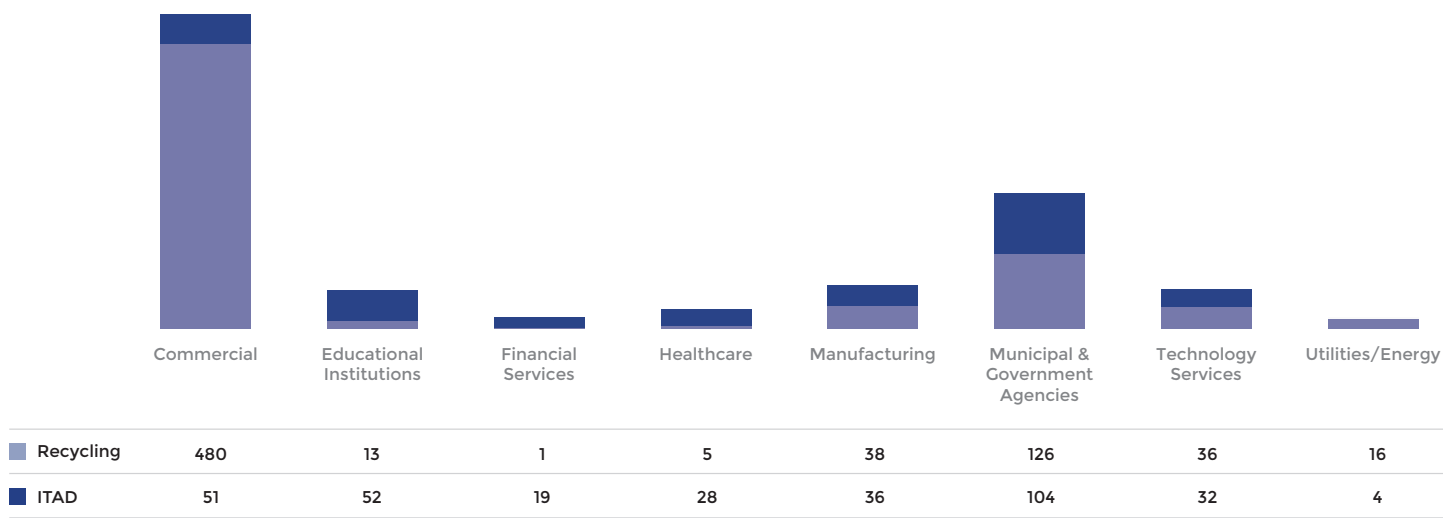
Dynamic Lifecycle Innovations is a leader in IT asset disposition (ITAD), data center decommissioning, and electronics lifecycle management, delivering boutique service with global capabilities. Dynamic helps enterprises, OEMs, and data centers manage technology transitions securely, compliantly, and sustainably—giving electronics their next best life.

Dynamic operates facilities in La Crosse, Wisconsin and Nashville, Tennessee, and maintains global reach through a validated partner network. Its lifecycle solutions span data destruction, reverse logistics, remarketing, material recovery, and ESG reporting to help organizations protect data, advance sustainability, and maintain confidence in every engagement.

We proudly serve over 1,000 customers globally, from original equipment manufacturers (OEMs) and Fortune 500 companies to independently owned local and regional businesses .¹

Dynamic’s Customers (2024)

[SASB IF-WM-000.A]



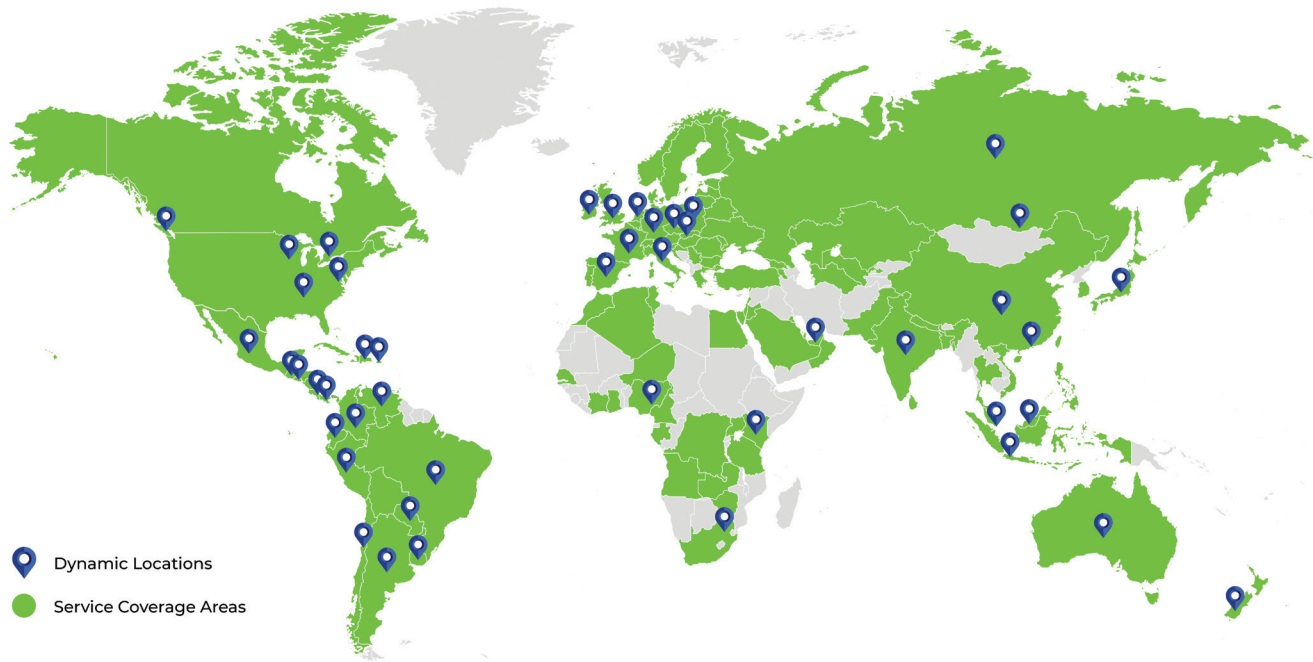
¹Dynamic customers can be broadly categorized into (i) ITAD (31% of total) or (ii) Recycling (69% of total) customers [SASB IF-WM-420a.2]. The SASB Waste Management Sustainability Accounting Standard requests disclosure of percentage of customers receiving recycling and composting services. Categorization by customers receiving ITAD and recycling services is a more meaningful metric to showcase Dynamic’s business operations, as we do not provide composting services. The SASB Waste Management Sustainability Accounting Standard requests number of customers categorized by municipal, commercial, industrial, and residential. The customer categorizations disclosed were selected to represent Dynamic’s customer base with greater accuracy.

Our Culture

Our purpose, mission, and values underpin our approach to ESG and underscore our commitment to protecting the planet and our customers’ interests, empowering our people, and improving the prospects of all our stakeholders, including our communities.

Our Purpose Why we exist	Protect the planet and our customer interests by giving electronics their next best life.
Our Mission Best way to accomplish our purpose	We put people first and empower our team members to better themselves, their families, and others.
Our Values How we behave	At Dynamic, our core values are not just a poster hanging in every room. They are the internal beacon that guides us toward making the right decisions and delivering on our promise of excellence. Dynamic team members have the opportunity to nominate their peers for exemplifying our core values. We take time to celebrate those team members and their stories on a monthly basis to maintain our focus on what matters most: our people.

Dynamic Global Capabilities



Our Core Values

	Do the right thing	We have the courage to say and do what is right, even if it's uncomfortable.
	Serve with love	We humbly leave our egos at the door and always treat others with respect and kindness.
	Relentlessly pursue excellence	We have high standards and curious minds, seek to simplify, and continuously innovate and improve in all aspects of work and life.
	Own it	We hold ourselves and others accountable for results in the activities that matter, are quick to reflect, slow to blame, and recognize that the success and failure of our work is in our own hands.
	Have fun	We show up authentically, without walls, don't take ourselves too seriously, and enjoy our time working together.

2024 Highlights



Recycling and Re-use

Across our warehouses and utilizing partners, we collected and managed more than 134 million pounds² of materials.



Energy Efficiency Initiatives

Initiated an Industrial Assessment Centers (IAC) audit to identify proposed energy efficiency projects; includes an ongoing solar panel assessment involving contractor interviews and the submission of a grant proposal.



Carbon Calculator

Empowered customers, using our software-based carbon calculator, to report an estimated 101,432,385 pounds of potential avoided greenhouse gas emissions.

²The total amount of materials managed was 134,701,581 pounds (metric tons). All (100%) of the physical volume received through Dynamic's 3 facilities was recovered through recycling and reuse and diverted from landfills. Dynamic tracks volumes of managed materials by business division, rather than customer category: (i) Recycling: 124,443,786 pounds (metric tons); (ii) ITAD: 10,257,795 pounds (metric tons) [SASB IF-WM-420a.3, SASB IF-WM-420a.4, SASB IF-WM-000.D].

Our Accolades

Dynamic holds industry-leading certifications and actively participates in numerous associations. Our recognitions underscore our commitment to excellence.

Certifications

Dynamic understands how imperative it is to safeguard organizational, consumer, and customer data. We adhere to the stringent standards and requirements set forth by several governing bodies, including workplace safety and electronics recycling organizations which verify that we are processing organizations' information technology (IT) equipment and private data safely and securely.

Our La Crosse and Nashville locations are National Association for Information Destruction (NAID) AAA certified, [Responsible Recycling \(R2\)](#) certified, e-Stewards certified, and ISO 9001, ISO 14001, and ISO 45001 certified. In addition, the Onalaska location is capable of accepting International Traffic in Arms Regulations (ITAR) material.³

[Visit our website](#) for more information on our certifications, registrations, and memberships.



³For descriptions and additional information of these certifications and registrations, visit our website: [Certifications, Registrations, and Memberships](#).

Awards

2024

ITAD Summit "ITAD Company of the Year" Award

2020-24

Great Place To Work Certification®

2019

Great Place To Work Certification®

Blue Star Recyclers Star Partner Award

Children's Miracle Network Hospitals Miracle Achievement Award

Wisconsin DNR Recycling Excellence Award for Innovation

Received e-Stewards certification (Onalaska and Nashville locations)

2018

Great Place To Work Certification®

Miles Harter, CEO, and Curt Greeno, President, receive the Small Business Association Award for the State of Wisconsin

AROW Award Recipient: Outstanding Achievement in Recycling Award

Alicia Suessmith, Vice President of People Operations, receives the 2018 Rising Stars Under 40 for the 7 Rivers Region of Wisconsin, Minnesota, and Iowa

2017

Great Place To Work Certification®

Miles Harter, CEO, and Curt Greeno, President recognized as the 2017 Rising Stars Under 40 for the 7 Rivers Region of Wisconsin, Minnesota, and Iowa

2016

Goodwill 2016 Sustainability Partner of the Year

2014

Inc 500: #7 in Wisconsin; #15 in Manufacturing

2013

Inc 500: #4 in Wisconsin; #32 in Business Product and Service; 1,165% growth; #382 overall

Received NAID AAA certification (Onalaska and Nashville locations)

2012

Inc 500: #1 in Wisconsin; #2 in Environmental Services; 3,530% growth; #79 overall

2011

Received R2 certification (Onalaska and Nashville locations)

Standards and Frameworks: SASB IF-WM-000.A, SASB IF-WM-000.C, SASB IF-WM-000.D, SASB IF-WM-420a.2, SASB IF-WM-420a.3, SASB IF-WM-420a.4

About this Report

Our 2024 ESG report outlines ESG topics identified as significant to Dynamic, highlighting our approach, performance, and achievements related to our ESG priorities. Within this report, the terms “Dynamic,” “company,” “our,” “we,” “us,” and other similar terms refer to Dynamic Lifecycle Innovations Inc.

This report covers our ESG performance for the reporting period of January 1, 2024 - December 31, 2024. All facts and figures are as of December 31, 2024, unless stated otherwise. Data presented covers the entire company, unless otherwise noted. Any data limitations are explicitly noted where relevant and where information is available. Where data is not reported, we have explained why it is not relevant to Dynamic or noted if we intend to report it in the future.

While we have tailored this report to meet the needs of many of our stakeholder groups, our primary focus is on customers and team members interested in our ESG policies and performance. Financial data is stated in U.S. dollars.



Dynamic’s Approach to ESG

Strategy

Excellence in ESG is inextricably linked to what we do: Reuse. Recycle. Recover.

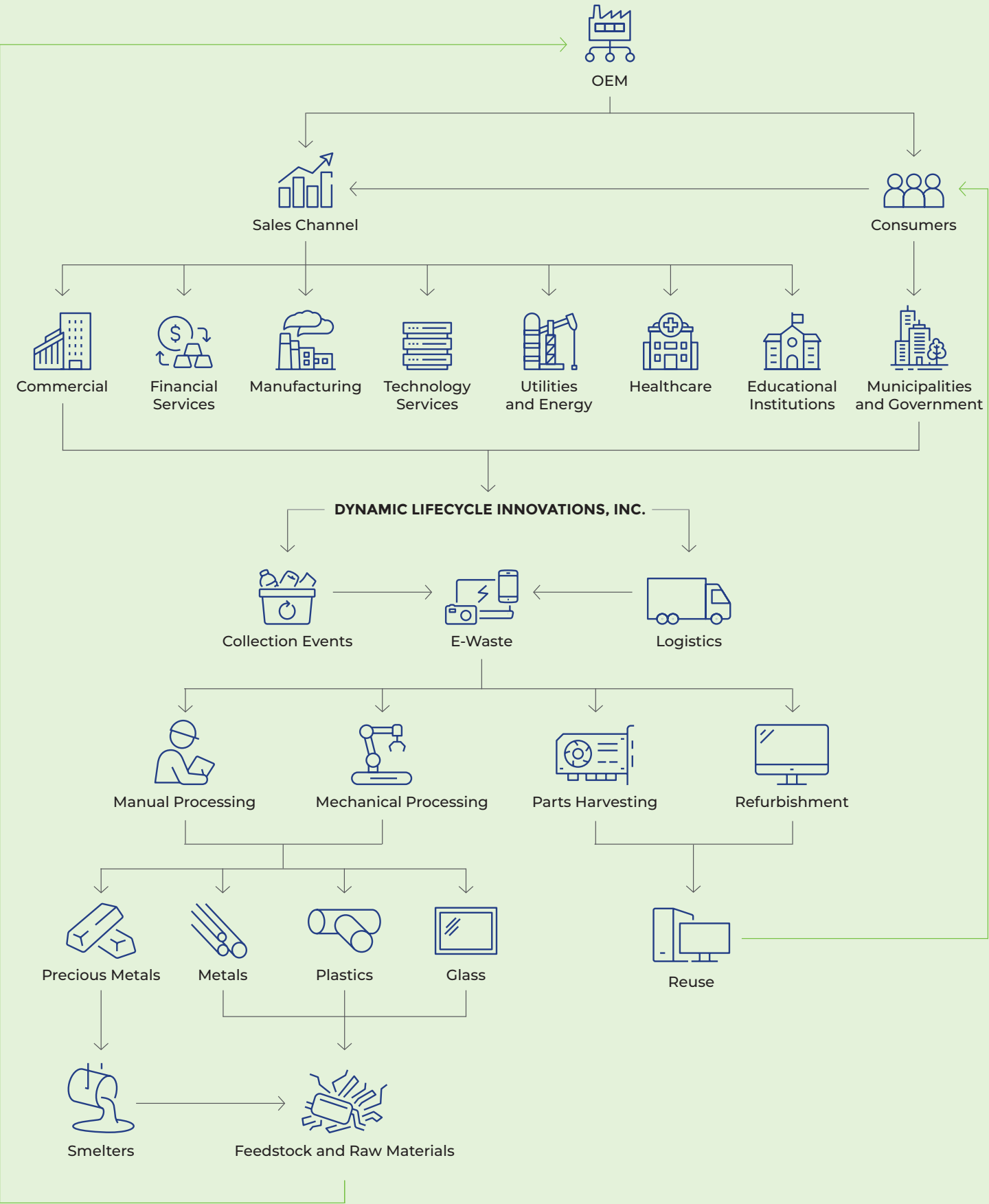
Dynamic's approach to ESG is aligned with our company values and our unique business model. An overview of our business activities is provided in the diagram on page 11. Evidence of our strong commitment to environmental stewardship is reflected across all of

This report is prepared based on the leading ESG reporting standards and frameworks:

- » [Sustainability Accounting Standards Board \(SASB\) Sustainability Accounting Standards:](#) (i) Waste Management and (ii) Professional & Commercial Services. We selected the SASB Standards as this framework has emerged as a stakeholder-preferred ESG reporting framework. We have selected these SASB Standards based on their applicability to our business. For further details, see [SASB Index](#).
- » [The recommendations of the Task Force on Climate-related Financial Disclosures \(TCFD recommendations\):](#) We have selected the TCFD recommendations as this framework has emerged as the stakeholder-preferred framework for climate-related disclosure. For further details, see [TCFD Index](#).

these activities, whether it's the huge volume of material — more than 134 million pounds — that we managed in 2024 to the estimated XXX pounds of greenhouse gas emissions potentially avoided by our customers.

Overview of Dynamic’s Business Activities



The evolving needs of our customers drive our priorities.

Our customers and key stakeholders place significant trust in us to manage their materials and deliver services efficiently, securely, and in an environmentally responsible manner. As such, we voluntarily maintain the highest levels of industry certifications and best practices, demonstrating our commitment to quality, transparency, data security, and environmental responsibility. For example, we responded to our customers' desire to reduce their greenhouse gas (GHG) emissions by introducing a carbon calculator tool (see [Greenhouse Gas Emissions and Climate Change](#)). This proprietary software enables them to accurately estimate their potential avoided emissions generated through materials lifecycle management [TCFD: Strategy (b)].

ESG Materiality Assessment

In 2022 Dynamic completed an ESG materiality assessment focused on identifying and prioritizing ESG factors with the greatest potential to impact the value of the company over the

short, medium, and long term. We are committed to reviewing and updating this assessment to ensure that we are adapting to changing market conditions.

The results of this ESG materiality assessment form the basis of this report and define our approach, decision-making, and strategy moving forward [TCFD: Strategy (a), TCFD: Risk Management (a)].

Our process for conducting this assessment is summarized below. To identify potentially relevant ESG factors we:

- » Analyzed customers' key ESG-related supply chain considerations and priorities;
- » Benchmarked ESG practices relative to industry peers; and
- » Referenced key ESG frameworks, including the SASB Waste Management and Professional & Commercial Services Sustainability Accounting Standards, SASB's Climate Risk Technical Bulletin, and the TCFD recommendations.

We also reviewed additional sources: industry regulations, trends, initiatives, and relevant ESG guidance, including proposed regulations. We then assessed the potential impact to the business and the likelihood of each ESG factor emerging over the short (0–1 years), medium (1–3 years), and long term (more than 3 years).

We assessed the risks and opportunities using the impact and likelihood criteria informed by existing risk management processes to ensure that the ESG factors are assessed consistently and proportionately to other risks. In assessing the ESG factors identified, we used a materiality threshold aligned with the U.S. and Canadian securities law materiality definitions as well as the International Financial Reporting Standards (IFRS) materiality definition. Finally, the results of the ESG materiality assessment were validated by Dynamic's Executive Management Team (EMT).

The ESG factors identified through the ESG materiality assessment are depicted in the matrix on page 13. All identified material ESG factors are addressed in this report.

Identifying Potential ESG Factors



- » Peer benchmarking
- » Analysis of customers' ESG priorities
- » SASB's Waste Management Sustainability Accounting Standard
- » SASB's Professional & Commercial Services Sustainability Accounting Standard
- » SASB's Climate Risk Technical Bulletin
- » TCFD recommendations
- » Standards and certifications relevant to the recycling and ITAD industries (e.g., e-Stewards, R2)
- » ESG-related regulation and guidance

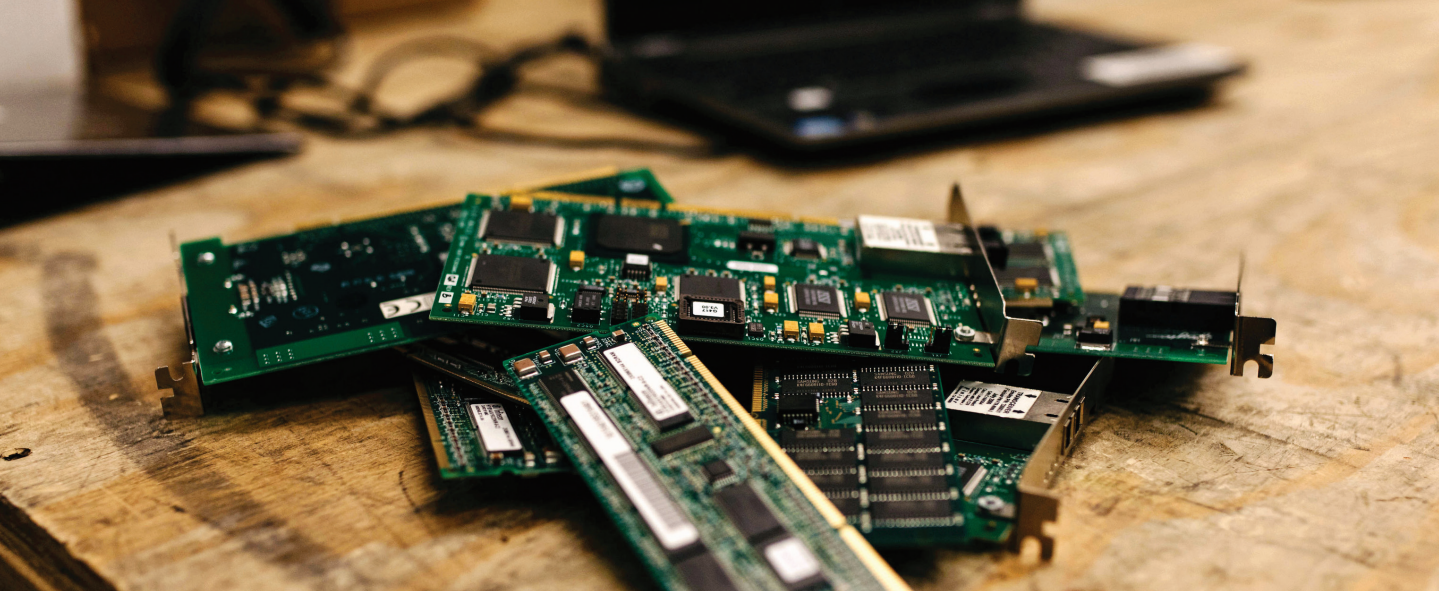
Impact and Likelihood Assessment



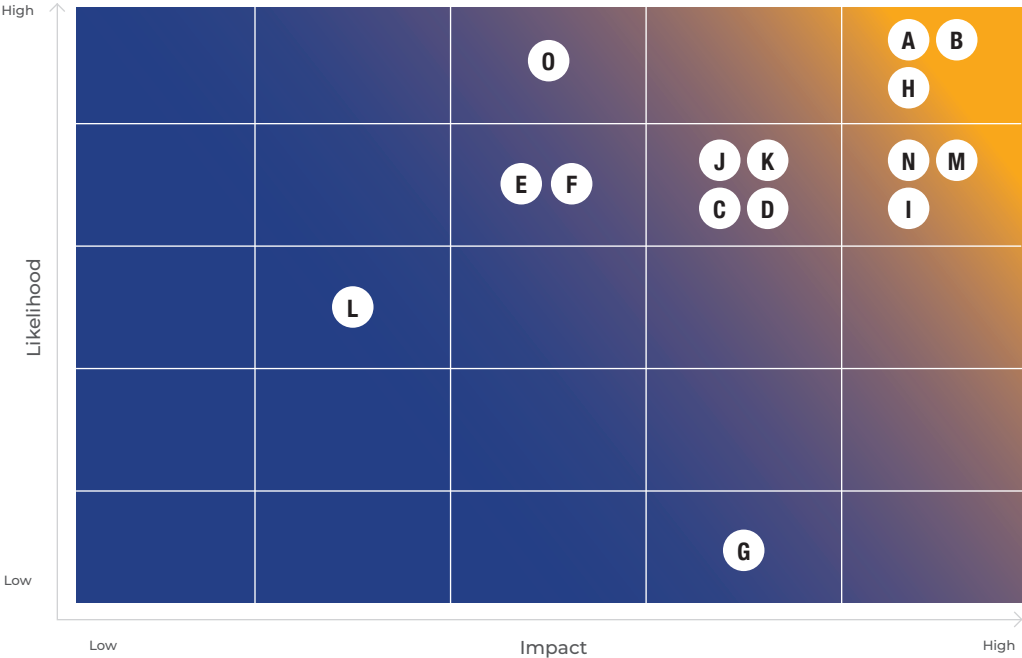
- » Assessment of potential materiality over the short-, medium-, and long-term, based on likelihood of occurrence and potential magnitude of impact

Validation

- » Validation by Dynamic's Executive Management Team



ESG Materiality Assessment Results



Environmental	Social	Governance
» A Recycling and Resource Recovery⁴ » B Management of Hazardous Materials » C Greenhouse Gas Emissions » D Climate Change—Transition » E Energy Management » F Climate Change—Physical » G Air Quality	» H Data Security » I Workforce Health and Safety » J Labor and Employment Practices » K Human Capital Strategy » L Community Engagement	» M Professional Integrity » N Supply Chain Management » O ESG Governance

⁴Recycling and Resource Recovery is inherent to Dynamic's business model as an electronics and materials lifecycle management corporation. For further details, see [Dynamic's Approach to ESG](#).

Standards and Frameworks
TCFD: Strategy (a), TCFD: Risk Management (a), TCFD: Strategy (b)

Risk Management

Dynamic maintains an Environmental Aspects and Impacts Record to identify and prioritize the key environmental risks we face, along with the actions needed to mitigate them. Our Founder and CEO are ultimately responsible for overseeing risk management, while every team member is empowered to contribute to risk identification, assessment, and mitigation. We foster a collaborative, open-door culture that values cross-functional input to protect our customers' interests, strengthen our brand, and safeguard the planet.

When evaluating environmental risks, we consider multiple dimensions — including size of the issue, potential impact on people and the surrounding environment, business reputation, cost, liability, likelihood of occurrence, and duration. Our Corporate Responsibility team continuously monitors risks and conducts an annual environmental aspects and impacts analysis. Findings and recommendations are reviewed by the Executive Management Team (EMT) to update or enhance our risk management systems.

Integrating ESG factors into our enterprise risk framework is a strategic priority. We focus on ESG risks and opportunities that have the highest potential to influence our long-term value, as identified through our materiality assessment. These factors are systematically incorporated into our risk processes, ensuring they are captured, evaluated, and reported alongside all other company-wide risks.



Metrics and Targets

ESG Metrics

We strive to continuously improve our data collection, monitoring, and disclosure as our ESG strategy evolves to provide data-driven insights to our customers and key stakeholders, as well as to Dynamic's EMT. In this report, we provide a set of metrics for each ESG factor identified in our ESG materiality assessment. The [SASB Index](#) summarizes our performance on select ESG metrics from the SASB Waste Management and Professional & Commercial Services Sustainability Accounting Standards. The [TCFD Index](#) summarizes our climate-related disclosure informed by the TCFD recommendations.

ESG data presented in this report includes data for the consolidated company, unless stated otherwise. Data methodologies and limitations are explicitly noted where relevant and where information is available. Where data is not reported, we have explained why it is not relevant to Dynamic or noted if we intend to report it in the future.

Strategic ESG Targets

Our priority moving forward will be to leverage the results of the ESG materiality assessment to build out an ESG strategy that is focused on the issues that have the most potential to impact Dynamic and our customers. We are committed to annually disclosing our progress on these commitments and setting more ambitious goals as our ESG strategy evolves.

Summary of 2024 Accomplishments

In 2024, we advanced from building our ESG foundation to delivering measurable, industry-leading results. Our focus shifted toward embedding sustainability into the core of our operations, accelerating carbon reduction efforts, and creating new opportunities for customers and partners to achieve shared environmental goals.

Key accomplishments included:

Launching our carbon insets program — the first of its kind in the ITAD industry — enabling customers to directly fund emissions-reduction projects within our value chain.



Advancing renewable energy initiatives, completing a solar panel feasibility study, selecting a contractor, and submitting grant applications for funding.

Strengthening ESG governance by embedding sustainability metrics into operational planning, risk management, and decision-making across our business units.

Enhancing employee engagement in ESG through new Sustainability Committee projects, expanded volunteerism, and workplace well-being initiatives.

Our 2025 ESG Goals Include [TCFD: Metrics and Targets (c)]:

Building on the progress we made in 2024, our 2025 ESG goals will focus on deepening impacts, accelerating decarbonization efforts, and expanding the reach of our sustainability initiatives across our operations and customer partnerships.

For 2025, we will:

» Advance our carbon insets program by bringing offerings to market, securing customer participation, and completing third-party audits and verifications of current vintages.

- » Expand customer sustainability value-adds, exploring programs such as supplier diversity and other partnership-driven initiatives that align with customer ESG priorities and deliver shared impact.
- » Enhance ESG data capabilities to further automate and improve tracking, reporting, and assurance of environmental and social performance.
- » Advance circularity initiatives through the development and piloting of new reuse, refurbishment, and recycling processes that reduce waste and increase value capture.

Standards and Frameworks
TCFD: Risk Management (a), TCFD: Risk Management (b),
TCFD: Risk Management (c)

Standards and Frameworks:
TCFD: Metrics and Targets (c)

Governance

We believe that robust governance is not only of critical importance in its own right, but provides the necessary foundation for the effective management of Dynamic’s environmental and social risks and opportunities.

ESG Governance

[TCFD: Governance (a),
TCFD: Governance (b)]

As a privately owned company, Dynamic does not have a Board of Directors that oversees operations. Instead, our Executive Management Team (EMT) has the highest level of oversight and accountability. In addition, the EMT is responsible for setting overall corporate strategy, key initiatives, and balancing risk and innovation while anticipating future needs related to the company's sustainability.⁵

The EMT — consisting of our Founder, Chief Executive Officer, President, Executive Vice President of Sales and Marketing, Executive Vice President of Recycling, Executive Vice President of IT Asset Disposition (ITAD), and Vice President of Technology — considers ESG a core strategic priority.

Led by the Founder and CEO, the EMT oversees and reviews investments and decisions tied to ESG activities, sets the vision for priority initiatives, and monitors progress against key strategic goals. ESG updates are provided regularly by the President to ensure transparency and alignment across leadership.

In recent years, the EMT has championed significant ESG initiatives, including conducting our ESG materiality assessment, publishing annual ESG reports, developing our proprietary carbon calculator, investing in innovative ESG offerings like our Carbon Insets venture, and investing in energy efficiency upgrades such as LED lighting across our Wisconsin facilities.

In 2024, we strengthened ESG governance by aligning the Corporate Responsibility function under the Vice President of Technology, who provides strategic oversight. This change leverages the natural synergies between ESG, sustainability data, and information governance — recognizing that environmental stewardship, compliance, and data protection are interconnected in today's business landscape. By bringing Corporate Responsibility and Technology together, we can better protect our customers' data, improve ESG reporting quality, and integrate sustainability objectives into technology-driven solutions.

Corporate Responsibility Team

The Corporate Responsibility Team maintains formal oversight of environmental, health, safety, compliance, and sustainability issues. The team now reports to the Vice President of Technology, who has executive responsibility for ESG oversight. Working closely with the EMT, the Corporate Responsibility Team plays a central role in implementing ESG strategy, monitoring performance, and identifying opportunities to enhance our environmental and social impact, with a renewed focus on data integrity and technology-enabled sustainability initiatives.

Sustainability Committee

The Sustainability Committee is a voluntary committee composed of team members who have specific interests in supporting and being involved in sustainability efforts at Dynamic and in the community. The Sustainability Committee reports monthly to the Director of Corporate Responsibility on the progress of sustainability initiatives.

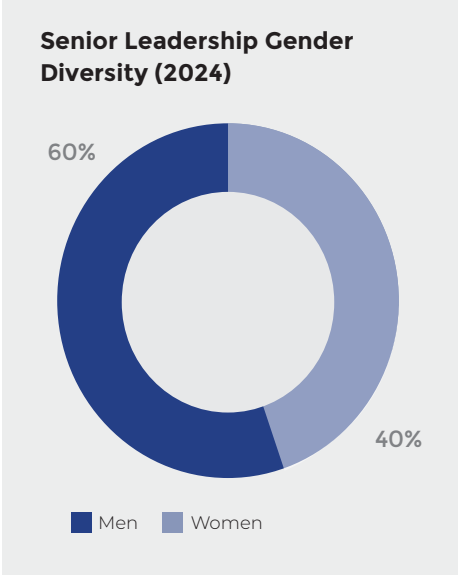
Standards and Frameworks:
TCFD: Governance (a)
TCFD: Governance (b)

⁵Dynamic's EMT fulfills the roles of a Board of Directors and executive management at a listed company.



Leadership Diversity

Diversity is celebrated in our company. We recognize that fostering a culture of diversity and respect starts with our leaders setting the tone at the top of the organization. Currently, Dynamic's senior leadership is composed of 40% females, with two females serving on the EMT and five females at the director level. Six percent of senior leadership are from racially or ethnically diverse groups.⁶



Diversity and Inclusion Development

Dynamic believes in inclusion as part of our foundation for cultural success. To amplify inclusion efforts, Dynamic offers development programs that are driven by team members, allowing them to take their own tailored and individual approach to growth. Dynamic has introduced several diversity-focused initiatives as part of our development programming:

- » **Unconscious Bias Training:** Unconscious bias training is offered bi-annually through Dynamic's Leadership Essentials Masterclass. Additionally, all interviewers receive unconscious bias training as part of our interview process.

- » **Diversity Programming:** Dynamic's Professional Development Board, supported by the Learning and Development team, annually provides diversity-focused programming (e.g., guest speakers) to professional team members and people leaders. Recordings are also available on Dynamic's intranet for all team members to view.

Professional Integrity

Why This Matters

Maintaining high professional standards is table stakes in the work that we do. Professional integrity in the context of electronics and materials lifecycle management companies is inherently linked to proactive management of customers' sensitive information and enabling customers to comply with relevant environmental laws and regulations. An effective approach to transparency and preserving a strong track record of high-quality services are fundamental to the protection of our customers' interests, and ultimately, our reputation as a leader in our industry.

All of our facilities are located in the United States, which is identified as having relatively low levels of corruption.⁷ However, we recognize the operational and reputational risks associated with bribery and corruption given our global scope of operations.

Approach

[SASB SV-PS-510a.1]

Dynamic shapes a culture of professional integrity through our values, purpose, and mission. We promote integrity among all of our team members and gain and maintain the trust of our customers and key stakeholders through our strong moral and ethical compass. Approaches that are leveraged include:

- » Monitoring and mitigating risks by establishing policies and procedures (e.g., Conflicts of Interest Policy);
- » Investigating allegations of misconduct;
- » Holding others accountable for behaviors that are found to be misaligned with our core values;

- » Providing training on professional integrity;
- » Reinforcing behavioral expectations through semi-annual performance management reviews;
- » Incorporating our core values into our hiring and onboarding processes; and
- » Encouraging our team members to nominate peers for displaying exemplary behaviors that align with our core values.

Transparency is a key driver of customer trust, loyalty, and experience and is integral to our approach to professional integrity. In this regard, Dynamic provides real-time reporting for customers' peace of mind through our online customer portal. This provides 24 / 7 access to allow our customers to track assets in real-time, submit work orders, and stay up-to-date on each step as technology and materials are processed.

Performance

Since our inception in 2007, Dynamic has never incurred monetary losses as a result of legal proceedings associated with professional integrity, including within 2022 - 2024 [SASB SV-PS-510a.2].⁸

Year	Amount
2024	\$0
2023	\$0
2022	\$0

⁶"Senior leadership" refers to all senior leaders including the EMT and director-level team members. Consistent with the definition provided in the SASB Professional & Commercial Services Sustainability Accounting Standard, "executive management" includes Executives / Senior Level Officials and Managers: "individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises / organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies." At Dynamic, these individuals include senior leaders at the director level and up, including the EMT. Team members at the manager level do not hold these responsibilities and are therefore excluded from SASB's definition for "executive management."

⁷Transparency International's [Corruption Perceptions Index](#) ranks the United States 24 / 180, with a score of 69 / 100. The Corruption Perceptions Index is a measure of how corrupt each country's public sector is perceived to be, according to experts and businesspeople.
⁸The scope of this disclosure includes losses as a result of legal proceedings associated with professional integrity, including negligence, malpractice, breach of contract, fraud, corruption, and bribery.

Standards and Frameworks:
SASB SV-PS-510a.1
SASB SV-PS-510a.2

Supply Chain— Downstream Partner Management



Dynamic's Operations ⁹		Downstream Partners	
» Shredding	» Sorting	Tier One Downstream Partners ¹⁰	
» Baling	» Cutting	Recycling Centers	180 Partners
» Mechanical Dismantling	» Wiping		
» Manual Dismantling	» Refurbishing		
» Testing			

Why This Matters

Dynamic collaborates with a network of downstream partners to provide services vital to our operations.¹¹ Our downstream partners play a key role in ensuring that materials are processed all the way through end-of-life. Activities performed by Dynamic and within our Tier One downstream partner network are outlined in the table above [SASB IF-WM-000.C].

Performance of downstream partners in the materials lifecycle management process, including their environmental and societal impact, is an extension of our own given our close collaboration. We recognize that a significant portion of our environmental and social risks and associated impacts are transmitted through our downstream partners, particularly in relation to customer data protection and environmental compliance. Incidents

on matters related to the environment (e.g., hazardous waste) or society (e.g., human rights, exporting e-waste to developing countries) by downstream partners may result in potentially severe reputational damage to Dynamic, as well as contingent liabilities.

By effectively managing our relationships with our downstream partners to ensure environmental and social risks are sufficiently mitigated, we can lower operational and compliance costs, safeguard our reputation, and avoid fines, penalties, and litigation. Doing so ensures that our customers' e-waste is being processed both effectively and responsibly through to end-of-life.

Approach

Dynamic employs a stringent downstream vendor due diligence process, backed by our landfill

diversion policy, as well as \$15,000,000 pollution and \$10,000,000 cyber risk liability insurance. We work closely with customers to meet their insurance coverage expectations. We carefully ensure that materials and commodities that leave our facilities are sent to downstream partners that meet or exceed our rigorous requirements. We also verify that partners are compliant with all relevant environmental, health, safety, and security requirements. Our Partner Management Program includes internal and third-party audits to verify performance with all local, state, federal, and international laws and regulations. Our onboarding and auditing process extensively reviews our partners' competencies and conformance to Dynamic's standards.

Internal Audits

- » Annual internal audits
- » Identifying continuous improvement opportunities
- » Preparation for certification audits

International Partner Audits

- » Conformance to Dynamic's processing standards (asset management and security, environmental protection, and health and safety of workforce)
- » Alignment to Dynamic's Service Level Agreements
- » Reporting requirement
- » Annual desk and physical on-site audits every 3 years

Downstream Partner Audits

- » Robust downstream due diligence management program
- » Pre-onboarding evaluation
- » GPS performance verification program
- » Annual on-site audits for high-risk or hazardous e-waste partners

All of our downstream partners are required to sign off on our Code of Conduct and our agreements with vendors and downstream partners embed sustainability-related requirements based on the following principles:

- » **Maximize Reuse Opportunities:** Material should be evaluated for potential reuse to minimize the environmental impacts of e-waste. Data on reuse material must be responsibly and appropriately sanitized.
- » **End-of-Life Management:** Where reuse is not a viable option, every reasonable effort must be made to control e-waste to ensure it does not enter landfills or other environmentally irresponsible processes. All exports and imports must comply with international environmental and waste shipment conventions, agreements, local laws, and other legal requirements, ensuring that the entire disposition channel will meet or exceed all applicable environmental, transportation, and health and safety regulations.
- » **Compliance with Law:** Ensure compliance with all applicable international, regional, national, and local laws and conventions and hold

all required permits, certifications, accreditations, licenses, shipping (export, import, and transit) approvals, and authorizations. We do not permit e-waste to be exported from Organisation for Economic Co-operation and Development (OECD) or European Union (EU) countries to non-OECD countries either directly or through intermediaries.

- » **Management of Material:** All material processed on behalf of Dynamic is required to be tracked and documented at a minimum on a quarterly basis. All recyclable materials and waste are required to be managed throughout the entire chain of custody until final disposition.
- » **Social Responsibility:** Ensure the safety and health of those who encounter Dynamic material through:
 - » Adherence to Dynamic's Focus Materials Management Plan;
 - » Prohibiting the use of child and forced labor;
 - » Prohibiting the use of prison labor;
 - » Conducting all processing operations indoors;
 - » Employing security measures appropriate for the materials handled;

- » Use of practices and controls designed to protect the health and safety of workers, the public, and the environment;
- » Legal and financial assurances in place for the proper closure of the facility; and
- » Transport using entities that meet all applicable legal transportation requirements, and in a manner protective of physical and data security, health and safety, and the environment.
- » **Extension of Requirements Through End-of-Life Disposition Channel:** We require that our partners and downstream vendors contract with their partners and downstream vendors to ensure that the responsibilities above are being met for all Dynamic material through the end-of-life processing channel.

⁹Dynamic does not perform waste incineration at owned or operated facilities. Therefore, the amount of waste incinerated is zero [SASB IF-WM-420a.1].
¹⁰Additional processing to end-of-life may occur through additional tiers of downstream partners.
¹¹The terms "downstream partner" and "vendor" are used synonymously in this report.

Standards and Frameworks
SASB IF-WM-420a.1
SASB IF-WM-000.C

Environment

Protecting the planet is woven into our purpose, underscoring our commitment to operating in an environmentally sustainable manner. Among our ESG priorities are hazardous materials management, greenhouse gas emissions and climate change, and energy management.



Management of Hazardous Materials

Why This Matters

We support our customers in maintaining compliance with environmental regulatory requirements through the materials lifecycle management process. As part of this process, Dynamic’s operations generate various hazardous materials and e-waste toxins that can present a significant threat to the environment and communities if not properly managed. By employing effective hazardous materials management practices on behalf of our customers, we can prevent costs associated with regulatory penalties, remediation, and other fines, while avoiding potentially damaging impacts on local environments and communities.

Approach

Hazardous waste materials are reviewed by the Environmental Health and Safety (EHS) team to ensure that all possible non-hazardous material is sorted out. In 2024, the EHS team reduced the amount of material that would have been outbound as hazardous waste by 11,225 pounds through various activities, including:

- » Bulking flammable materials in drums (instead of lab packing), and then recycling the containers;
- » Removing mercury ampules from thermostats to allow for processing of the thermostat itself;
- » Repurposing chemicals collected in clean sweeps for facility cleaning and maintenance; and

- » Bulking corrosive materials together to reduce the volume shipped, allow for easier neutralization at downstream facilities, and minimize total environmental impact.

Every effort is made to prevent the generation of hazardous waste by finding beneficial reuses for all spent materials from our operations. For example, while many facilities process and treat filters from dust collectors as hazardous waste, we have partnered with smelters that will process them for heavy and precious metal recovery.

Dynamic maintains a strong landfill diversion policy for all processed materials and is also locked into a 3-year, \$15,000,000 per year aggregate pollution liability insurance policy that meets our contract requirements across the business.

Performance

Even with our landfill diversion policy, it is inevitable that some waste may be generated through additional recycling and materials recovery processes through end-of-life. Overall, in 2024, Dynamic did not release Toxic Release Inventory (TRI)¹² [SASB IF-WM-150a.1] and did not experience any incidents of non-compliance associated with environmental impacts [SASB IF-WM-150a.3].¹³



¹²A release is defined as any spilling, leaking, pumping, pouring, emitting, emptying, discharging, injecting, escaping, leaching, dumping, or disposing into the environment (including abandonment or discarding of barrels, containers, and other closed receptacles) of any toxic chemical.

¹³The scope of disclosure includes incidents associated with the environment, such as those related to enforcement of U.S. laws and regulations on ground and surface water contamination; hazardous waste transport, containment, or disposal; leachate treatment, transport, containment, or disposal; and public disclosure of contamination events.

¹⁴Dynamic does not own or operate landfill facilities. Therefore, the number of corrective actions implemented for landfill releases is zero [SASB IF-WM-150a.2]. Corrective actions are defined as control and cleanup of landfill releases of constituents detected at a statistically significant level above the established background level.

Standards and Frameworks:
SASB IF-WM-150a.1,
SASB IF-WM-150a.2,
SASB IF-WM-150a.3

Metric	2024	2023	2022
TRI Releases	0	0	0
Number of Corrective Actions Implemented for Landfill Releases ¹⁴	0	0	0
Number of Incidents of Non-Compliance Associated with Environmental Impacts	0	0	0



Greenhouse Gas Emissions and Climate Change

Why This Matters

Climate change is one of the most urgent and complex challenges of our time, carrying significant implications for our business, our customers, the environment, and society at large. We recognize that the shift toward a circular economy is directly tied to the global low-carbon transition. By extending the life of electronic products and recirculating recovered materials, our electronics and materials lifecycle management activities help reduce demand for primary materials, and in turn, drive measurable real-world emissions reductions.

As climate-related risks and opportunities accelerate, we continuously monitor trends that shape both our operations and our customers’ supply chains, from emerging regulatory

requirements and disclosure mandates to the heightened focus on Scope 3 emissions. This section of our ESG report aligns with key recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD).

Approach

Climate Change Governance

[TCFD: Governance (a), TCFD: Governance (b)]

Our ESG governance structure is outlined in detail in the [ESG Governance](#) section. As a privately owned company, Dynamic does not have a formal Board of Directors; instead, our Executive Management Team (EMT) serves as the highest governing body for sustainability oversight.¹⁵ Led by the CEO, the EMT defines corporate strategy,

sets priorities for ESG initiatives, and balances risk with innovation. This includes identifying, assessing, and managing climate-related risks and opportunities, as well as reviewing investments and decisions that support the low-carbon transition.

Climate Strategy

[TCFD: Strategy (a), TCFD: Strategy (b)]

Our ESG approach includes actively identifying and evaluating climate-related risks and opportunities. The [ESG materiality assessment](#) conducted in 2022 considered both **transition risks** and **physical risks**, assessing their potential impact over the short (0 to 1 years), medium (1 to 3 years), and long term (greater than 3 years).

Climate Change Transition Risks

We have identified GHG emissions and related transition risks as material to Dynamic over the medium and long term. These include evolving climate policies and regulations, enhanced disclosure expectations, and increased scrutiny from capital markets.

We continue to see growing customer demand for Scope 3 emissions measurement and management, and we anticipate this trend will accelerate. Our expertise in materials lifecycle management positions us to play a pivotal role in helping customers reduce their supply chain emissions, a capability that can strengthen demand for Dynamic’s services as their sustainability priorities expand.

Climate Change Physical Risks

Currently, our facilities are not located in areas considered highly vulnerable to climate-related extreme weather or shifting weather patterns. However, recent events underscore the potential for disruption. In 2022, severe storms and high winds caused temporary power outages at our Wisconsin operations, requiring infrastructure

repairs.¹⁶ While our immediate exposure is limited, we recognize that physical risks could increase over time as climate change intensifies. In addition to our own operations, we monitor downstream partners for potential supply chain vulnerabilities stemming from climate impacts.

Presently, our exposure to risks related to the physical impacts of climate change does not appear to be significant, as our facilities are not located in areas that are at this time understood to be particularly vulnerable to extreme weather events or changing weather patterns. However, we have experienced minor operational disruptions from extreme weather in recent years. For example, in 2022 high winds and severe storms caused minor power outages at Dynamic’s Wisconsin operations.¹⁶

We recognize that our exposure to the physical risks may change over the long term to the extent that the planet continues to warm, and the effects of climate change are increasingly felt across the United States. Through our collaboration with downstream partners, we also recognize that our services can be disrupted by physical climate impacts through supply chain disruptions. It is difficult to predict, however, what the specific impacts are likely to be.

Climate-Related Mitigation Efforts

[SASB IF-WM-110a.3]

Facility-Level

At the facility level, we have invested in an LED lighting project to enhance energy efficiency and reduce operational emissions, generating both environmental benefits and long-term cost savings. In 2024, we advanced our solar panel project through a detailed feasibility study and submitted grant applications to support implementation.

We remain committed to exploring new opportunities to lower our

operational GHG emissions and enhance climate resiliency, both as part of our own footprint reduction and as a way to support customers in achieving their low-carbon goals.

2024 Climate Action Achievements

- » **Launched our carbon insets program** — giving customers the ability to directly fund verifiable emissions-reduction projects within our value chain.
- » **Expanded use of our carbon calculator**, resulting in the largest volume of customer Scope 3 avoided emissions reported since its launch.
- » **Advanced solar energy adoption** by completing a feasibility study, selecting a contractor, and applying for grant funding to support installation.

Our Materials Lifecycle Management Services

Since our founding, Dynamic has helped customers reduce their carbon footprints with cost-effective and environmentally responsible technology lifecycle services. Today, we recognize the growing need for our customers to measure, monitor, and minimize scope 3 emissions as a means to reduce global emissions and achieve climate-related goals. Launched in 2022, Dynamic’s carbon calculator offers them an easier, more accurate way to quantify the positive climate impact of their materials lifecycle management efforts.

¹⁵ Dynamic’s EMT fulfills the roles of a Board of Directors and executive management at a listed company.

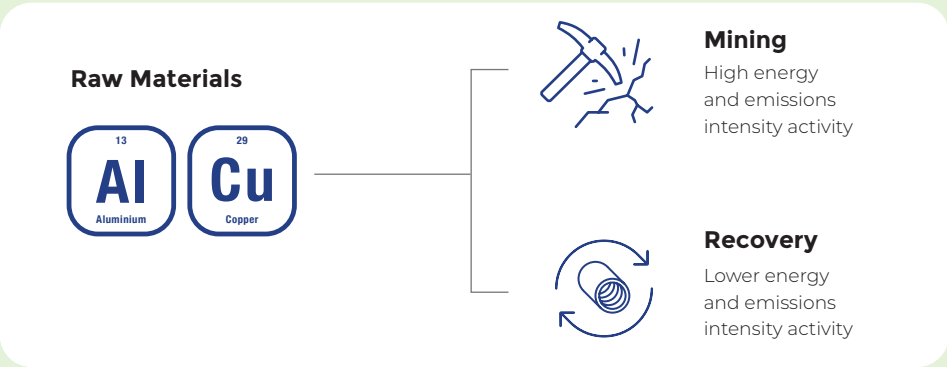
¹⁶ Power outages required Dynamic to replace a damaged fire pump at a cost of \$71,790.

Dynamic’s Carbon Calculator

Our proprietary carbon calculator empowers customers to quickly and accurately understand how their materials lifecycle management programs may be helping them avoid Scope 3 greenhouse gas (GHG) emissions, with less effort and more precision than traditional methods. Accessed via a secure online portal, the tool transforms complex data into actionable insights.

Key Advantages:

- » **Broader scope:** Calculates emissions impacts for an industry-leading 35 categories of e-waste, covering both whole units and individual component parts.
- » **Real-world accuracy:** Automatically tracks the actual materials we receive and process, with data refreshed daily for the most up-to-date reporting.
- » **Proven methodology:** Built on the UN Clean Development Mechanism (CDM) e-waste recycling methodology and aligned with the GHG Protocol Framework.
- » **Third-party validation:** Methodology independently validated by Morningstar Sustainalytics, a global leader in ESG research and data.



» **Actionable results:** Generates clear, real-time reports with visual graphics that illustrate potentially avoided Scope 3 emissions, making complex data easy to share internally or with stakeholders.

How the Carbon Calculator Works

To calculate the potential avoided emissions of e-waste, Dynamic’s carbon calculator considers the emissions associated with the dismantling of e-waste from its commodity form to its raw materials. This level of emissions is then compared with the emissions associated with producing these same raw materials from virgin sources. In cases where e-waste is re-used, the tool compares the emissions associated with the commodity as a whole produced from virgin raw materials.

Because the energy associated with raw materials production and

processing is highly intense, the associated emissions are higher than the energy required to dismantle electronics to their raw materials. Metals such as copper and aluminum are either mined or recovered from recycling processes. Material recovery eliminates the need for these metals to be mined. The emissions associated with mining virgin raw materials are no longer present when there is a recovered alternative raw material in the economic system. Therefore, the emissions associated with virgin raw materials extraction are considered “avoided.”

From Measurement to Action

In 2024, we expanded the reach of our carbon calculator to more customers than ever before, resulting in the highest volume of Scope 3 avoided emissions reported since the tool’s launch. We also introduced our **carbon insets program**, enabling customers to pair precise emissions data with targeted investments in emissions-reduction projects within our value chain — turning insight into measurable climate action.

By combining credible methodology, automated data capture, and intuitive reporting with the ability to directly fund climate-positive projects, our carbon calculator and carbon insets program give customers a complete solution for measuring, managing, and reducing their emissions footprint.

We will continue to monitor our exposure to climate-related risks and opportunities. We have not yet conducted scenario analysis given our size and stage. We are, however, committed to continuing to enhance our understanding of climate-related risks and opportunities, including the ways in which they could impact our business, strategy, and financial planning. We intend to continue to monitor climate-related developments in the United States and globally to ensure our services are adapting to our customers’ evolving needs.

Climate-Related Risk Management

[TCFD: Risk Management (a), TCFD: Risk Management (b), TCFD: Risk Management (c)]

Dynamic’s environmental risk management process is described in detail in the [Risk Management](#) section. Climate-related risks are identified, assessed, and managed alongside all other company-wide environmental risks through Dynamic’s environmental aspects and impacts analysis. We intend to integrate insights from our ESG materiality assessment as an input into this analysis to ensure that all relevant climate change factors identified are included and appropriately characterized.



¹⁷ Dynamic has received limited assurance from Sustainalytics on the methodology used to develop Dynamic’s carbon calculator.

Standards and Frameworks: TCFD: Governance (b), TCFD: Strategy (a), TCFD: Strategy (b), TCFD: Risk Management (a), TCFD: Risk Management (b), TCFD: Risk Management (c)

Energy Management

Why This Matters

Electronics and materials lifecycle management processes can be energy-intensive. As part of our operations, our facilities utilize major energy draws, including industrial shredders, pulverizers, and balers. As a full-service materials management company, we also operate a vehicle fleet to pick up, transport, and drop off our customers' materials. Energy consumption contributes to the creation of scope 1 emissions through fuel combustion and scope 2 emissions through electricity consumed through the grid. In addition to minimizing our emissions profile, improving energy management practices can reduce operating costs, reduce exposure to fuel price volatility, and avoid lost revenue and cost impacts from potential disruptions in our energy supply.

Approach

As noted under [Greenhouse Gas Emissions and Climate Change](#) above, we have implemented a variety of projects, including an LED lighting project, to enhance our energy efficiency. During 2023 we initiated an assessment, which is ongoing, to install solar panels, and we sought Industrial Assessment Centers (IAC) feedback on other proposed energy efficiency projects. In 2023, we operated a fleet of 26 vehicles as part of our logistics operations [SASB IF-WM-000.B].¹⁸ With the goal of zero empty miles, we seek to maximize every drive by expanding our outbound deliveries and ensuring full loads to reduce energy consumption and associated costs. While we do not operate alternative fuel vehicles in our fleet at this time (0%) [SASB IF-WM-110b.2], we will continue to monitor the technical and operational feasibility of procuring

alternative fuel vehicles, including electric vehicle semi-trucks and supporting charging infrastructure, as the market matures over time.

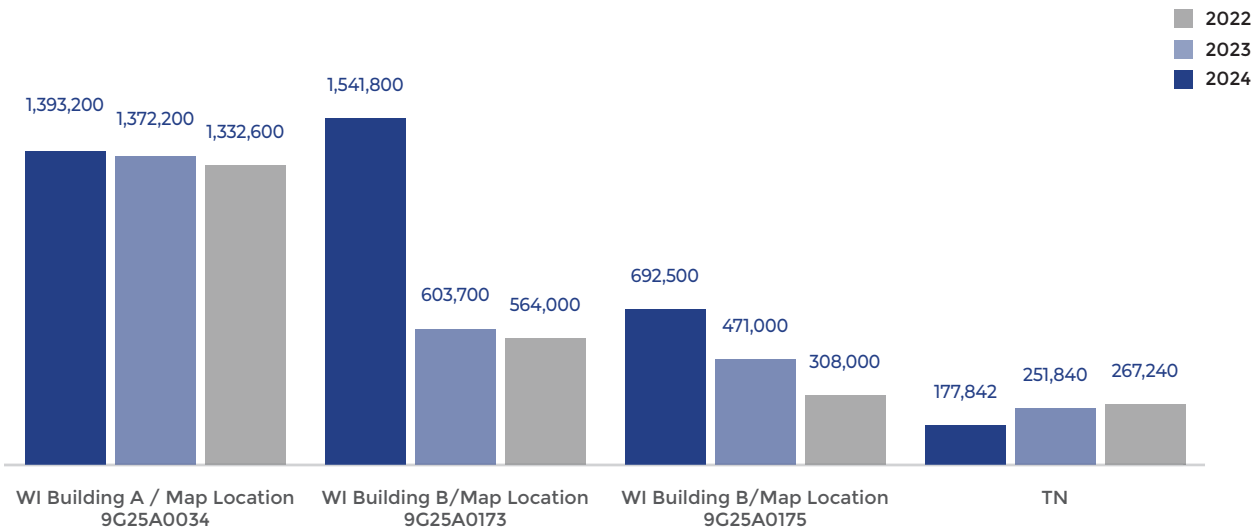
Performance

[TCFD: Metrics and Targets (a)]

In 2024, Dynamic's fleet consumed 341,820 gallons (50,075 GJ) of fuel, down 4.3% from 357,000 gallons (52,308 GJ) in 2023 [SASB IF-WM-110b.1].¹⁹ This decrease reflects our continued focus on route optimization and operational efficiency. In 2024, our electricity consumption trends were influenced by ongoing process optimization and infrastructure adjustments, including equipment relocations and the refinement of our panel shredding operations.



Electricity Consumption (kwhs)



¹⁸Dynamic's vehicle fleet comprises 24 leased trucks and two company-owned trucks – 1 owned spotter in Wisconsin, and 1 owned truck in Tennessee. All vehicles are semi-trucks, except for the 1 owned spotter in Wisconsin, which is a box truck.

¹⁹All (100%) of Dynamic's fleet fuel consumed is diesel. Dynamic's fleet does not utilize natural gas (0%) or renewable (0%) fuels.

Fleet Fuel Consumption (gallons)



Standards and Frameworks: SASB IF-WM-110b.1, SASB IF-WM-110b.2, SASB IF-WM-000.B, TCFD: Metrics and Targets (a)

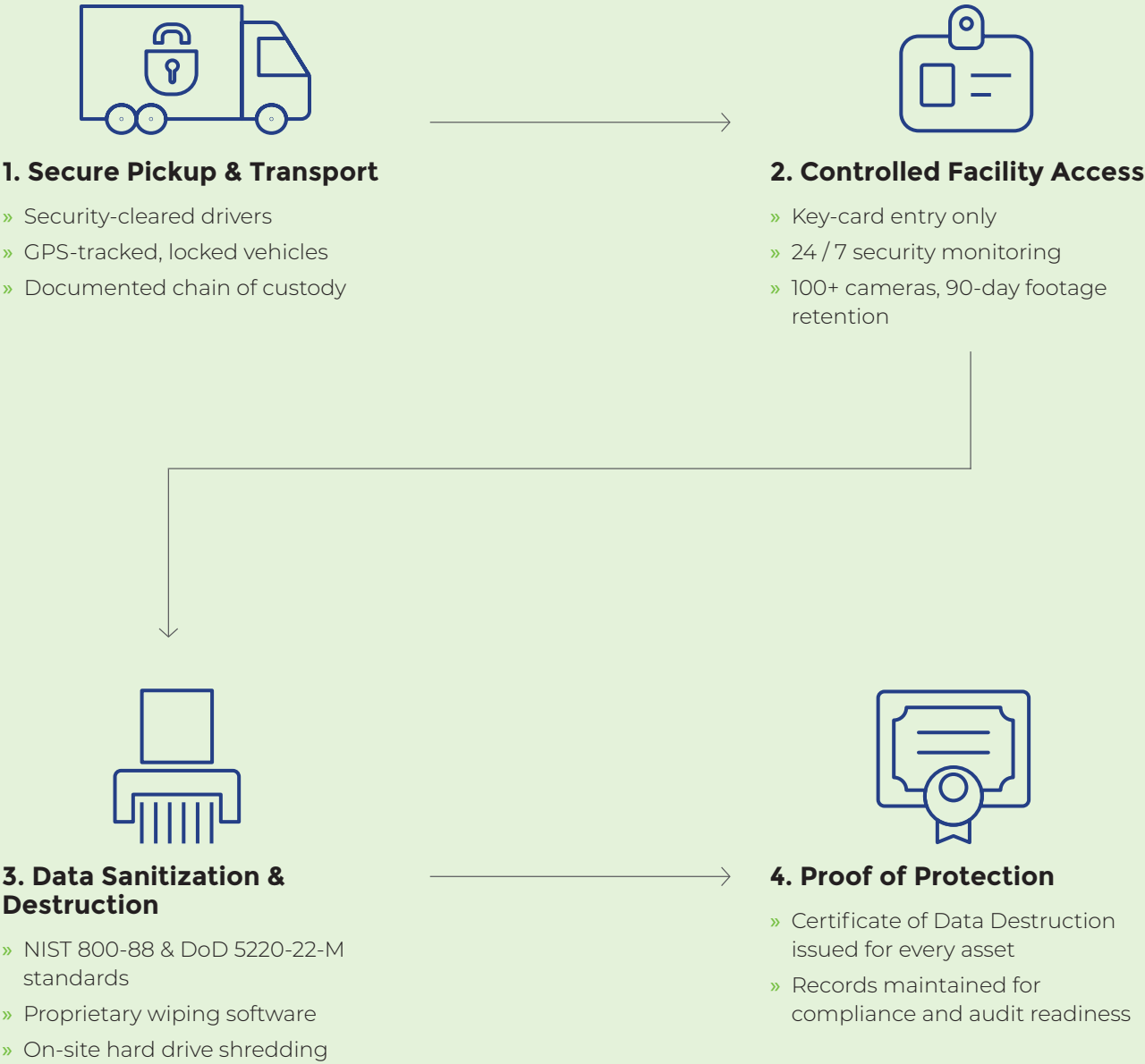
Social

At Dynamic, we recognize that strong practices related to social ESG factors enable us to carry out our mission to put our stakeholders first, including our customers, team members,²⁰ and the communities in which we operate. Among our ESG priorities are Data Security, Workforce Health and Safety,²¹ Labor and Employment Practices, Human Capital Strategy, and Community Engagement.

²⁰ The terms "employee" and "team member" are used synonymously in this report.

²¹ Air Quality was an ESG factor identified as part of the 2022 ESG materiality assessment. Air Quality is included in [Workforce Health and Safety](#), as our exposure to the issue primarily relates to maintaining indoor air quality and ensuring safe working conditions for our team members.

Security Process Structure



Security isn't just a step in our process.
It's built into every step.

Data Security

2024 Data Security Highlights

- » Expanded use of **real-time chain-of-custody tracking** for certain high-security customer projects, providing live visibility from pickup to destruction.
- » Upgraded proprietary wiping software to improve processing speed and accuracy.
- » Enhanced cyber liability coverage verification and internal audit protocols to align with evolving customer security requirements.

Why This Matters

Managing outdated electronics is complex and demands expert-level cybersecurity oversight at every stage. Our customers — from healthcare providers to financial institutions to public agencies — trust us to protect sensitive information with a transparent, compliant, and cost-effective approach. We maintain strict adherence to all applicable regulations, including the:

- » Health Insurance Portability and Accountability Act (HIPAA)
- » Family Educational Rights and Privacy Act (FERPA)
- » Graham-Leach Bliley Act (GLBA)
- » Sarbanes-Oxley Act

Our comprehensive data sanitization, destruction, and protection processes safeguard customers against regulatory penalties, contingent liabilities, and reputational harm, while maximizing the residual value of their IT assets.

Approach

Data Security in Materials Lifecycle Management

We design every stage of our materials lifecycle management process to prevent data compromise. All devices and assets are sanitized according to NIST 800-88 and Department of Defense 5220-22-M standards, meeting or exceeding all local, state, and federal requirements for electronics recycling. As a full-service materials management partner, we control the entire chain of custody, from pickup to transport to processing, using security-driven logistics to ensure sensitive data is always protected.

Full Transparency and Reassurance

- » Complete visibility into our internal security practices and certified downstream vendors that process residual materials after destruction.
- » \$10 million cyber liability policy and a financially guaranteed closure plan for added assurance.

Facility Security

- » Key-card-only facility access, 24 / 7 third-party monitoring, and 100+ security cameras with 90-day footage retention.
- » Seven-year criminal background check and drug screening for all employees before hire, with follow-up checks every three years. Dynamic does not employ individuals with felony convictions related to burglary, theft, embezzlement, or fraud; staff identification is required at all times

Careful Processing

- » Trained personnel manually identify all data-storing devices during receiving, sorting, and teardown.
- » Proprietary wiping software is tailored to each customer's overwriting and destruction requirements.
- » In-house hard drive shredding ensures destruction is completed on-site without relying on downstream processors.

Complete Disposition

- » Expanded use of **real-time chain-of-custody tracking** for certain high-security customer projects, providing live visibility from pickup to destruction.
- » Upgraded proprietary wiping software to improve processing speed and accuracy.
- » Enhanced cyber liability coverage verification and internal audit protocols to align with evolving customer security requirements.



National Association for Information Destruction (NAID) AAA-Certified Services



Our La Crosse and Nashville locations are NAID AAA certified. The National Association for Information Destruction's certification for Electronics Media Sanitization and Destruction is the leading standard for data security throughout the industry.

ITAD Services Tailored to each Customer's Requirements

Dynamic delivers a comprehensive set of ITAD services, tailored to each customer, including logistics and transportation of IT assets, data sanitization, hardware recycling, and refurbishing and resale of qualified assets. The positives of working with Dynamic include:

- » Rigorous data security practices in compliance with industry standards
- » Oversight and control of every step in the ITAD process, from request and pickup of devices, to data destruction and asset recycling or refurbishing

- » Acceptance of virtually any IT asset
- » In many cases, revenue sharing from the resale of refurbished assets, which helps offset the customer's recycling costs
- » A willingness to make changes and improvements based on customer feedback

Organizational Data Security

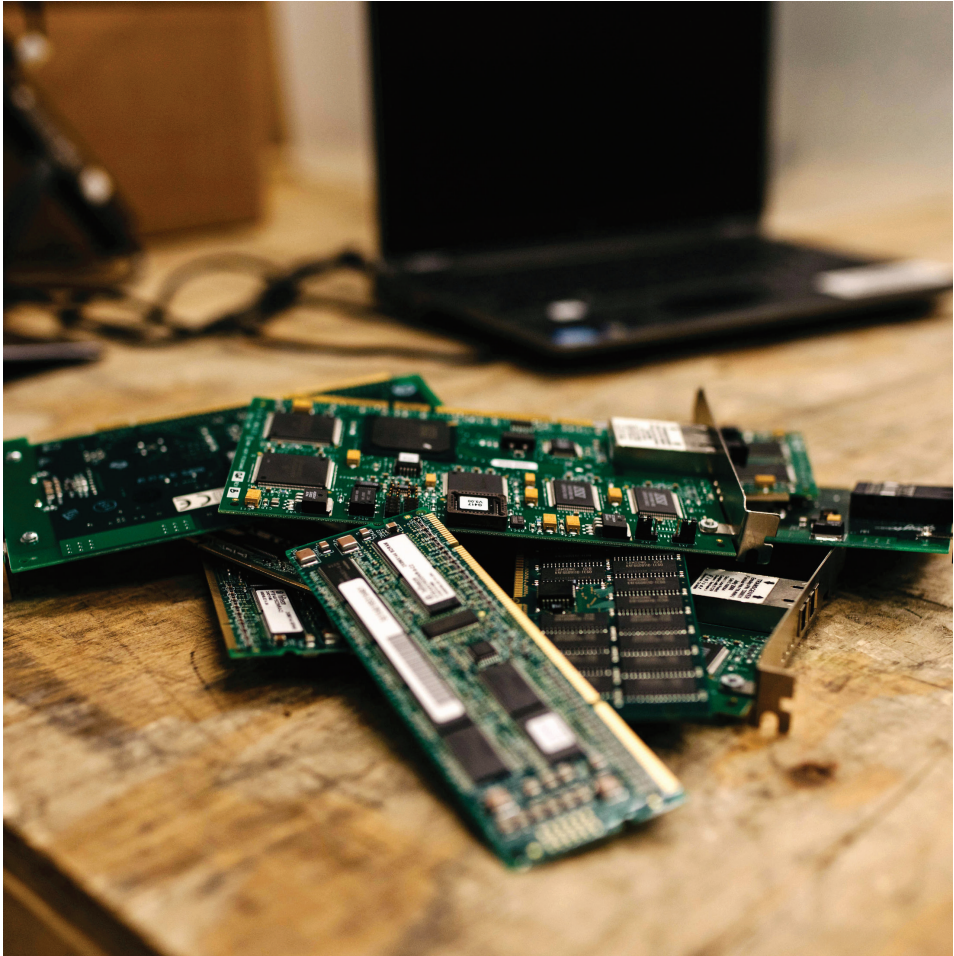
[SASB SV-PS-230a.1, SASB SV-PS-230a.2]

While we do not store any confidential information on behalf of our customers, we do collect and store customer information such as the make, model, and serial numbers of systems they have sent to us for lifecycle management. We understand that managing our organizational security risks goes hand-in-hand with safeguarding our customers' data.²² To this end, Dynamic implements the following approach to identifying and addressing data security risks:

- » Conducting third-party IT security audits for internal and external vulnerabilities.
- » Using technologies that provide notification of vulnerabilities and necessary actions to manage the threat.
- » Working with a third-party managed service provider to ensure our systems are always up-to-date with the latest Windows updates and if they are critical, they are installed immediately upon release.

We aim to maintain strong data security performance and mature our security governance and practices throughout the organization through the development of a security roadmap. In addition, we are working to strengthen our security culture within our organization to ensure

user awareness is a part of everyday activities conducted at Dynamic. We will provide updates on the development and implementation of our security roadmap in future disclosures.



Performance

Data Security Performance²³ [SASB SV-PS-230a.3]

Metric	2024	2023	2022
Number of Data Breaches	0	0	0
Percentage of Data Breaches Involving Customers' Confidential Business Information (CBI) (%)	0	0	0
Percentage of Data Breaches Involving Personally Identifiable Information (PII) (%)	0	0	0

²² Retention for any data from our customers is indefinite unless requested by the customer to be removed from our systems

²³ A data breach is defined as the unauthorized movement or disclosure of sensitive information to a party, usually outside the organization, that is not authorized to have or see the information. No data, including customers' confidential business information (CBI) or personally identifiable information (PII), was breached (0%) in 2024, 2023, and 2022.

Standards and Frameworks:
SASB SV-PS-230a.1, SASB SV-PS-230a.2,
SASB SV-PS-230a.3

Workforce Health and Safety

Why This Matters

The materials lifecycle management process involves the operation of industrial equipment and can generate hazardous materials and chemicals, which pose significant risks to workforce health and safety. Risks related to fire incidents are also prevalent in the industry due to the frequent handling of high-density lithium batteries. During 2024 North American e-recycling facilities reported 14 fires — a 56% increase over 2023, according to an article in E-Scrap News.

Effective workforce health and safety practices are fundamental to the protection of our team members and the proper functioning of our operations.

A proven track record in health and safety can improve workforce productivity and help to attract and retain talent, improving operational performance and reducing costs associated with workforce turnover. Our operations are also subject to Occupational Safety and Health Administration Standards and regulations.

Approach

At Dynamic, we foster a **culture of behavior-based safety** where every team member plays an active role in maintaining a safe workplace. Our comprehensive Health and Safety Manual sets clear standards, while our Environmental Health & Safety (EHS) team is responsible for implementing, enforcing, and continuously improving safety programs.

A team member–led Safety Committee, with representation from every department, works alongside the EHS team to identify and address safety issues in real time. Our safety program includes:

- » Daily safety discussions at the start of every shift.
- » Weekly behavior-based safety walkthroughs with EHS team engagement across all departments; findings are shared regularly with the EMT for continuous improvement.
- » Weekly Toolbox Talks addressing topics identified in walkthroughs and incorporating team member feedback.
- » Mandatory reporting of all incidents, injuries, and near misses, without fear of retaliation; all incidents are investigated within three business days.
- » Routine facility walkthroughs by EHS, Facilities, and Maintenance to ensure that safety and emergency equipment is fully operational.
- » Ongoing monitoring of lighting, sound, temperature, humidity, and indoor air quality to maintain safe working conditions.

Originally implemented in 2020, Dynamic also currently uses the SaferWatch program to monitor safety performance, including scores for the Behavior Analysis and Safety Improvement Categories (BASICS) shown on page 42. The program is a carrier monitoring software that takes data from the U.S. Department of Transportation to provide information about the third-party carriers we use for shipments. This information automatically links into our Transportation Management Software (TMS) for real-time compliance and insurance monitoring at the time of booking carriers.



Air Quality

Air pollution is the presence of air contaminants in such quantities and duration that they can be injurious to humans, animals, plants, or property. As a company specialized in electronics and materials lifecycle management, we do not directly engage in air-polluting activities. While our Nashville facility is located near an area of dense population [SASB IF-WM-120a.2], we do not emit significant amounts of air pollutants, have not experienced incidents of non-compliance associated with air emissions [SASB IF-WM-120a.3], and are not required to obtain air permits to conduct operations.

In 2023 and 2024, Dynamic did not produce any nitrogen oxides (excluding N2O), sulfur oxides, volatile organic compounds (VOCs), or hazardous air pollutants (HAPs) [SASB IF-WM-120a.1].

Indoor Air Quality

E-waste frequently contains hazardous materials. Processing e-waste can produce pollutants that may be dangerous to human health, including toxic metals such as lead, cadmium, cobalt, and mercury. As such, maintaining indoor air quality to ensure safe working conditions is paramount to ensuring the safety of our team members.

Maintaining Indoor Air Quality

Dynamic has a robust industrial hygiene program that enables us to monitor heavy metals and other hazardous air pollutants and to ensure our dust collection and dust mitigation programs are effective. We perform weekly particulate testing on all areas of operation to ensure that we are controlling nuisance dust.

- In 2024, key internal programs implemented included:
- » Modified air filtration systems for our mechanical processing equipment to optimize fugitive emissions controls
 - » Modified shredder's mercury capture system to optimize prevention of incidental mercury release from equipment that may not have been classified as containing mercury

Standards and Frameworks:
SASB IF-WM-120a.1, SASB IF-WM-120a.2,
SASB IF-WM-120a.3

Performance

In 2024, Dynamic continued its track record of zero work-related fatalities, underscoring our unwavering commitment to employee safety. Our total recordable incident rate (TRIR) was 5.2, reflecting our ongoing focus on risk reduction and safe work practices even as operations continued to expand.

We strengthened our behavior-based safety program by enhancing the reporting system

shared across multiple levels of the organization. This improvement supports transparency and accountability for safety initiatives, enabling timely corrective actions and reinforcing a culture of safety awareness.

Our near miss frequency rate (NMFR) reached 210.5, indicating continued engagement and vigilance in identifying and reporting potential hazards. This proactive approach allows for early intervention and mitigation before incidents occur,

driving continuous improvement across our sites.

In 2024, we recorded two over-the-road accidents and maintained a record of zero fatalities, reflecting our steadfast dedication to keeping our team members safe both in our facilities and on the road.

Health and Safety Performance²⁴ [SASB IF-WM-320a.1, SASB IF-WM-320a.3]

Metric	2024	2023	2022
Total Recordable Incident Rate (TRIR)	5.2	5.3	5.6
Fatality Rate	0	0	0
Near Miss Frequency Rate (NMFR)	210.5	196.6	129.4
Number of Road Accidents and Incidents	2	1	2

Safety Measurement System BASIC Percentiles (%) (2024)²⁵ [SASB IF-WM-320a.2]

Metric	2024	2023	2022
Unsafe Driving	2.84	27	N/A
Hours-of-Service Compliance	16	20	N/A
Driver Fitness	N/A	N/A	N/A
Controlled Substances / Alcohol	N/A	N/A	N/A
Vehicle Maintenance	2.2	7	N/A
Hazardous Materials Compliance	55.9	55.9	55

²⁴ Figures considers all team members, including direct and contract team members.
²⁵ As of December 31, 2024. The SaferWatch program produces an "N/A" result when (i) the score is zero (0) or (ii) there are not enough inspections to trigger a rating score. Rating scores remain constant until a change in score is recorded.

Standards and Frameworks:
SASB IFWM-320a.1, SASB IF-WM-320a.2,
SASB IF-WM-320a.3, SASB IF-WM-120a.1,
SASB IF-WM-120a.2, SASB IF-WM-120a.3



Labor and Employment Practices

Why This Matters

We recognize the impact of effective management of labor and employment practices in ensuring that our operations run efficiently and maintain regulatory compliance. An effective approach to workforce employment and labor practices can help minimize labor stresses and conflicts with our team members, reduce or eliminate operational disruptions, and avoid regulatory fines and penalties.

Dynamic is subject to the equal employment opportunity requirements of the U.S. federal government and all states in which we do business, including the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), and Americans with Disabilities Amendments Act (ADAA).

Approach

Bringing people from all walks of life together for a common purpose allows our company to move forward with the strength only a variety of unique personal perspectives and life experiences can create. Dynamic recruits, employs, compensates, trains, promotes, disciplines, and otherwise treats all

team members and applicants based on qualifications, performance, and competence. Furthermore, Dynamic considers all applicants and team members without regard to age, sex, color, religion, race, national origin, citizenship, protected veteran status, military status, sexual orientation, gender identification, marital or family status, physical or mental disability, or any other status protected by law.

We also complete an Affirmative Action Plan annually. We are committed to fostering an inclusive work environment that supports our workforce, and to monitoring our diversity performance.



Performance ²⁶

Gender Diversity [SASB SV-PS-330a.1]

	2024	2023	2022
Percentage of Senior Leadership that is Female	40%	39%	44%
Percentage of the Workforce that is Female	25%	23%	22%

Racial / Ethnic Diversity [SASB SV-PS-330a.1]

	2024	2023	2022
Percentage of Senior Leadership that is Racially / Ethnically Diverse			
White	94%	94%	94%
Black	6%	6%	6%
Percentage of the Workforce that is Racially / Ethnically Diverse			
White	90%	87%	86%
Black	4%	3%	4%
Hispanic	2%	3%	1%
Asian	13%	4%	5%
Native Hawaiian	0%	1%	1%
American Indian or Alaska Native	1%	N/A	N/A
Two or More Races	2%	2%	3%

While all Dynamic team members have a right to unionize, none have exercised this right to date. Therefore, none of Dynamic's team members are covered by collective bargaining agreements. Dynamic did not experience any work stoppages in 2022 - 2024.

	2024	2023	2022
Percentage of Workforce Covered Under Collective Bargaining Agreements	0	0	0
Number of Work Stoppages and Total Days Idle	0	0	0

²⁶ Consistent with the definition provided in the SASB Professional & Commercial Services Sustainability Accounting Standard, "executive management" includes Executives / Senior Level Officials and Managers: "individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises / organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies." At Dynamic, these individuals include senior leaders at the director level and up, including the EMT, collectively referred to as "senior leadership." Team members at the manager level do not hold these responsibilities and are therefore excluded from SASB's definition for "executive management" and Dynamic's disclosure on senior leadership. Workforce refers to all other team members who are not classified as senior leadership.

Standards and Frameworks: SASB SV-PS-330a.1, SASB IF-WM-310a.1, SASB IF-WM-310a.2

Human Capital Strategy

Why This Matters

We recognize that our continued ability to attract, retain, and motivate exceptional team members is vital to ensuring our long-term competitive advantage and ability to create value for our customers. Our team members are critical to our long-term success and are essential to helping us meet our goals. An effective approach to human capital includes the development of strong policies, processes, and commitments, as well as demonstrated performance around team member engagement and talent development. We recognize that implementing these practices has the potential to positively impact the productivity of the workforce and our performance as a company.

Approach

Our team members are our greatest asset, and we’re committed to providing an exceptional environment for the amazing work they do every day.

Dynamic strives to be more than an employer, instead acting as a partner in the career development and life aspirations of our team. By concentrating on the six fundamental areas below, Dynamic connects our team members with the support they need for a great today and a better tomorrow.

Spotlight: Growth and Development at Dynamic

Individual Growth Plan (IGP)	We use IGP’s as a vehicle for consistent and intentional discussions regarding team members’ career interests, skills gaps, and development activities. Team members are recommended to review their IGP every 6 months as part of their performance review process.
Emerging Leaders Program	The goal of this program is to support team members in advancing their careers. Team members in this program not only embrace our mission, purpose, and values, but also demonstrate expertise that can translate to success when taking on greater responsibilities.
LEAD Masterclass (Leadership Essentials at Dynamic)	This two-day leadership masterclass educates team members on what it takes to be a leader within our organization. Designed to be applicable to any level of leadership, this training aims to equip team members with the right tools to be great leaders, the Dynamic way. The concepts trained include topics ranging from supervisory best practices to a discussion around our culture from our CEO and President.
Education Reimbursement	Team members can utilize Dynamic’s Education Reimbursement to further their learning and development. This benefit provides financial support to help pay for school tuition, pay for books, attend a seminar or conference, participate in parenting classes, access financial education, and more.



Health

- » Two health plans
- » Health Reimbursement Arrangement (HRA) program
- » Dental, vision, accident, and cancer insurance
- » Critical health insurance / supplemental health coverage for out-of-pocket expenses
- » Free access to Neighborhood Family Clinic (WI)



Profit Sharing

- » Quarterly profit sharing (fluctuates depending on company profitability)
- » Includes all-team meals and celebrations



Time Off

- » 3 weeks paid time off in year one
- » Paid parental leave
- » 12 weeks paid pregnancy-related medical leave
- » 8 paid holidays



Financial

- » Financial education program
- » 401K with company match
- » Flexible spending account
- » Employer-paid term life insurance
- » Voluntary life insurance
- » Voluntary short-term insurance
- » Employer-paid long-term insurance



Wellness

- » Onsite fitness center and game room (Wisconsin facility)
- » Offsite fitness center discount
- » Wellness and Benefit Education sessions
- » Corporate chaplain
- » Premier Team Member Assistance Program (includes free mental health counseling for team members and their families)
- » Dynamic Pantry



Growth and Development

- » Development community
- » Book club
- » Education reimbursement
- » Individual growth plans
- » Emerging Leaders Program
- » LEAD Masterclass

We aspire to create a culture of recognition and appreciation.

Rewards & Recognition Program

Dynamic’s Rewards and Recognition program recognizes team members who exhibit exceptional alignment with our values or demonstrate effort that goes above and beyond expectations. Implemented on a monthly basis, this program celebrates team members and their stories to maintain our focus on what matters most: our people. The program consists of three components:

- » **MVP (Mission, Values, and Purpose):** Peer-to-peer recognition, shared company-wide each month,

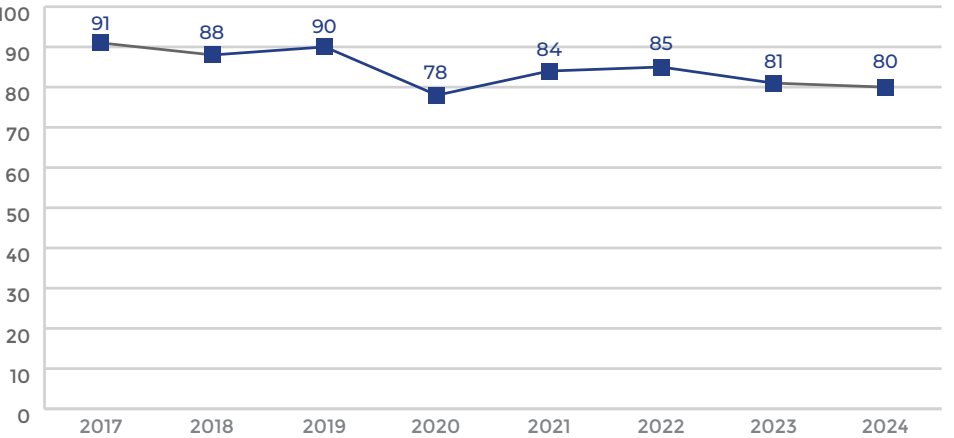
- recognizing behaviors that align with our mission, values, or purpose; recipients receive a certificate.
- » **Top Hat:** Leaders recognize team members whose achievements or efforts go beyond the call of duty; recipients receive a gift card and thank-you note.
- » **CWA (Company Wide Awards):** Annual awards that are peer and leader nominated, with finalists and winners selected by our EMT; finalists and winners are celebrated at our annual company party, and winners receive a \$1,000 bonus and 40 hours of PTO.

Dynamic – A “Great Place to Work”²⁷

We are honored to have been named a Great Place to Work for eight consecutive years! As part of acquiring this certification, we ask our team members to respond to the following statement: “Taking everything into account, I would say this is a great place to work.”²⁸ For the past seven years, our team members agree!



Taking everything into account, I would say this is a great place to work.



²⁷ Great Place to Work—[Dynamic Lifecycle Innovations](#).
²⁸ A minimum score of 60 in response to this question is required to receive the “Great Place to Work” certification.

80% of employees at Dynamic Lifecycle Innovations say it is a great place to work compared to 57% of employees at a typical U.S.-based company.



Source: Great Place To Work® 2024 Global Employee Engagement Study.

Great Place to Work Survey Results: Company Culture

93%

I am able to take time off from work when I think it's necessary.

92%

People here are treated fairly regardless of their race or sexual orientation.

90%

When you join the company, you are made to feel welcome.

Spotlight: Dynamic Engagement Survey

What is the engagement survey?

The engagement survey is an internal survey administered annually that collects feedback directly from our team members to measure their engagement. Team members rate their experience on a list of 19 questions based on Gallup’s drivers of engagement. The questions are rated on a 5-point Likert scale, with 1 being “Never” and 5 being “Almost Always.” Team members’ responses to the questions provide us with invaluable insight into the things we are doing well and opportunities for improvement.

How are the results used?

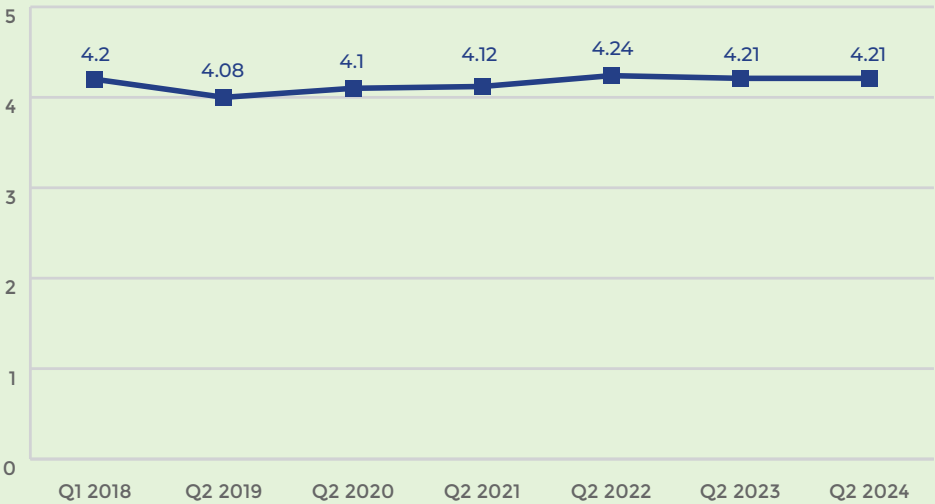
Results are shared with the EMT for review and action. We have a robust department action planning process

that provides leaders a framework to better understand, communicate, and act on the results to help improve engagement. We also conduct cross-functional focus groups to help interpret the company-wide results and provide actionable feedback to the EMT and appropriate stakeholders.

Engagement survey results

Dynamic's overall engagement survey scores for 2018–2024 are provided below. Dynamic’s overall average score over the last six years has never been below a 4, indicating a consistently highly engaged workforce.

Engagement Survey Score (2018-2024)



Performance

For most of 2024, Dynamic’s total number of team members remained consistent with previous years. However, during the past few months of the year, we increased our hiring to help drive and sustain a growing volume of business. By the end of 2024, we had approximately 22 new team members.

A key highlight of 2024 was our track record of filling 41% of “promotable” open positions (i.e., non-entry level) with internal talent. Also of note, we strengthened our

individualized approach to work arrangements. Specifically, we directed team members to partner with their leaders to determine the best job site for their roles and preferences, rather than establishing a single company-wide standard. Many of our professional team members work in a hybrid capacity, giving priority to onsite days for building and strengthening team connections.

Dynamic's Team Members [SASB SV-PS-000.A]

Number of Team Members ²⁹	2024	2023	2022
Full-Time	329	314	300
Part-Time	4	4	1
Temporary	0	0	0
Contract	1	6	8
Total	334	324	309

Team Member Hours Worked ³⁰ [SASB SV-PS-000.B]

Category	2024	2023	2022
All Team Members ³¹	666,108	595,059	600,771
Contract Team Members	1,874	2,097	1,171
Total	667,982	597,156	601,942

Human Capital Strategy Performance [SASB SV-PS-330a.2, SASB SV-PS-330a.3]

Category	2024	2023	2022
Voluntary Turnover (FTE)	57.50	65	41
Involuntary Turnover (FTE)	27	26	18
Voluntary % of Terminations	68%	71%	69%
Involuntary % of Terminations	32%	29%	31%
Voluntary Turnover Rate	17.59%	21%	13%
Involuntary Turnover Rate	8.24%	9%	6%
Team Member Engagement	84.80%	84.20%	82.40%

²⁹ Figure solely considers active workforce as at the end of the calendar year.
³⁰ All (100%) team member hours worked are billable.
³¹ Not considering contract team members.

Standards and Frameworks: SASB SV-PS-000.A, SASB SV-PS-000.B, SASB SV-PS-330a.2, SASB SV-PS-330a.3



Community Engagement

Why This Matters

We place high importance on being a good corporate citizen to benefit our communities and engage our team members and believe that community engagement drives shared value for the communities in which we live and operate. At Dynamic, our community outreach and initiatives drive our culture of collaboration, trust, and respect.

Approach

Dynamic's community involvement occurs at multiple levels, from company-wide programs to projects tackled by mission-specific committees. At the corporate level, we're proud to make a difference in a variety of ways, such as:

- » Providing educational tours of our facilities to local schools and outreach programs; typically the

students are involved in science or environmental programs, or they're on a field trip for a recycling-themed month

- » Partnering with Junior Achievement to teach interview and resume-writing skills to local eighth-grade students, and to educate first- and third-grade students about entrepreneurship, financial literacy, and other essential life skills
- » Holding special events for customers and team members to collect recyclables and electronics for appropriate processing; during 2024 we collected 2,699,761 pounds of electronics, plus 282,164 pounds from events hosted at our facilities
- » Receiving Toys for Tots donations during the aforementioned collection event

In addition, team members are given the opportunity to make a positive impact through six focused committees. Their activities promote wellness, professional development, safety, sustainability, volunteerism, and our core value of having fun. Examples include:

- » **Sustainability Committee:**
The Sustainability Committee, also known as the Green Team, is a voluntary, team member-led group that drives grassroots sustainability initiatives across Dynamic. Reporting monthly to the Director of Corporate Responsibility, the committee fosters engagement

by encouraging team members to directly contribute to Dynamic's mission of protecting the planet and strengthening the communities where we live and work.

In 2024, the Green Team advanced several impactful projects:

- » **Volunteerism:**
Team members contributed **83 hours** of service through activities such as trail maintenance at Tennessee's Radnor Lake State Park, a kayak clean-up at Old Hickory Lake, invasive species removal at the Upper Mississippi River National Wildlife and Fish Refuge, and ongoing Adopt-A-Highway clean-ups. Collectively, these efforts removed **more than 493 pounds of litter year-to-date** from local environments.
- » **Sustainable Operations:**
In partnership with Facilities, the team transitioned all cleaning products to concentrates with refillable bottles, reducing single-use plastics and lowering costs. Automated soap dispensers were also replaced, eliminating battery waste and furthering our commitment to circular practices.
- » **Community Engagement:**
As part of Earth Day celebrations, team members received DIY birdhouse kits to assemble with their families, reinforcing sustainability values at home. The Green Team also continued the

Dynamic Community Garden, now in its fourth year, planting a diverse mix of vegetables and native wildflowers to support pollinators.

- » **Landscape Design and Remembrance:**
A company-wide design contest led to the creation of a new landscaping project at Building B. The winning design was implemented with the Green Team's support and includes a memorial bench honoring team members we have lost.
- » **Cans for a Cause:**
Through this recycling initiative, team members raised **\$741 year-to-date** in 2024 for charitable donations. These activities highlight how Dynamic's Sustainability Committee connects corporate goals with community action, empowering team members to innovate, volunteer, and champion environmental stewardship in alignment with our ESG strategy.
- » **Safety Committee:**
Committee members organized a safety glasses take-back event in 2024. The event yielded 59 pairs of safety glasses at our La Crosse and Nashville facilities. Of those, 47 pairs of glasses were reused and 12 were recycled, generating \$128 in savings and diverting these items from landfills.

Team Member Enrichment

It may sound like a cliché, but our team members truly are Dynamic's most valuable assets, and we want them to be as happy, engaged, and fulfilled as possible. Examples of team member enrichment initiatives in 2024 included:

- » Completing an extensive facility improvement project, involving our La Crosse and Nashville locations, designed to enhance the work environment, promote team member well-being, and foster a sense of community within our organization.
- » Sponsoring and coordinating the 2024 Dynamic Health Fair, where team members could access various organizations and services to enhance their health and well-being.

SASB Index and TCFD Index

SASB Index

The Sustainability Accounting Standards Board (SASB) publishes industry-specific Sustainability Accounting Standards, intended to help companies disclose financially material, decision-useful ESG information in a cost-effective and comparable way. We have reported metrics from the SASB Standards applicable to our business: the Waste Management Standard and Professional & Commercial Services Standard. Any omissions or deviations from the Standards are explained.

Waste Management Standard

ESG Topic	SASB Code	Accounting Metric	Unit	Disclosure / Location
Activity Metrics	IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Number	About Dynamic Lifecycle Innovations, Inc. (p. 5).
	IF-WM-000.B	Vehicle fleet size	Number	Energy Management (p. 32).
	IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Number	Supply Chain—Downstream Partner Management (p. 22). About Dynamic Lifecycle Innovations, Inc. (p. 5).
	IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Metric tons (t)	2024 Highlights (p. 7).
Greenhouse Gas Emissions	IF-WM-110a.3	Discussion of long-term and short-term strategy or plan to manage scope 1 and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Greenhouse Gas Emissions and Climate Change (p. 28).
Fleet Fuel Management	IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Energy Management (p. 33).
	IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Percentage (%)	Energy Management (p. 32).
Air Quality	IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Metric tons (t)	Workforce Health and Safety (p. 41).
	IF-WM-120a.2	Number of facilities in or near areas of dense population	Number	Workforce Health and Safety (p. 41).
	IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Number	Workforce Health and Safety (p. 41).
Management of Leachate and Hazardous Waste	IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Metric tons (t), Percentage (%)	Management of Hazardous Materials (p. 27).
	IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Number	Dynamic does not own or operate landfill facilities. See Management of Hazardous Materials (p. 27).
	IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Number	Management of Hazardous Materials (p. 27).
Labor Practices	IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	Labor and Employment Practices (p. 45).
	IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	Number, Days idle	Labor and Employment Practices (p. 45).

ESG Topic	SASB Code	Accounting Metric	Unit	Disclosure / Location
Workforce Health and Safety	IF-WM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	Workforce Health and Safety (p. 42).
	IF-WM-320a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances / Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Percentile	Workforce Health and Safety (p. 42).
	IF-WM-320a.3	Number of road accidents and incidents	Number	Workforce Health and Safety (p. 42).
Recycling and Resource Recovery	IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Metric tons (t), Percentage (%)	Dynamic does not perform waste incineration at owned or operated facilities. See Supply Chain—Downstream Partner Management (p. 23).
	IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Percentage (%)	Dynamic does not provide composting services. See About Dynamic Lifecycle Innovations, Inc. (p. 5).
	IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Metric tons (t)	Dynamic does not provide composting or waste-to-energy services. See 2024 Highlights (p. 7).
	IF-WM-420a.4	Amount of electronic waste collected, percentage recovered through recycling	Metric tons (t), Percentage (%)	2024 Highlights (p. 7).

Professional & Commercial Services Standard

ESG Topic	SASB Code	Accounting Metric	Unit	Disclosure / Location
Activity Metrics	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Number	Human Capital Strategy (p. 49).
	SV-PS-000.B	Employee hours worked, percentage billable	Hours, Percentage (%)	Human Capital Strategy (p. 49).
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	N/A	Data Security (p. 39).
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	N/A	Data Security (p. 39).
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Number, Percentage (%)	Data Security (p. 39).
Workforce Diversity and Engagement	SV-PS-330a.1	Percentage of gender and racial / ethnic group representation for (1) executive management and (2) all other employees	Percentage (%)	Labor and Employment Practices (p. 45).
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Rate	Human Capital Strategy (p. 49).
	SV-PS-330a.3	Employee engagement as a percentage	Percentage (%)	Human Capital Strategy (p. 49).
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	N/A	Professional Integrity (p. 21).
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Reporting currency	Professional Integrity (p. 21).

TCFD Index

The Taskforce on Climate-related Financial Disclosures (TCFD) developed a framework to help companies and investors disclose decision-useful, forward-looking information on climate-related risks and opportunities. Through a phased implementation approach, we are beginning to align our ESG report with the TCFD recommendations from the start as this framework has emerged as the leading framework for climate-related disclosure, and plan to enhance our disclosure in future reports.

Category	Recommendation	Recommended Disclosures	Disclosure / Location
Governance	Disclose the organization's governance around climate-related risks and opportunities.	(a) Describe the board's oversight of climate-related risks and opportunities.	Climate Change Governance (p. 28). As a privately owned company, Dynamic does not have a Board of Directors that oversees operations. Dynamic's EMT fulfills the roles of a Board of Directors and executive management at a listed company.
		(b) Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Climate Strategy (p. 29).
		(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
		(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Omitted. Dynamic is currently developing a climate change strategy and will provide detail in future disclosure.
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	(a) Describe the organization's processes for identifying and assessing climate-related risks.	Climate-Related Risk Management (p. 31).
		(b) Describe the organization's processes for managing climate-related risks.	
		(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	

ESG Performance Metrics and Indices

2024 ESG performance metrics and indices are available upon request. Make your request [here](#).





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