



Pay Transparency Policy Statement

Dynaxys will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the company, or (c) consistent with the company's legal duty to furnish information.

Maintaining an Environment Free from Workplace and Sexual Harassment

Dynaxys is committed to maintaining a harassment-free work environment to ensure that all our employees work in an atmosphere free of abuse or intimidation. Dynaxys has established policies and procedures mandating a work environment free from discrimination and harassment. These policies prohibit harassment or discrimination based on the race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, or veteran status of employees or applicants.

Discrimination or harassment that is based on any of the above factors is prohibited, as is retaliation against a person who has made a complaint or given information regarding possible violations of these policies. Harassment can include offensive language, graffiti, slurs, jokes, threats or intimidation directed toward members of a particular group. Sexual harassment—which is one type of harassment—can include inappropriate touching, unwelcomed sexual advances, provocative posters and pictures, and e-mail jokes or pictures with gender-based content. Employees who engage in behavior that violates these policies will be subject to corrective action, up to and including termination.

Every employee is responsible for maintaining a harassment-free work environment. All employees are expected and encouraged to immediately report any possible violations of these policies or complaints of discrimination to Dynaxys management including the President, Executive VP, Operations VP, the Controller or Human Resources.

All complaints regarding violations of these policies will be thoroughly investigated and appropriate corrective action will be taken. Retaliation for filing a complaint or cooperating with an investigation is strictly prohibited and will not be tolerated. All managers and directors are required to support our commitment to a harassment-free work environment by helping to prevent and address discrimination and harassment.