

About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

Protection of Rights and Interests

Employee Well-being

Talent Recruitment and Retention

Talent Development

Occupational Health and Safety

The Path to Development

Appendix

Occupational Health and Safety

Luxshare Precision strives to provide a healthy, hygienic, and safe workplace for employees, with the goal of "zero fatal accidents and zero occupational diseases", and make continuous efforts in the prevention and management of occupational health and safety risks.

Management System

Luxshare Precision continuously enhances its occupational health and safety management system. We have established an EHS Management Committee to supervise the Company's EHS affairs, strictly complying with relevant laws and regulations such as the *Production Safety Law* and the *Law on Prevention and Control of Occupational Diseases*. We have formulated and implemented unified standards like the *Group EHS Manual*, the *Group Occupational Health Management Procedures*, and the *Group Accident Management Procedures* to monitor and ensure compliance by all subsidiaries, as well as implement detailed management practices.

EHS Management Structure

The Company has established regulations such as the *Group EHS Management Committee Operation and Supervision Management System* and the *BU Director Environmental Safety and Health Accountability Form*. This has formed an efficient centralized management structure, establishing an occupational health and safety system covering **all employees**. The EHS Management Committee also includes employee representatives to ensure adequate participation in occupational health and safety management.

During the Reporting Period, Luxshare Precision organized **3** specialized EHS meetings for senior management, covering topics such as EHS planning, construction and enhancement of EHS information management system, and EHS reporting.



EHS Management Committee Structure

Board of Directors

- Responsible for overall planning of the Company's EHS-related work
- Listen to the reports on EHS work by the Director-General of EHS



EHS Management Committee

- Establish and continuously improve the Company's EHS management system
- Establish and improve the Company's EHS management system documents
- Hold quarterly EHS meetings, and plan and deploy the overall EHS work of Luxshare Precision
- Formulate the EHS inspection plans and standards, carry out the EHS audits and inspections, and follow up problem improvement
- Coordinate and command emergency events, conduct crisis public relations according to the severity of the events, and initiate emergency response procedures promptly



Audit Group	Publicity Group	Legal Group
<ul style="list-style-type: none"> Organize and carry out the EHS-related inspections in all factories as planned Follow up the EHS problems in each factory and resolve them timely 	<ul style="list-style-type: none"> Establish relevant management systems and work procedures and organize their implementation Carry out EHS-related publicity activities and training Responsible for the collection, collation and analysis of the Company's EHS related data 	<ul style="list-style-type: none"> Collect the latest laws and regulations related to EHS, and establish internal implementation standards Provide necessary legal assistance

EHS Officers of Factories

- Responsible for the direction and inspection of EHS work in BG/BU/factories
- Implement the EHS-related measures and review capital investment
- Work with the Executive Director of each factory to carry out the EHS management



As of the end of the Reporting Period

The number of subsidiaries that obtained ISO 45001 Occupational Health and Safety Management System Certification was

51



EHS Information Management

We utilize an EHS information management system to streamline control measures and reporting channels, promoting systematic, intelligent, and standardized EHS management. During the Reporting Period, we continuously improved the information management system, adding new modules for canteen safety management and risk investigation management. We also created data reporting functions to make all data in safety management more intuitive.



About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

Protection of Rights and Interests

Employee Well-being

Talent Recruitment and Retention

Talent Development

Occupational Health and Safety

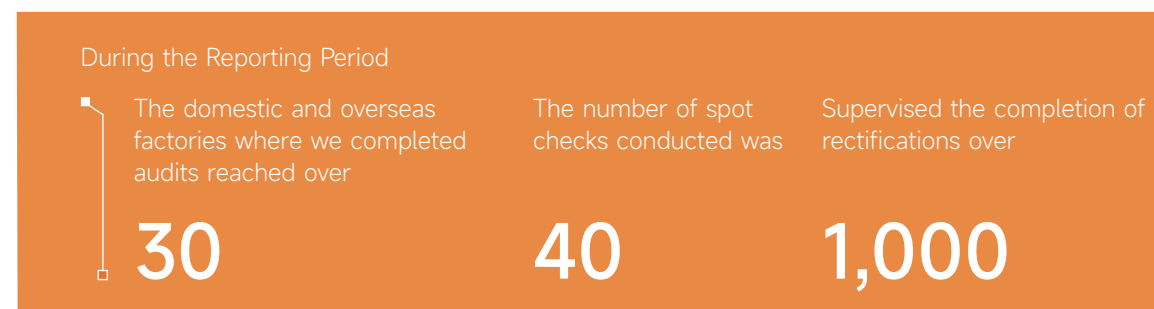
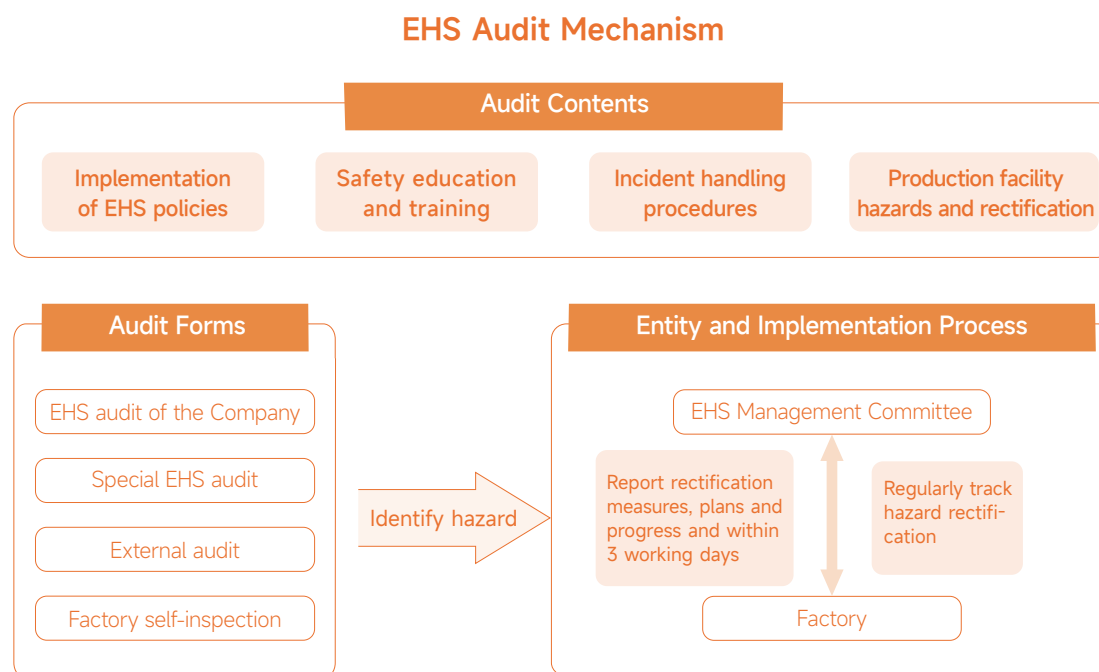
The Path to Development

Appendix

Risk Identification and Control

EHS Risk Management

The Company has formulated the *Group EHS Audit Management Measures* and the *Hazard Identification and Risk Assessment* and Control Procedures to actively identify, investigate, respond to, and manage hazard sources. We comprehensively consider factors such as safety management, risk disaster levels, and production layouts to classify various EHS risks. We then implement dynamic risk management and conduct EHS audits accordingly.



For identified EHS risk sources, we organized safety drills and other activities to enhance employees' awareness of occupational health and safety risks and improved their risk responses.



United Drills of Aids on Water in Kunshan Factory

Work-related Injury Management

We have formulated regulations such as the *Work-related Injury Management Measures*, the *Medical Health and Occupational Disease Prevention Operating Procedures*, and the *Accident (Incident) Reporting, Investigation and Handling Control Procedures*. We have also established the work-related injury handling and emergency response processes to provide standardized guidelines for responding to and dealing with health and safety incidents. We also have 24-hour open clinics to provide timely assistance to employees in need.

Division of Duties in Work-Related Injury Handling

Incident Department	Administration	EHS	HR	Employees
<ul style="list-style-type: none"> Evacuate and protect the employees Announce the incident within 2 hours Assist in accident investigation Implement incident rectification 	<ul style="list-style-type: none"> Handle the work-related injury incident Arrange for medical treatment and review Reimburse the fees 	<ul style="list-style-type: none"> Handle the work-related injury incident Conduct incident investigation and analysis Track incident rectification Check safety training 	<ul style="list-style-type: none"> Handle the work-related injury incident Report the work-related injury Update the work-related injury handling progress 	<ul style="list-style-type: none"> Report the work-related injury incident Evacuate from the site with risk of work-related injury

About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

Protection of Rights and Interests

Employee Well-being

Talent Recruitment and Retention

Talent Development

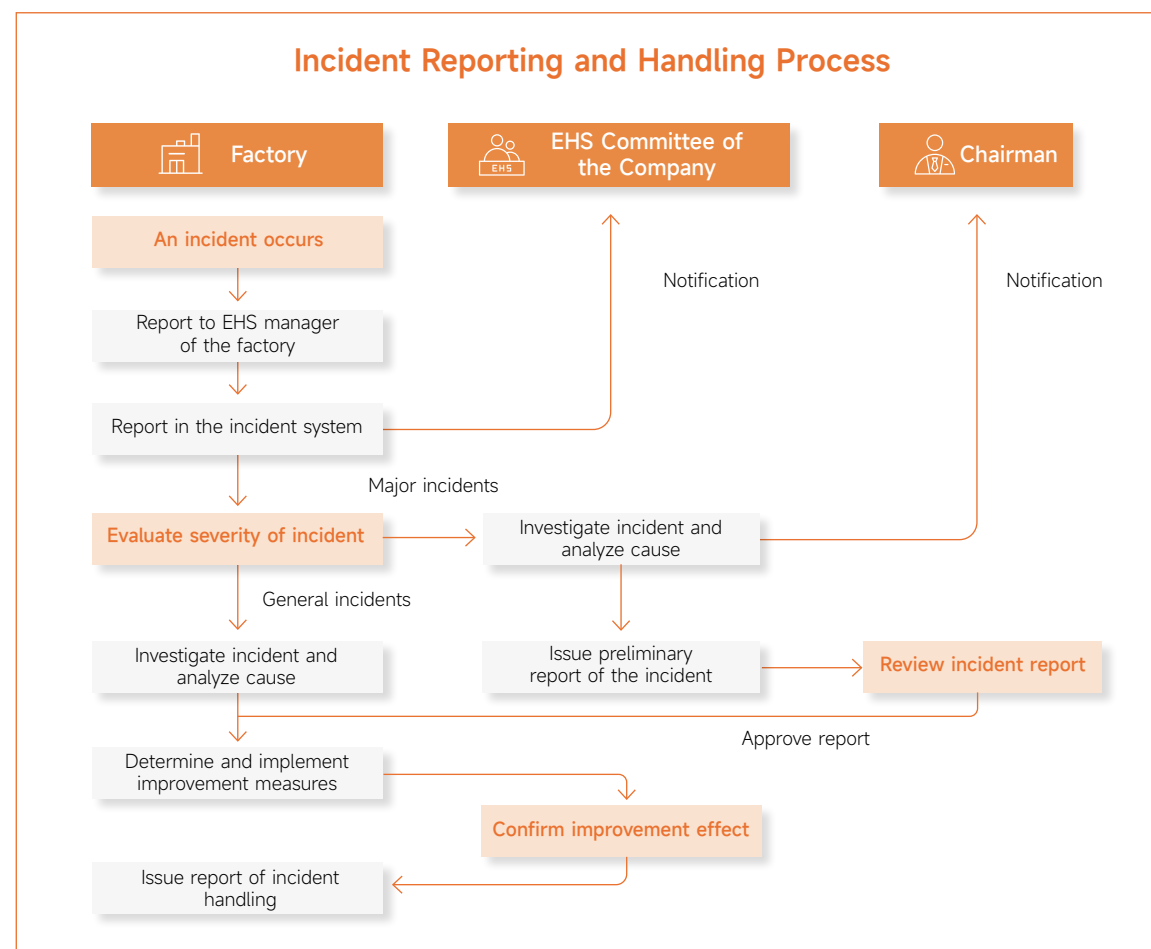
Occupational Health and Safety

The Path to Development

Appendix

EHS Accident Management Process

We continuously reinforce the EHS management responsibilities of our factory leaders. In the event of an accident, the responsible personnel must immediately report it through the EHS management system, and report to local government regulators within a specified time based on the incident grade. To prevent reoccurrence, each factory must analyze the accident's root cause and formulate and implement corresponding rectification measures. Luxshare Precision requires all BG/BU directors to sign an EHS Management Responsibility Letter. This had been **100%** achieved by the end of the Reporting Period.



During the Reporting Period

46%

There were no work-related fatalities, and 145 work-related injury incidents occurred, representing a year-on-year decrease of

Luxshare Precision invested in occupational health and safety management for approximately

RMB 312 million

Training and Care

We regularly conduct various occupational health and safety training sessions across all factories. In addition to offline training, we have also launched EHS courses on the online learning platform "i School" for employees to enhance their EHS awareness.

EHS Management Training

To help all EHS management personnel clearly understand their responsibilities and improve their EHS management capabilities, we provide safety management trainings at company, department, and position levels to enhance the Company's overall EHS management standards.

During the Reporting Period

The Company's various EHS training sessions reached a total of

2,151,601 hours

Participants

925,624 person times

Case | Luxshare Precision Held EHS Emergency Management Training

In September 2023, the EHS Management Committee organized an annual emergency management training session for EHS management personnel and safety officers from five regions, with a total of 385 participants. Through a combination of theoretical lectures and on-site practical drills, this training enhanced all participants' ability to respond to various emergencies.



Emergency Management Training in Luxcase Factory



Emergency Management Training in East China Factory



Emergency Management Training in South China Factory



Emergency Management Training in Chuzhou Factory

About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

Protection of Rights and Interests

Employee Well-being

Talent Recruitment and Retention

Talent Development

Occupational Health and Safety

The Path to Development

Appendix

Production Safety Training

We are committed to instilling occupational health and safety awareness throughout all aspects of daily production and operations. To this end, we require all production factories to regularly conduct production safety training to strengthen employees' safety knowledge and improve their ability to respond to safety emergencies.

Case | Huarong Factory Organized Chemical Safety Training

In 2023, the Huarong Factory organized online and offline chemical safety and environmental protection knowledge training for first-line managers, local safety officers, chemical managers, and administrative staff from various manufacturing departments across all factories. With two training sessions and 32 participants, this effectively enhanced the chemical managers' safety and environmental protection knowledge and management capabilities.



Chemical Safety Training



Case | Jiangxi Factory Held Mechanical Equipment Safety Knowledge Training

In May 2023, the Jiangxi Factory held a specialized mechanical safety training session for 56 management personnel. By incorporating actual case studies and analyzing the root causes of common safety incidents, the training helped participants effectively absorb relevant knowledge about mechanical equipment safety.



Mechanical Equipment Safety Training Held by Jiangxi Factory



Contractor EHS Training

Every year, the Company provides EHS safety training for contractors, clarifying our various standards and regulations, potential safety risks in each construction phase, and control measures. This ensures that contractors fulfill their primary responsibilities for production safety. In 2023, all factories provided specialized training and examinations for all contractor personnel engaging in on-site construction work.

During the Reporting Period

The total number of contractors that attended the EHS training was

5,820 person times

Safeguarding Employees' Physical and Mental Health

We have always placed great emphasis on our employees' physical and mental well-being. We regularly organize employee physical examinations, vaccinations, and other campaigns. We have also established various sports clubs and organized outdoor activities to encourage employees to exercise during their free time and enhance their physical fitness.

Case | Dongguan Factory Organized Free Breast and Cervical Disease Screening

In November 2023, the Dongguan Factory collaborated with the Dongguan Federation of Trade Unions to organize a free breast and cervical disease screening for 300 female employees at the factory. This was aimed to promote women's health and raise wellness awareness.



Disease Screening Organized for Female Employees in Dongguan Factory

The Company also highly cares about employees' mental health. During the Reporting Period, we collaborated with external professional organizations to launch a mental wellness project. We also organized multiple mental health knowledge lectures, mental health knowledge competitions, mindfulness stress relief camps, and various other mental health activities, which were widely recognized and participated in by employees.



Mental Health Knowledge Competition