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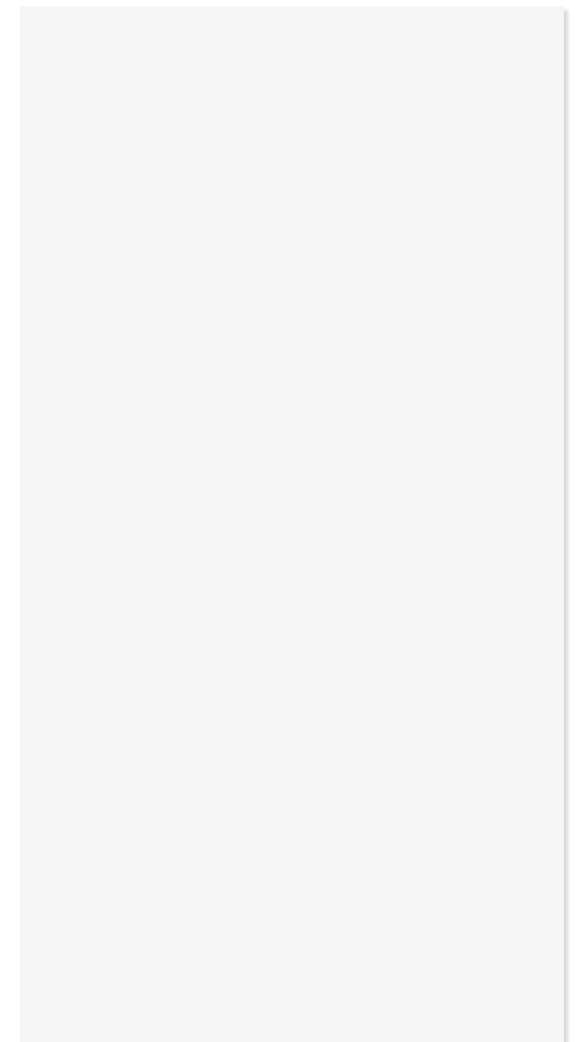
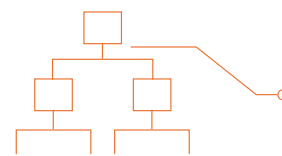
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Occupational Health and Safety

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.

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 Safety*



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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

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

During the Reporting Period

The domestic and overseas factories where we completed audits reached over

30

The number of spot checks conducted was

40

Supervised the completion of rectifications over

1,000

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Protection of Rights and Interests

Employee Well being

Talent Recruitment and Retention

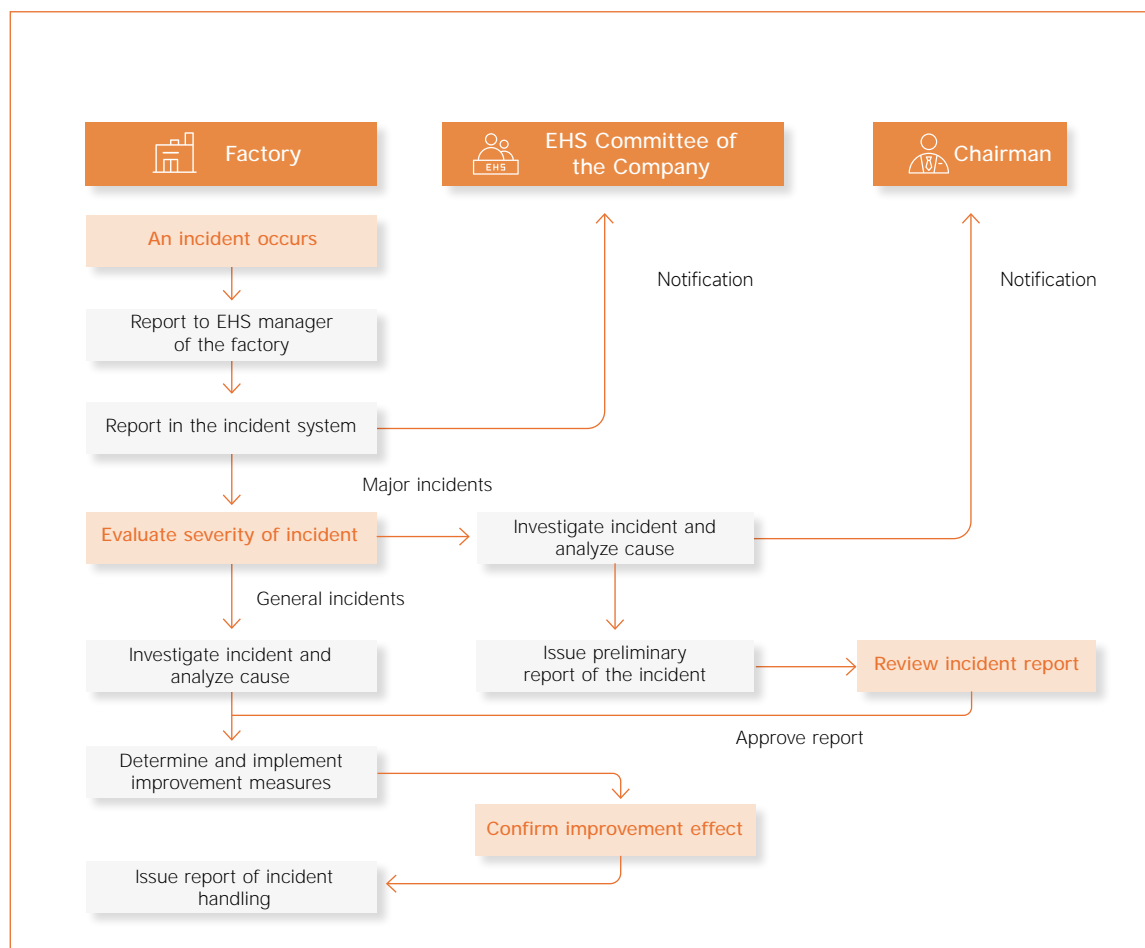
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We continuously reinforce the EHS management responsibilities of our factory leaders. In the event of an accident, the responsible personnel must immediately report it through the EHS management system, and report to local government regulators within 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

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

46

Luxshare Precision invested in occupational health and safety management for approximately

RMB 312 million

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.

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 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

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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



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

Case Dongguan Factory Organized Free Breast and Cervical Disease Screening

In November 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



Mental Health Knowledge Competition