

LUXSHARE ICT

Luxshare Precision

2019 Sustainability Report

Connecting the Future by Technology

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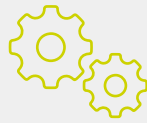
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Message from the Chairman

How time drifted by as Luxshare Precision ushered its 17th anniversary in 2019. Over the years of hardship and great development, we have been committed to one thing—using technology to help stakeholders connect and create more value for a better future.

To realize these connections, Luxshare Precision needed to first build a strong core competency. Incorporated as an original equipment manufacturer, Luxshare Precision has realized independent and innovative development through adopting and innovating leading technologies, products, and processes, thereby embarking on a new development path. In 2019, we invested RMB 4.376 billion in R&D, reflecting a growth of 74% YOY from 2018. Numerous breakthroughs in intelligent manufacturing and patents have been made, several corporate subsidiaries have been named National High-tech Enterprises, and first-rate laboratories have been built in four cities across the world and their successes have been widely recognized. By striking a balance between stable operation and innovative development, Luxshare Precision has continuously optimized its business scope to form a core business in connection devices and systems, with four business segments focusing on consumer electronics, medical services, automobiles, and enterprise telecom, laying a solid foundation for future development. Luxshare Precision has now grown into China's largest and the world's sixth largest connection device manufacturer. Among every three laptops worldwide, one is built using Luxshare Precision's wires. Luxshare Precision's connectors can now be found all over the world.

During the Company's rapid development, Luxshare Precision has continuously strengthened and

standardized our corporate governance. We have set up an organizational governance structure suitable to our developmental stage, and made greater efforts in controlling internal risks to guarantee the interests of both investors and minority shareholders. Since our listing, Luxshare Precision has brought great returns to investors.

Meanwhile, "with great achievement comes great responsibility", Luxshare Precision strikes to create more value for stakeholders. Regarding employees as the most precious assets and stakeholders, we have established a comprehensive training system and career development platform. We protect our employees' rights and interests, compliant with applicable laws and regulations as well as customer requirements. We go beyond compliance in working hours, payments, health and safety conditions, and benefits to build a highly satisfied team. Upholding the principle of win-win cooperation, the Company has established strategic partnerships on a foundation of compliance, and leveraged its influence to build a strong responsible value chain. Remaining honest and transparent to our customers, we fulfill their expectations with high-quality products. We have implemented innovative production processes to transform their needs from original designs to world-class products. In addition, 14 customer service centers have been set up worldwide to provide customers with responsive after-sales services. Thanks to our

numerous efforts, Luxshare Precision has been named a Golden Supplier by major brands like Huawei and Lenovo. To reduce our impacts on the environment, Luxshare Precision is committed to green manufacturing, green design, green production, and green products from a lifecycle perspective. Furthermore, we contribute to the green operation of other industries by providing them with innovative products. In terms of community support and social responsibility, Luxshare Precision has volunteered its support in the fight against the COVID-19 pandemic by donating both money and gauze masks. Our branch companies have also launched local charity events to build up our image as a positive corporate citizen.

As the mountain is made of spoonfuls of earth and the sea tiny drops of water, Luxshare Precision will resolutely and pragmatically forge ahead and leverage its resources to empower its communities, create value, and help stakeholders connect to a beautiful new future.

Wang Laichun,
Chairman of Luxshare Precision
April 2020

About Luxshare Precision

Luxshare Precision Industry Co., Ltd was founded in 2004 and listed publicly on the SME board of the Shenzhen Stock Exchange in 2010. Our product portfolio includes cables, connectors, motors, wireless charges, FPCs, antennas, and acoustic and electronic modules. We provide one-stop solutions for a broad range of industries, including consumer electronics (computers, devices and peripherals), enterprise and cloud applications, automotive and medical.

Luxshare Precision is a global designer and manufacturer of cable assembly and connector system solutions for consumer, automotive, cloud, and enterprise applications. Dedicated to flexible design, agile manufacturing, and collaborative partnerships, we work with technology leaders to create innovative solutions that transform our industries.

Our worldwide presence allows us to service our customers locally while providing global scale and access to our many R&D and test facilities. We are committed to providing the highest quality, innovative solutions, and continue to increase our investment in R&D. Sustained new product development and technological innovation, combined with rational, effective cost control and optimization of our manufacturing processes in areas such as automated modules, not only ensure that the Company is poised to achieve sustained and rapid growth in the future, but also provide a solid foundation to leverage industry-leading advantages.



PRODUCTION

- **Asia-Pacific:** Chuzhou, Baoding, Bozhou, Dongguan, Jiashan, Jian, Kunshan, Suining, Xuancheng, Wuzhong, State of Penang, Taoyuan
- **Europe:** Kierspe, Timiswala



R&D

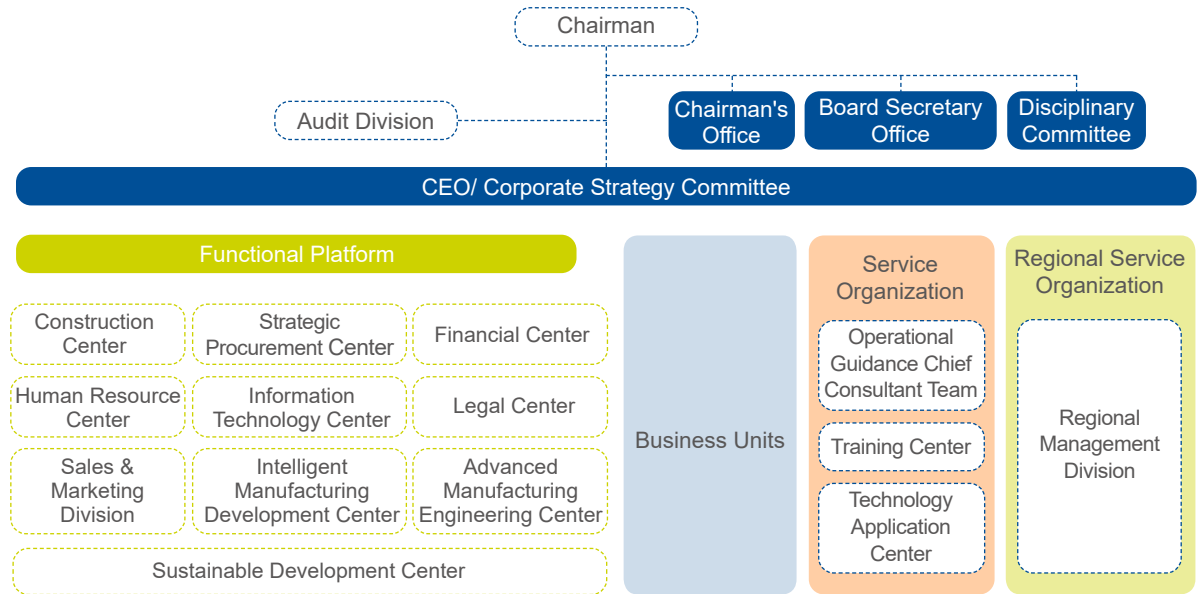
- **Asia-Pacific:** Beijing, Baoding, Dongguan, Kunshan, Taipei
- **Europe:** Kierspe
- **North America:** San Jose



SALES & MARKETING

- **Asia-Pacific:** Beijing, Dongguan, Kunshan, Qingdao, Suining, Osaka, Yokohama, Incheon, Taipei
- **Europe:** Kierspe, Warrington
- **North America:** Austin, San Jose, Seattle

Organization Chart



Total Number of Employee by the end of 2019

137,284



Tax Paid of 2019

1.53 Billion RMB



Sales Revenue of 2019

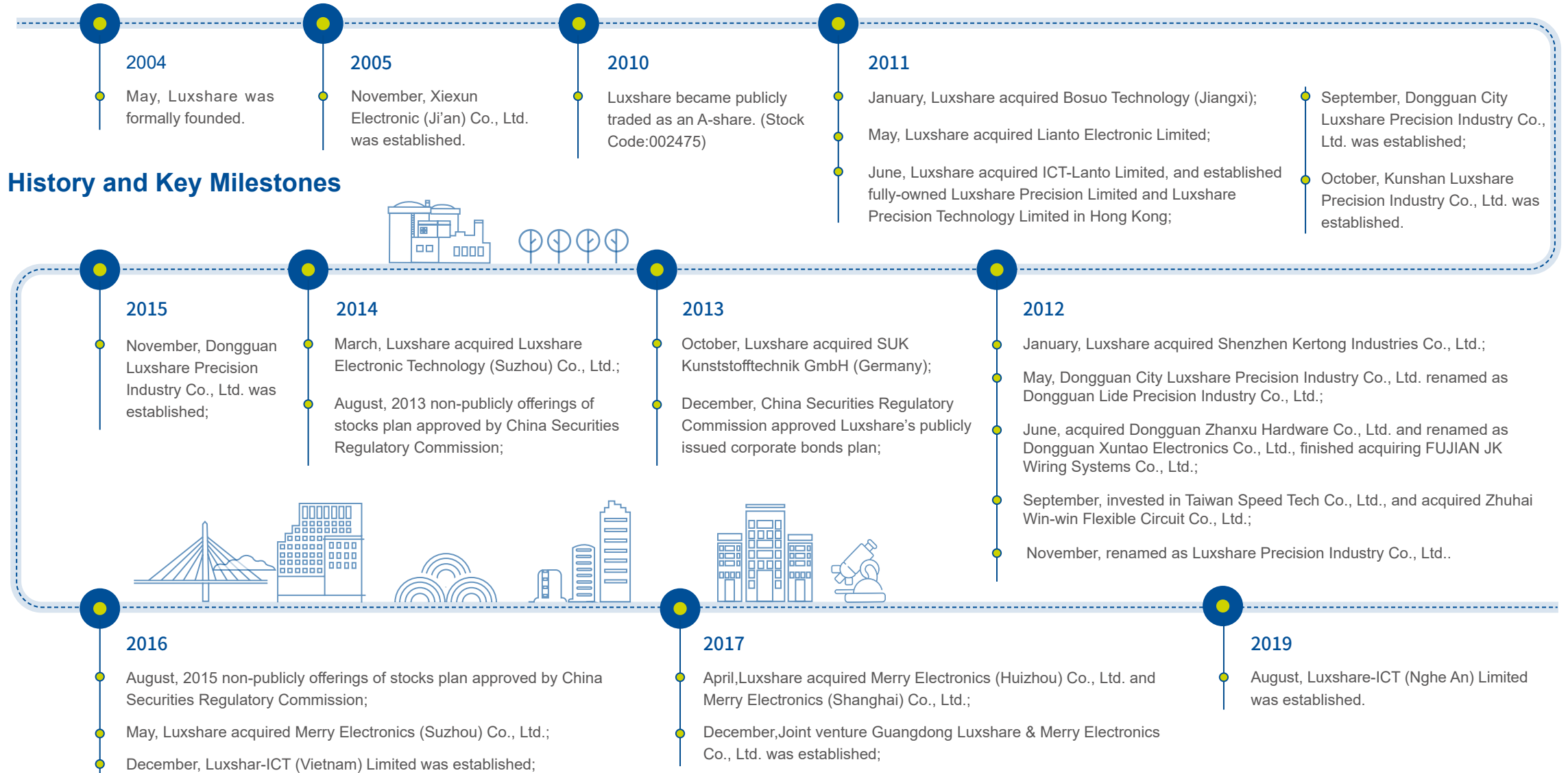
62.52 Billion RMB



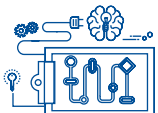
Per Capita Output Value in 2019

455.38 Billion RMB

History and Key Milestones



Operation and Impact



Research and Innovation

The R&D Intensity reached to **7%** in 2019;
14 laboratories established globally;
1,505 patents licensed globally;
18 subsidiaries certified as National High-tech Enterprise;



Manufacturing and Operation

The carbon emission intensity dropped to **5.98** tons/
 millions of sale revenue in 2019;
 Cumulative investment on health & safety reached to RMB
35 million to date;
20,438 suppliers globally;



Sales and Marketing

The sales revenue increased by
74% YOY from 2018;
 The **6th** largest connector
 producer in the world;



Customer Services

Provide leading products and services to
398 customers globally;
14 customer service centers globally;



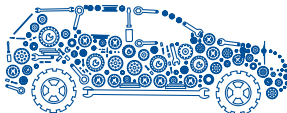
Consumer Electronics

- Smartphone modules
- PC components
- Smart home products
- Wearables
- Audio solutions
- Accessories



Medical Services

- Surgical cable
- Wire harness
- Ultrasound cable
- ECG cable



Automobiles

- Structural components
- Cabling & wire harness
- Charging
- HMI products
- Complex switches
- Sensors



Enterprise Telecom

- High speed cable
- High speed connector
- Base station antenna
- Filter
- Optical module
- AOC

Sustainability Strategy and Management

Luxshare Precision aspires to provide people with better life experience through technology, and contribute to the global sustainable development process. Luxshare Precision has established a functioning organizational structure which connects all departments and units under the Company, enabling the Company to better cope with the challenges brought by changes in internal and external environments, better identify opportunities, and create more value for stakeholders.





Corporate Governance and Risk Prevention

Luxshare Precision strives to build up a modern business system, to regulate its operations as a listed company, and to improve corporate governance structure. Within the reporting period, the Company enhanced its corporate governance structure in accordance with the requirements of China's *Company Law*, *Securities Law*, *the Listing Rules of the Shenzhen Stock Exchange*, *Guidelines on the Articles of Association of Listed Companies*, *Governance Guidelines for Listed Companies*, *Guidelines for the Standard Operations of Listed Companies on the SME Board of Shenzhen Stock Exchange*, and

other laws, regulations, and normative documents. Well-designed corporate policies have been established to regulate corporate operations, improve information disclosure, actively manage investor relationships, and enhance corporate governance at Luxshare Precision.

• Corporate Governance and Practices

Luxshare Precision's corporate governance system has no major differences from the requirements specified in the China Securities Regulatory Commission's normative documents regarding the governance of listed companies.

A complete governance structure has been composed for Luxshare Precision, consisting of the Shareholders General Meeting, the Board of Directors, and the Board of Supervisors. An independent and comprehensive business management organization has been established that meets corporate development needs. The business management organization independently exercises powers in accordance with the *Articles of Association* and internal management systems. Since its incorporation, Luxshare Precision has separated its production management organization from its office organization, and is completely free of mixed operations conducted with shareholders.

Directors are elected and appointed in strict accordance with the conditions and procedures as prescribed in the *Articles of Association* to ensure fair and transparent elections, and board diversity and independence. The Company now has seven directors, three of whom are independent directors and three are female. Under the Board of Directors are four specialized committees—the Nomination Committee, the Audit Committee, the Remuneration and Assessment Committee, and the Strategy Committee. Independent non-executive directors make up a majority of the members of these committees and serve as their conveners, providing professional input for board decision-making.

The directors, supervisors and other senior executives are appointed in accordance with the *Company Law*, the *Articles of Association*, and other laws and regulations, and the Company's senior executives (not including independent directors) are employed full-time and receive remuneration for their work. No one from shareholder affiliates or peers are appointed any roles other than directors or supervisors. Independence in key topics such as employee management, remuneration and benefits is guaranteed via well-designed policies and systems.

Luxshare Precision's Corporate Governance Structure



Furthermore, the Company has set up a governance structure that ensures equal rights for all shareholders, particularly minority shareholders. As guided by the *Articles of Association*, before the convening of a Shareholders General Meeting, a written notice specifying the matters for deliberation, date, and venue of the meeting is sent to all registered shareholders. Shareholders (including shareholder agents) exercise their voting rights based on the number of voting shares represented, and each share is entitled to one vote. Both on-site voting and online voting are utilized for the Shareholders General Meeting in order to facilitate shareholder participation. The votes of minority shareholders are separately disclosed in the resolution of the Shareholders General Meeting in order to fully reflect their opinions.

Executive remuneration consists of 12 monthly pays and one year end bonus, determined based on performance at both corporate level and individual level via year-end assessment. Currently, three company directors work concurrently as senior executives. Director remuneration is determined based on the Remuneration Plan for Directors and Senior Executives, which is formulated by the Remuneration and Assessment Committee and approved by the Board of Directors and Shareholders General Meeting.

• Internal Controls and Risk Prevention

We optimize risk management to ensure continual development and goal fulfillment. Following the Basic Standards for Enterprise Internal Control and our internal control policies, the Company methodically conducts comprehensive risk monitoring and prompt risk evaluation against key risks listed in applicable guidelines. We ensure effective risk control through accurate risk identification and assessment, and sound risk responses. Control objectives are defined to spot internal and external risks. Qualitative and quantitative assessments are conducted to determine risk priority based on the occurrence likelihood, impact scale, risk tolerances, and pros and cons. Risk responses are thus defined to avoid, reduce, share or accept the risks. The Company will further improve its risk evaluation mechanisms to adapt to the business environment and its development needs.

The Audit Department is the permanent body of day-to-day supervision to maintain internal control. Based on the internal control self-evaluation of different departments, the Audit Department conducts independent reviews on the setup and execution of the Company's internal control system, provide suggestions to resolve any identified problems, and urge the implementation of corrections.

The Company closely monitors the effectiveness of internal control through special audits. The Audit



9

Board of Directors
meetings held in 2019



9

Board of Supervisors
meetings held in 2019

Department conducts special audits on malpractice complaints, procurement, and contracts according to business situations, and on major high-risk business and issues on both a regular and irregular basis.

Through a combination of manual control, automatic control, preventive control, and discoverable control, the Company has adopted control measures to keep risks within acceptable limits. Specific control measures include the separation control of incompatible job positions, authorized approval control, accounting system control, property protection control, budget control, operation analysis control, and performance assessment control.

In the future, the Company will establish an effective risk management mechanism guided by advanced risk management concepts, and will continuously improve corporate risk management systems to boost sustainable and sound corporate development.


• Business Ethics and Anti-Corruption

Corruption is the red line that no member of Luxshare Precision may cross. The Discipline Committee, under the Board of Directors, directly reports to the Chairman and has the authority to conduct independent investigations and management. The Company has further formulated the *Code of Ethical Operating Procedures* and *The Global Code of Business Conduct and Ethics*, and signed an Anti-Corruption Statement jointly with all staff. Employees are required to complete related courses via the internal learning platform on a quarterly basis. Those who fail to do so are denied to pay raise or promotion.

With our partners, the Company has signed a Manufacturer's Anti-Corruption Statement with all suppliers, and regularly releases the Luxshare Precision Anti-Corruption Notice to representatives of partnering manufacturers and internal sales representatives. During Annual Supplier Conference, anti-corruption is communicated to ensure that no commercial bribery occurs in our business activities in any form.

Furthermore, the Company provides various complaint filing and whistleblowing channels which include:

 Regular declarations in the form of Supplier Declarations and Employee Declarations;

 **Email:** Ze.Yu@luxshare-ict.com

 **Whistleblowing Hotline:** 13688847351

As stipulated in the *Code of Ethical Operating Procedures*, whistle-blowers are protected from retaliation in any form.

All complaints are kept confidential by special auditors appointed by senior executives to prevent reported departments from identifying whistle-blowing source.



Anti-corruption training sessions held in 2019

3



Anti-corruption training coverage rate of indirect employees in 2019

94.83%



Anti-commercial-bribery training sessions held in 2019

4



Anti-commercial-bribery training coverage rate of indirect employees in 2019

100%



Sustainability Strategy and Management

As a company aiming to thrive for many years to come, sustainable development is of great significance to Luxshare Precision. Business continuity is the key to building a long lasting business, and represents the objective of sustainable development. The Company aspires to leverage leading technologies to contribute to the building of beautiful communities, and continuously improves its capabilities to cope with various risks brought about by the uncertainty of the external environments.

• Sustainability Strategy

Based on the triple bottom line model of economic, environmental, and social responsibilities, Luxshare Precision has built a sustainable development system suitable to its developmental stage, and aligned with the vision of Using Technology to Connect the Future, thereby contributing to the realization of the UN Sustainable Development Goals.



Economic Responsibility: Luxshare Precision's primary responsibility is to create value for the Company and its stakeholders through regulated governance, technical innovation, steady operations, and legal compliance. In this regard, the Company is mainly concerned with:

- **Corporate Governance:** As a public listed company, Luxshare Precision must establish a modern, advanced, and regulated governance structure as required by laws and regulations. This enables the Company to prevent risks, to safeguard the interests of investors, and to provide a fundamental guarantee for steady corporate development.
- **Win-win Cooperation:** Through its innovative product technology solutions, Luxshare Precision is committed to improving its profitability, satisfying customer needs above and beyond their expectations, providing customers with high quality products, creating continual value for suppliers, and offering investors with high-quality financial returns.

Social Responsibility: The sound development of Luxshare Precision cannot realize without employees' contribution. We have built a positive working environment for employees to grow with the Company. Furthermore, the Company has actively shared the results of its economic development with the international community in order to support the building of harmonious communities. In this field, the Company is focused on:

- **Employee Development:** The Company respects its employees

and guarantees that their rights and interests. Moreover, to ensure employees are well attended, the Company maintains a healthy and safe working environment, and offer a wide range of training programs for personal development.

- **Corporate Citizenship:** Through a variety of public benefit programs, Luxshare Precision has actively fulfilled its responsibilities as a global corporate citizen and contributes to the resolution of global social problems.

Environmental Responsibility: Lucid waters and lush mountains are invaluable assets. Luxshare Precision adopts comprehensive measures to manage its environmental impacts during its rapid development, and contributes to the green development of other industries through product and service solutions. Relevant issues in this field include:

- **Green Manufacturing:** Attaching great importance to the environmental impacts of its business operations, the Company actively reduces resource consumption and promotes recycling. To maximize the scale of green operation, we manage our environmental footprints throughout the product lifecycle, from material selection and designs to delivery and use.
- **Environmental Empowerment:** As a B2B (business to business) company, Luxshare Precision has actively provided excellent solutions for the green development of other industries through its environmentally beneficial products and services.

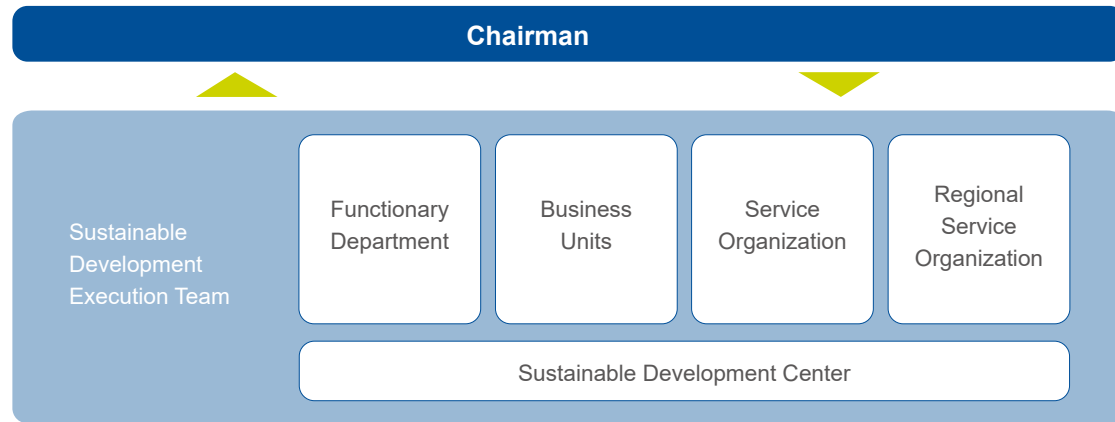
• Sustainability Management

Luxshare Precision has established the Sustainable Development Center. Ms. Wang Laichun, the chairman of Luxshare Precision, participates in the deployment of the Company's sustainable development strategy and decision-making on key issues.

The sustainable development execution team consists of the Sustainable Development Center and department representatives. The department representatives come from the functionary departments, production units, service organizations, and regional service/support organizations to ensure integration of sustainability in business operations. The Center is also staffed with full-time personnel to coordinate its part-time personnel and conduct day-to-day management.

The Sustainable Development Center aims to support all departments and factories of the Group in identifying related issues in Luxshare Precision's different development stages, and drive corporate sustainable development through the formulation of standards, the implementation of guidelines, and the rollout of new programs, shaping Luxshare Precision into an influential company in sustainable development.

Luxshare Precision Sustainability Function Chart

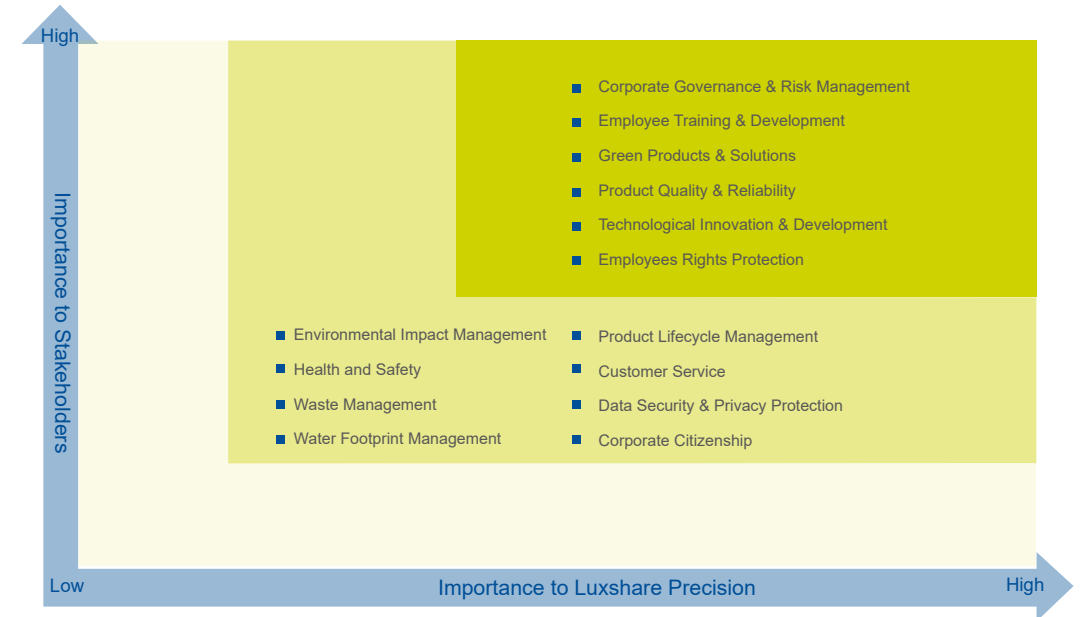


• Materiality Analysis

Sustainability management in Luxshare Precision is an open and dynamic process. We thoroughly review the expectations of company stakeholders and maintain positive interaction with them. We stay open to suggestions and feedback to our management and ensure timely adjustments based on sustainability dynamics.

To achieve this goal, Luxshare Precision conducts irregular materiality analysis from the two perspectives of corporate development and stakeholder concerns. The matrix of Luxshare Precision's material issues has thus been formed to guide day-to-day management.








Materiality Analysis



Stakeholder Engagement

Stakeholders engagement is integral to Luxshare Precision's sustainability. It enables us to learn about stakeholders' needs and expectations, and provides effective and transparent channels for us to communicate results and challenges to stakeholders, building a positive external environment for business operations.

Attaching great importance to stakeholders' concerns and needs, Luxshare Precision maintains comprehensive and sincere communication with them in various ways and addresses their concerns.

Stakeholder Category	Representatives	Stakeholders' Expectation	Engagement Approach	Stakeholder Category	Representatives	Stakeholders' Expectation	Engagement Approach
 Investors	<ul style="list-style-type: none"> Shareholders and investors; Capital market rating agencies; Securities companies; Regulators; 	<ul style="list-style-type: none"> Business and corporate Fundamentals; Long-term strategy and financial performance; Corporate governance and risk management; Investor communication and engagement; Compliant and legal operation; 	<ul style="list-style-type: none"> Regular disclosure of information; Shareholder meetings; Investor meetings and roadshows; Investor hotlines/ mailboxes; 	 Employees	<ul style="list-style-type: none"> Full-time staff; Contractors; Interns 	<ul style="list-style-type: none"> Strong training programs; Fair and transparent career development system; Work and life balance; Stable corporate development; Workplace health and safety; 	<ul style="list-style-type: none"> Training programs; Online communication platform; Employee complaint hotline; Health and safety management and drills; Employee assistance program;
 Government and Industry Associations	<ul style="list-style-type: none"> Central and local government departments including Administration of Industry and Commerce, Tax, Environment Protection; Industry associations. 	<ul style="list-style-type: none"> Compliant and legal operation; Customer and employees' right protection; Product safety and quality; Contributing to industry development and economy growth; 	<ul style="list-style-type: none"> Joining meetings; Contributing to industry standards development and engagement; Communication with industrial association and other institutions 	 Suppliers	<ul style="list-style-type: none"> Product suppliers; Service suppliers; 	<ul style="list-style-type: none"> Fair and transparent selection procedures; Stable financial performance and payment policy; Strategic relationships; Fair, open and just sourcing process; 	<ul style="list-style-type: none"> Annual supplier conference; Supplier capacity development; Onsite audits and engagement; Regular visits;
 Customers	<ul style="list-style-type: none"> Customers in cooperation; Potential customers; 	<ul style="list-style-type: none"> High product quality; Leading R&D capacity; Information security and privacy; Green product practices; Efficient client services; 	<ul style="list-style-type: none"> Pre-sales services and after-sales service; Online communication platform; Regular engagement such as clients visiting; Annual and quarterly meetings; 	 Communities	<ul style="list-style-type: none"> Communities such as villages, towns, and counties where we operate; 	<ul style="list-style-type: none"> Contributing to community development; Benefiting from corporate growth; 	<ul style="list-style-type: none"> Philanthropic projects; Complaint hotlines;
				 Social Organizations	<ul style="list-style-type: none"> NGOs; Medias; 	<ul style="list-style-type: none"> Good cooperation; Timely sharing of corporate insights and practices; Transparent communication and sharing; 	<ul style="list-style-type: none"> Press conference; Regular meetings; Project collaboration;

External Organizations Joined by Luxshare Precision



[Case Study] Alliance for High Quality and Green Development of Information and Communication Technology Industry

On September 19, 2019, with over 200 domestic partners in the global electronics industry chain, Luxshare Precision established the Alliance for High Quality and Green Development of Information and Communication Technology Industry. Focusing on quality and green development, the alliance aims to explore development trends, formulate new standards, and lead the high-quality development of the industry, making due contributions to the national goal of Empowering China Through Quality.



Ms. Wang Laichun (middle), chairman of Luxshare Precision, at the inauguration ceremony with other alliance members

Connecting with Our Customers

Over the past 17 years, focused on customer needs and aiming to exceed their expectations, Luxshare Precision has, continuously enhanced its internal management and strengthened its technical and product innovation, and steadily marched towards the vision of Connect the Future by Technology. We impose high standards and stringent requirements on product delivery, and provide customers with safe, reliable, and trustworthy products.



R&D Investment
in 2019

RMB **4.376** Billion



398

Global Partnering
Customers



The world's sixth largest
connector manufacturer
China's largest connector
manufacturer



Product R&D & Innovation

To better adapt to the market, the Company management has closely monitored the industry's mainstream development trends, and has held internal seminars on a regular basis to actively explore limitations of extant product and business limitations. In-depth industry surveys have been carried out from a professional perspective, and brainstorming sessions have been conducted to explore new development opportunities. The Company is convinced that the implementation of forward-looking strategic blueprints is indispensable from the mastery and application of core technologies. Since its listing, the Company has maintained vigorous investment and innovation in technology R&D, striven to revolutionize traditional manufacturing processes, and continuously increased its investment in automated production. As a leading technological manufacturer, Luxshare Precision has demonstrated comprehensive technical strengths in R&D design, process optimization, and large-scale production. Furthermore, the R&D centers, sales teams, and production bases dedicated to future markets and major customers have provided strong support for our swift and efficient service delivery.

[Case Study] Our Multiple No.1

- 1st company in China to achieve certification of USB3.0 Micro B Type Receptacle and Plug Connector Product on 30 Apr, 2012;

- 1st company in the world to achieve certification of USB-C Receptacle and Plug Connector Product on 24 Aug, 2015;

- 1st company in the world to achieve certification of USB-C Cable Assembly Product on 17 Sep, 2015.

Meanwhile, Luxshare Precision is the:

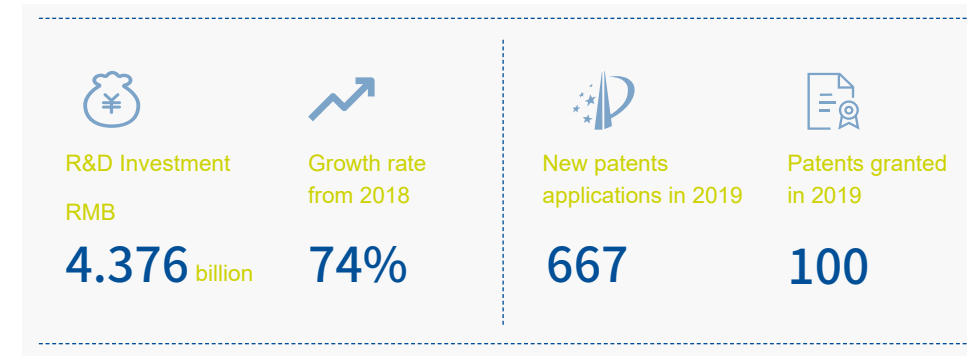
- 1st company that developed USB-C connector and cable for mobile phones, which is the earliest one applicable for Chinese mobile phone brands, and introduced double-side inserting and fast charging;

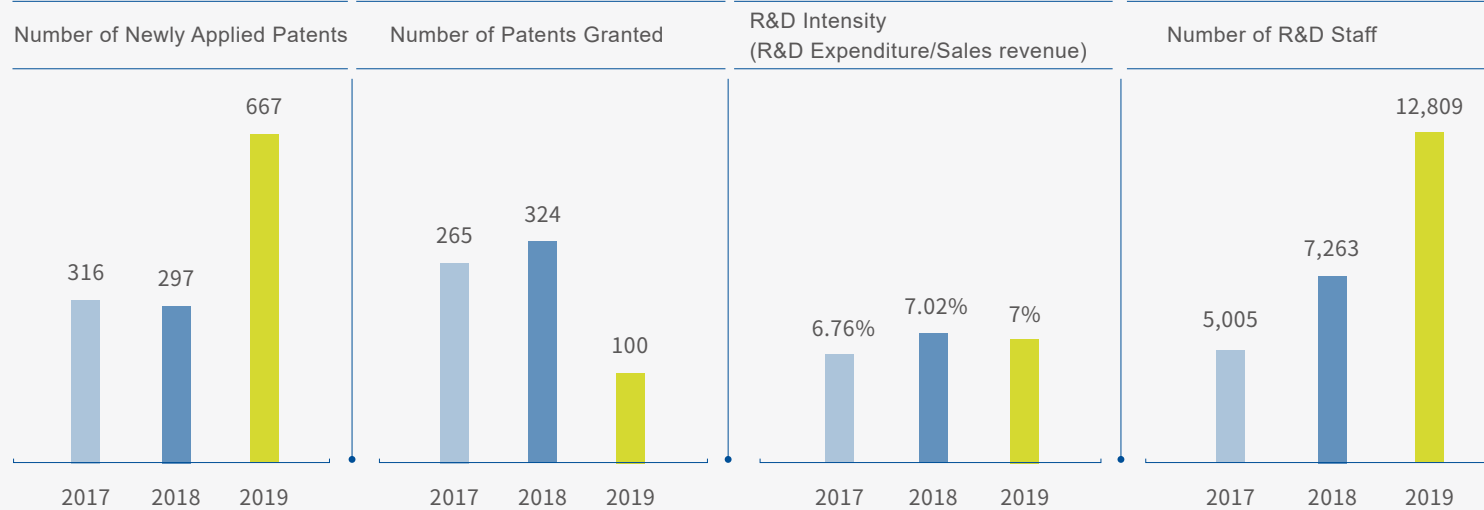
- 1st company that exceeded the limitation of USB-C 5A electric current, and provide special connectors and cables to the top three mobile phone brands, lifting the fast charging current beyond 40W;

- Achieved breakthrough on connector processing and controlled cost at a reasonable level to promote USB-C among more mobile phones;

• R&D Investments

Over the years, Luxshare Precision continuously invests in technology R&D. In 2019, the Company invested RMB4.376 billion in R&D, marking a growth of 74% from 2018. Continuous and steady R&D investment has not only secured the Company's leadership and status in the industry, it has also laid a solid foundation for continuous and rapid corporate development. In 2019, Luxshare Precision applied for 667 patents in China and around the world, 100 of which have been granted to date.

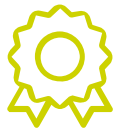




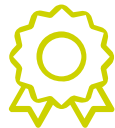
The Company has set up several R&D bases across China and around the world. The San Jose R&D Base in the U.S. has participated in the formulation of new specifications for related association, and developed new interface products with IC plan manufacturers. The Taoyuan R&D Base in Taiwan is responsible for interconnectivity plan designs and simulation; the Kunshan and Dongguan R&D Bases in China have completed cable assembly designs and verification; and the factories have conducted research on materials, processing technologies, and automation.

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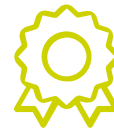
Factories rated as National High-tech Enterprises



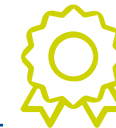
Lanto Electronic & Luxshare Electronic Technology included in the 33rd List of Top 100 Electronic Information Enterprises in 2019



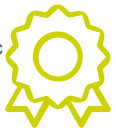
Merry Electronics, Asap Technology, Xiexun Electronic, Lanto Electronic, and Huzhou Jiuding named as Postdoctoral Research Station



Luxshare RF Technology selected as a the National Industrial Foundation Strengthening Project



Lanto Electronic supported by the National Development and Reform Commission's Special Technical Renovation Fund for the Electronic Information Industry



• Product Innovation

Luxshare Precision adopts a systematic approach in product innovation focusing on product design, product line development, customer application, and industrial application.

For product design, we attend to key points such as material features and automated processing through thorough examination and feasibility study. For example, the new material of high-conductivity PE is used to replace braided material, and the pin-to-pin and pitch-to-pitch design of new interfaces can facilitate processing automation.

For product line development, we ensure that only when a product is produced *en masse* at stable quality levels can it be applied to similar products. For instance, round wires have been replaced with flat wires for the convenience of processing.

For customer application, we re-engineer extant products to provide customers with more stable and competitive products at the same costs or even reduced levels.

For instance, the riveted connections used in various connectors over past few years have been replaced by welded connections, and welds have been conducted in a straight line or moved to the same surface to enable automated processing.

For industrial application, we aspire to launch industry-leading interconnected modular designs through continuous innovation and re-engineering processes, and become an industry benchmark .

[Case Study] Innovative Development of Interconnection Solution USB3 Internal I/O

In accordance with the USB-IF's requirements on high-frequency specifications, and to address customer's need of cost effective products, Luxshare Precision has leveraged its years of processing experience to jointly develop the special interconnection solution with customers, the USB3 internal I/O. This device is now in mass production, and received continual recognition from the market.



In terms of product testing, Luxshare Precision has not only focused on basic product performance, but also actively participated in the innovation on testing criteria, testing procedures, testing fixtures, and testing software to keep in line with international standards during the formulation period. The Company has participated in the formulation of standard specifications of international connection interfaces, such as USB-IF's USB-C Cable and Connector Specifications, the USB-PD Fast Charging Specification, other connector interface standards for wired products, and the WPC (Wireless Power Consortium) Qi Standard. Furthermore, the Company has independently developed automatic HF product testing software and kits for laboratories and production lines to enable 100% HF testing during production and ensure the consistency of HF products.

[Case Study] Innovating New Product Testing Specifications

While high-speed products have become a mainstream trend in the market, there are bottlenecks for new product testing and verification during early development stages. Limited by both devices and fixtures, sampling testing is often used in the industry, which requires four hours of laboratory testing per item. By upgrading both its testing system and fixtures, Luxshare Precision has reduced testing time to only ten seconds per item, enabling online testing and better quality assurance.

We have also worked with IC solution manufacturers to promote new interfaces, joined the USB-IF and other associations, assisted in the formulation of USB 3.1 Type-C Cable and Connector Specifications, and obtained the world's first TID for Type-C connectors.

• Intelligent Manufacturing & Lean Production

Given the rise in intelligent manufacturing and Industry 4.0, Luxshare Precision has unleashed the strengths of the technology industry, and realized automated and modular production through re-engineering production processes led by the Intelligent Manufacturing Design Center. The Company has synchronized its pace in formulation of specifications, new product development and complete interconnectivity solution development with IC solution providers and international standard organizations.

The Intelligent Manufacturing Design Center is responsible for the introduction and optimization of technologies related to intelligent manufacturing. Now staffed with 800 employees, the Center is composed of functions such as software development, visual development, organizational design, machining, and equipment manufacturing. High-precision design techniques, visual navigation, visual measurement, defect detection techniques, automatic data collection, cloud computing, and intelligent analysis technology have been extensively applied to develop and implement intelligent systems and high-precision equipment like big data product manufacturing analysis systems, lifecycle equipment management systems, intelligent warehousing, intelligent workshops, automated production equipment and production lines, and high-precision assembly and machining equipment. Services are provided to industries including those of the cables, intelligent wearables, communication products, wireless charging, camera modules, acoustics, SMTs, automobiles, medical, and radio frequency, supporting the diversified and ad-

vanced development of the Group in the fields of product manufacturing and R&D.

We have integrated automation into multiple manufacturing processes. Automated movements are enabled via components and software. Visual imaging technology is applied to automatic production lines for accurate positioning, allowing for the automatic assessment of product quality and prompt responses. The manufacturing execution system (MES) is adopted, which is composed of a complete MES structure, machines, and MES interfaces and communications, as well as an EPR and material tracking system.

At present, Luxshare Precision has reached an industry-leading position in components, precision modules, and in-system assembly automation design. In terms of components, the Company is capable of independent automated manufacturing at all work stations, and implements 100% AOI visual positioning to adjust the position of workpieces and debug processing positions. To perform product quality control, Luxshare Precision has developed the 3D CCD, and has increased its control of certain key dimensions in the Z-direction for more comprehensive product quality control, achieving 100% automated visual inspection and reducing manual labor. The embedding of RFID chips into the fixtures on production lines enables the effective tracking of processing information at each work station, supporting real-time monitoring and malfunctioning fixture detection for maintenance to prevent the recurrence of defected products.

Through the introduction of intelligent manufacturing, lean production, MES data tracking systems, and automation modules, Luxshare Precision has significantly reduced human errors in production, and improved productivity and quality.

[Case Study] Cable Automatic Testing and Production Line

During cable production, the products need to undergo simulated test of use conditions at terminal users to ensure they can function well.

In the test, operators are required to constantly repeat the users' simulated movements, often resulting in inaccurate movements due to fatigue. Under such high-intensity work, the operators may be susceptible to making errors. To address this challenge, Luxshare Precision has replaced operators with six-axis manipulators according to the movement requirements of the testing process. The testing results act as orders for the manipulator to move the cable to the next process or to collection points for defected products, eliminating human caused errors, and greatly improving production efficiency and utilization ratio of the testing instruments.



Product Safety & Reliability

Quality is the cornerstone of a long lasting business because it is the guarantee of corporate survival and development, and the lifeline for market expansion. As a provider of components, modules, and accessory solutions, our product quality has a huge impact on the product performance and brand reputation of the terminal customers. Luxshare Precision has attached great importance to quality management since its inception, and has continuously adopted advanced and effective quality management measures to establish a well-functioning quality management system. High standards and stringent requirements established over the years have continuously steered the Company to an industry-leading position in quality management, which in return has lowered our production costs and enhanced our overall competitiveness.

Luxshare Precision has established the systems of ISO9001, ISO14001, and OHSAS18001, and all production bases have completed or are planning to obtain the certification of these systems. Based on customer requirements and internal requirements, all production bases have passed certification for Sony GP, QC080000, the ISO50001 Energy Management System, the ISO14064 Greenhouse Gas Emission System, the IATF 16949 International Standard for Automotive Quality Management Systems, and the ISO13485 Quality Management Systems for Medical Devices.

Over the years, Luxshare Precision has invested extensive funding and resources in laboratory construction. To date, the Company has built 14 laboratories, which are mainly located in South China, East China, and Taiwan. Four laboratories have been ISO17025-certified.



14

laboratories built up globally



4

of which certified by ISO17025



Laboratory Technicians conducting High-level Tests on the Performance of Finished Products

[Case Study] Extensive Investments in Laboratory Construction to Ensure Product Reliability and Stability

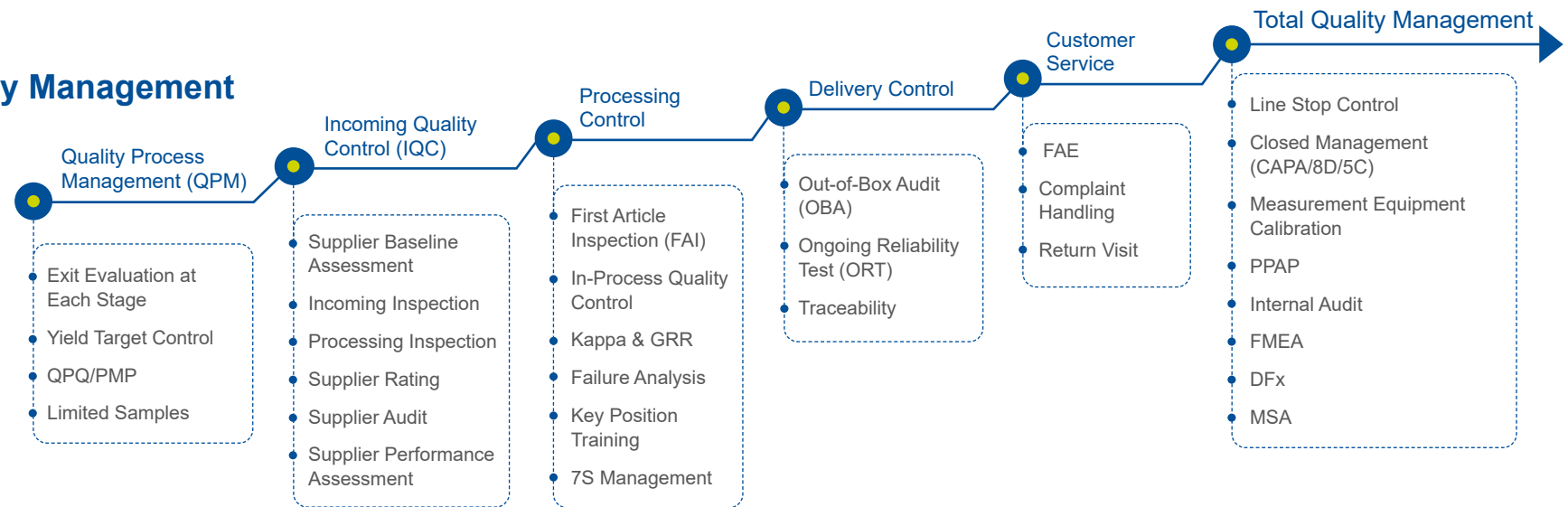
Luxshare Precision has set up 14 laboratories worldwide, including four laboratories certified by ISO17025—Dongguan Xuntao, ASAP Jiangxi, Kunshan Lanto, and Taiwan Xuande Laboratories. The laboratories are equipped to support chemical, electrical, mechanical, and environmental (reliability) testing:

- Accurate qualitative/quantitative chemical analysis to ensure compliance with EU and halogen-free requirements.
- HF electrical tests to ensure compliance with the HF requirements of the USB-IF standard.
- Mechanical physical and optical tests to ensure compliance with the USB-IF standard and customer requirements.
- Environmental simulation tests to ensure product reliability under harsh environmental conditions.
- Optical tests
- Acoustic tests
- EMC tests

Since its founding, Luxshare Precision has invested in a large volume of advanced equipment to conduct product accuracy analysis, including special deep-field 3D microscope systems, X-ray CT scanners, SAR systems, and anechoic chambers. Continuous efforts are made to upgrade equipment to provide customers with reliable, high-quality, and innovative products.

● Product Lifecycle Quality Management

Luxshare Precision has been an advocate of total quality management throughout the value stream from VOC (Voice of Customer) and NPI (New Product Introduction) to the fields of process control and supplier management. Continuous efforts have been made in simplification and optimization to enhance both efficiency and quality.



All new products must be subject to Proto Tests, EVT (Engineering Verification Tests), DVT (Design Verification Tests), and PVT (Process Verification Tests) prior to mass production. Corresponding yield target and exit criteria have been formulated for each stage. Only when the yield target and exit criteria are met can the products be brought to the next stage, enabling the verification of the products' functional capability, and identifying and resolving problems in the development stage before mass production.

Before the purchase of raw materials, candidate suppliers are assessed in terms of quality, cost, and delivery time. Through supplier survey forms and field audits, suppliers' production capacity and quality level are assessed to ensure compliance with SER and RoHS requirements. Suppliers are then required to conduct a small-batch trial production of no less than 300 items. The first pass yield for mass production must be higher than 95%. In addition, these samples should pass both the RoHS test and reliability test.

Suppliers are required to conduct a small-batch trial production of **300** items minimum

First-pass yield for mass production must be higher than **95%**

During the production process, production bases are required to promptly update the parameters of production and test equipment, and conduct regular preventive maintenance and calibration to ensure the efficient operation of production lines. All molds have been installed with fool-proof devices, and the Process Capability Index (CPK) is used to analyze and monitor processing yields in real-time; First Article Inspection (FAI), failure analysis, the Gage Repeatability and Reproducibility (GR&R) measurement system, and Kappa testing are all utilized in production to ensure product quality. 7S and Lean Production training programs are delivered to establish total staff quality awareness and to support continuous improvement.

To ensure product traceability after delivery, the Company has established a product traceability chain of PO, WO, SFC, SAP, and Delivery for access to the product production code, product test records, key component data, and raw material supplier information. The production bases conduct Out-of-Box Audits (OBA) and On-Going Reliability Tests (ORT) to enable quality control before product delivery.

To ensure immediate and accessible after-sales quality support for customers, a global customer service system is in place, with analysis engineer teams in Beijing, Shanghai, Chengdu, Xiamen, Wuhan, and Zhongshan, and partnerships with third-party specialized technical service providers in Asia, Europe, Africa, North America, and South America to ensure immediate and accessible after-sales quality support for customers. To handle customer complaints, the Company has implemented the 2-48-5 principle which requires a receipt confirmation within two hours upon customer complaints, reply of temporary measures within 48 hours, and reply of complete correction reports within five working days upon receipt of failure samples.



Luxshare Precision's Mini Line Test Equipment



Compliance Operation and Audits

Luxshare Precision has passed the certification of the ISO9001, ISO14001, and OHSAS18001 systems, obtained certification from the ISO27001, Sony GP, and IT Application-Industrialization Integration standards, and has passed both customer and third-party audits based on customer requirements and internal requirements. With extensive internal management, customer audits, and government supervision, Luxshare Precision underwent no administrative penalties and committed no violation in 2019, ensuring full-compliance operations.

Subsidiary plants have also been certified by relevant systems according to internal requirements and customer requirements. For instance, Dongguan Xuntao Electronic Co., Ltd. (“Dongguan Xuntao”) has obtained compliance certification from the ISO9001, ISO14001, OHSAS18001, QC080000, and IATF standards. Quality, HSF, CSR and information security-related internal reviews and management reviews are conducted each year. Risk analysis, social responsibility factor analysis, hazard source analysis, and environmental factor analysis are conducted to identify relevant risks and formulate relevant countermeasures. Laws related to corporate operations and regulations are collected and compiled each quarter to conduct compliance evaluations, and objectives and indicators are summarized and analyzed on a regular basis.

In 2019, Dongguan Xuntao received 23 internal and external audits, including three internal audits, 24 customer and customer-designated-third-party audits, and five self-applied third-party audits. These audits are concerned with quality, the environment, health, security, HSPM, information security, RBA, and C-TPAT. The subsidiary passed all audits, with 108 non-conformities identified. Corrective action plans were formulated for all non-conformities, followed up on, and closed. Dongguan Xuntao achieved a score of 183.5/200 points on its self-applied RBA-VAP Closure Audit, and received a silver medal from RBA. CSR annual events were also launched in the form of EHS appraisals, specialized CSR training, CSR knowledge promotion, and CSR knowledge contests. All of these diversified events were designed to disseminate CSR knowledge among all staff.



Dongguan Xuntao Passed RBA Audit with High Score and Received Certificate in 2019

Connecting with Our Suppliers

Upholding its principle of honest cooperation and value sharing, Luxshare Precision highly values its relationships with suppliers, customers, and consumers, and manages its supply chain based on mutually beneficial and collaborative development. We have formulated *Supplier Management Operating Procedures* to select and standardize the management of material suppliers and partners, and set up a well-functioning supplier management system.



20,438

Supply Chain Partners



5,945

Supplier audits in 2019



5,945

Hours of Supplier Training in 2019



Supplier Compliance and Risk Management

Luxshare Precision maintains mutually beneficial and win-win partnerships with its suppliers. The Procurement Department is responsible for supplier selection, communications, and assessment. Supplier archives are compiled and assessment criteria have been formulated to ensure standardized and professional management. This system also enhances transparency in the supplier selection and assessment process, and improves the processes of incoming raw material inspection, production tracking, and evaluation to ensure an integrated and standardized supply chain system.

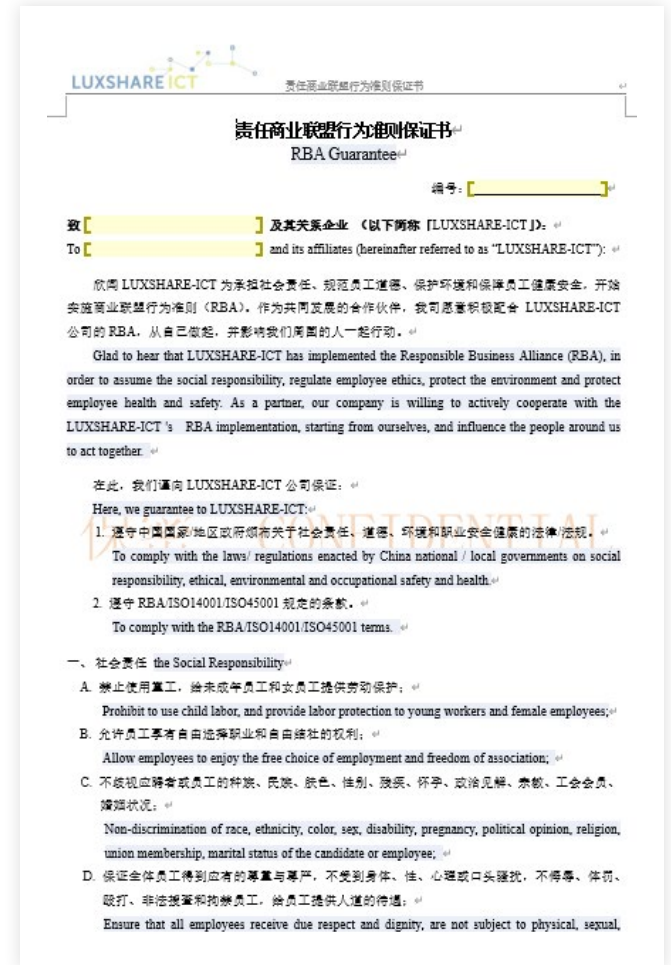
For new supplier introduction, the Company adopts stringent criteria to identify quality suppliers, and creates a fair and just competition environment for them. Through on-going communications and cooperation with relevant parties, Luxshare Precision has safeguarded the legitimate rights and interests of its suppliers and customers. Potential suppliers are required to obtain a quality certification such as the ISO9001, ISO/IATF16949, ISO13485, TL9000, QC080000, Sony GP, or other third-party quality system. Certification of the ISO14001, OHSAS18000, SA8000, RBA VAP certification, or other third-party SER is a plus.

Supplier Compliance and Risk Management

Indicator	Unit	2019
Number of Suppliers	Supplier	20,438
Including: Number of Chinese suppliers	Supplier	16,306
Number of overseas suppliers	Supplier	4,132
Including: Number of raw material suppliers	Supplier	10,076
Number of packaging material suppliers	Supplier	643
Number of service suppliers	Supplier	5,881
Number of CSR audits required by the Company	Audit	12
Number of supplier audits conducted by the Company	Audit	5,945
Including: Number of document audits	Audit	Once per year
Document audit coverage rate	%	100
Number of field audits	Audit	Once per year
Field audit coverage rate	%	70

Suppliers that meet the threshold criteria must provide a completed Supplier Information Survey Form, Materials and Finished Products Restricted Substance Management Specification, Environmental Statement, RBA Statement, Quality Contract and Supplementary Agreement, Terrorism Prevention Agreement, Manufacturer's Letter of Commitment of Honesty and Integrity, a Statement of Non-Infringement, and other sealed documents. Self-assessment forms including the New Supplier Audit Report and SER Comprehensive Audit Checklist must also be filled out. Based on the New Supplier Audit Report, the internal audit team then conduct a comprehensive review of the suppliers' quality, delivery, prices, services, systems, environmental protection, and the SER, to ensure compliance with the requirements of both Luxshare and the customers. Suppliers audited as acceptable or satisfactory are considered qualified suppliers. Suppliers audited as being unacceptable shall make corrections as notified by the responsible part engineering unit, and guidance will be given if necessary. After corrections are made, subsequent audits will be arranged.

Sample RBA Statement



For the selection of raw material suppliers, candidate suppliers are assessed in terms of their environmental management system, occupational health and safety management system, and quality management system. Raw materials to be purchased are subject to rigorous technical verification and assessment, and tests are conducted on samples to ensure that the sample materials comply with technical quality and environmental requirements. Non conforming materials are not accepted. Furthermore, the Company conducts staged evaluations on the quality of the supply to ensure continuous conformity by the suppliers. During the manufacturing process, the manufactured products are subject to environmental design reviews, energy efficiency reviews, and environmental reviews.

The Company conducts performance assessment on all component suppliers in regard to their quality, delivery, technology, and protection capabilities. Suppliers are graded into four classes: Class A, B, C, and D, in declining order of preference. Key component suppliers are further subject to an annual Supplier Annual Quality Process Audit (QPA), an SER Comprehensive Audit Checklist, and Supplier Quality Safety Audit (QSA). Audit frequency is determined by the supplier's quarterly assessment results from the previous year.

Supplier Capability Development

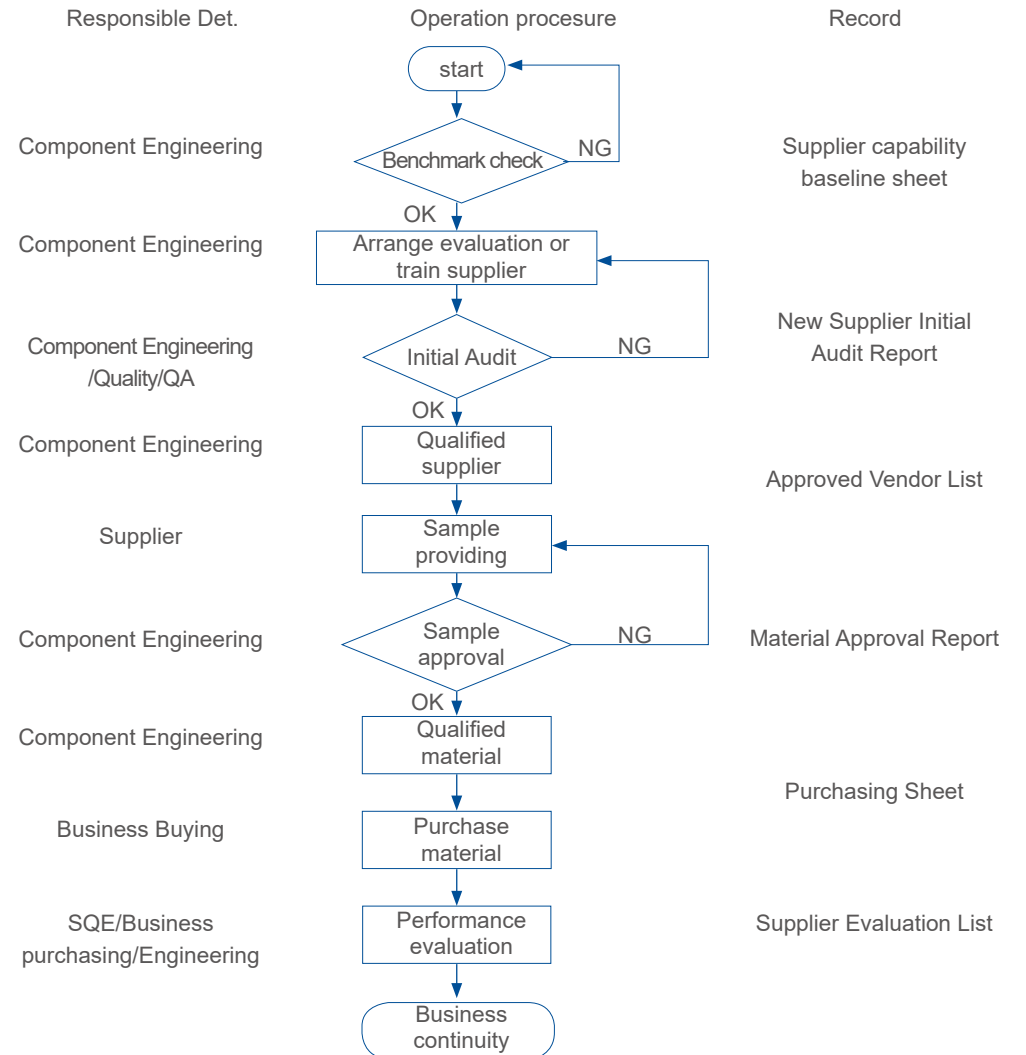
Supplier Training in 2019

Indicator	Unit	2019
Number of Supplier CSR Training Sessions	Session	Once per year
Number of Supplier CSR Training Hours	Hour	5,945
Number of Suppliers Attending CSR Training	Supplier	5,945

All factories organize a supplier conference every year to evaluate the performance of their suppliers, share failure/success stories, and convey Luxshare's environmental, quality, system, delivery, and SER requirements to their suppliers. In 2019, 5,945 suppliers participated in QPA audits, QSA audits, and training organized by Luxshare.



Supplier Management Operating Procedure



Conflict Mineral Management

In accordance with the requirements of the Responsible Business Alliance (RBA), Luxshare has formulated the *Measures for the Management of Conflict Minerals*. Materials are only purchased from environmentally and socially responsible suppliers who have passed the relevant certifications. Suppliers are required to purchase materials from smelters and refineries certified by the Responsible Minerals Assurance Process (RMAP) as confirmed in the Responsible Minerals Initiative (RMI). All suppliers must purchase metals from RMAP-certified smelters and refineries, or those not subject to conflict mineral requirements. Smelters and refineries not certified by the RMAP or not compliant with customer requirements must be removed from the supply chain and agree to a due diligence as required by the Organization for Economic Co-operation and Development (OECD).

Luxshare's *Materials and Finished Products Restricted Substance Management Specification* has listed tantalum, tin, gold, tungsten, and cobalt from Congo and neighboring countries and tin from Indonesia as prohibited substances. Suppliers of aluminum sheets, aluminum strips, iron sheets, iron strips, molds, gauges, fixtures, and equipment which may contain conflict mineral materials are required to send samples for confirmation. The "No Use of Conflict Metal Reporting Template" is also used to investigate the suppliers' conflict minerals information.

Every year, the Company conducts a survey on its suppliers' conflict minerals, and has set a target reply rate of no less than 90%. Class A & B suppliers must reply to the survey to maintain their standing. Suppliers must complete the conflict mineral survey sheet to confirm the smelters and refineries, and the country of origin for their tin, tantalum, tungsten, gold, and cobalt. The collected information is compiled into the No Use of Conflict Metals Report which will be provided to customers upon request.

If the survey results indicate that conflict minerals from Congo and its neighboring countries are used in their materials, suppliers need to provide a written explanation, and immediately stop purchasing and using conflict minerals from these sources. New mineral sources should be selected with valid proof to confirm compliance with the requirements for Congo conflict-free metals, and evidence to demonstrate corresponding improvement and preventive measures. Suppliers are further required to sign the Guarantee of Non-Use of Conflict Minerals.

If suppliers do not give a reply, the Company's Procurement Department will follow up with feedback. If the suppliers fail to give a reply or sign the Guarantee of Non-Use of Conflict Minerals, they will be graded as Class C and D suppliers, and new collaboration will cease.

Conflict Minerals Management in 2019

Indicator	Unit	2019
Number of Suppliers Involving Conflict Minerals	Supplier	8,000
Including: Number of Chinese suppliers	Supplier	5,600
Number of overseas suppliers	Supplier	2,400
Including: Number of raw material suppliers	Supplier	8,000
Number of qualified raw material suppliers	Supplier	8,000
Number of refinery suppliers	Supplier	236
Number of qualified refinery suppliers	Supplier	236
Number of suppliers not used or terminating cooperation due to failure to pass CSR audit	Supplier	10

Connecting with Our Employees

Our employees are Luxshare Precision's core assets. We respect our employees, closely follow labor management principles and protect their legitimate rights and interests. We value and recruit talents, provide diversified training opportunities, and build broad promotion and development platforms. We greatly care about our employees and share our sustainability values with them through a healthy and safe working environment, comprehensive benefit plans and care measures. The Company has established a human resource management system that covers all business lines at headquarters and subsidiaries, to protect employees' rights and support their growth.



137,284

Employees
Worldwide



180,600

Hours of Employee
Training Year-Long



Company Cumulative
Investment on Work Safety

Over RMB **35** million



Diversity and Rights Protection

In strict accordance with the *Labor Law of the People's Republic of China* and other laws and regulations in the local country of business, and in response to the core conventions of the International Labor Organization, Luxshare Precision has drawn up management documents including the *Employee Manual*, the *Code of Ethical Operating Procedures*, the *Global Code of Business Conduct and Ethics*, and the *Human Resource Management Operating Procedures*. We respect employee diversity and ensure their equal rights in recruitment, employment, remuneration, benefits, training, and promotion regardless of race, nationality, gender, or religious beliefs.

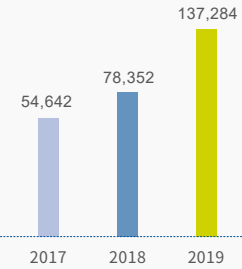
[Case Study] Luxshare Precision's Principles for Workplace Respect

Luxshare Precision strives to ensure that all individuals, coworkers, customers, partners, and suppliers receive honest, fair, and polite treatment in the workplace. We have zero tolerance for discrimination or harassment based on race, skin color, religious belief, gender, age, ethnicity, place of birth/residence, citizenship, physical or mental disability, medical conditions, sexual orientation, sexual identity, veteran status, marital status, or any other feature protected by law. Furthermore, Luxshare Precision cherishes employee diversity and provides fair employment opportunities for all applicants and employees. We follow core principles in all fields of employment, including but not limited to the fields of recruitment, employment, training, work allocation, promotion, remuneration, benefits, and other fields required by law.

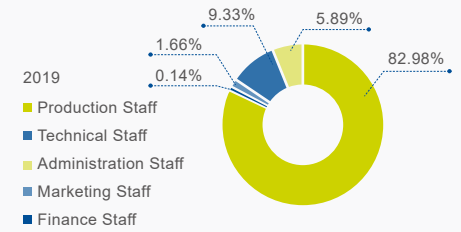
Politeness and respect in the workplace extends to workplace safety. Threats of bodily injury, participation in violent acts, or possession of weapons in the workplace are completely prohibited. Drinking or using illegal drugs at work is also strictly prohibited. If you notice any harassment, discrimination, or violent threats or acts, you should immediately notify your immediate manager or the Human Resources Department.

Moreover, detailed information can be found in the Company's *Fair Employment Opportunity Policy*, its *Zero-Harassment Workplace Policy*, and other policies in relation to appropriate workplace conducts.

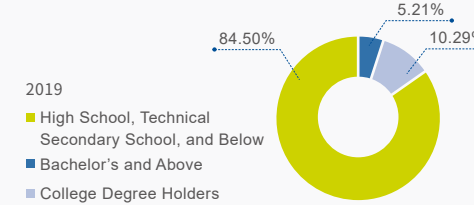
Number of Total Employees (Unit: person)



Employee Category in 2019 (Unit: %)



Educational Background in 2019 (Unit: %)



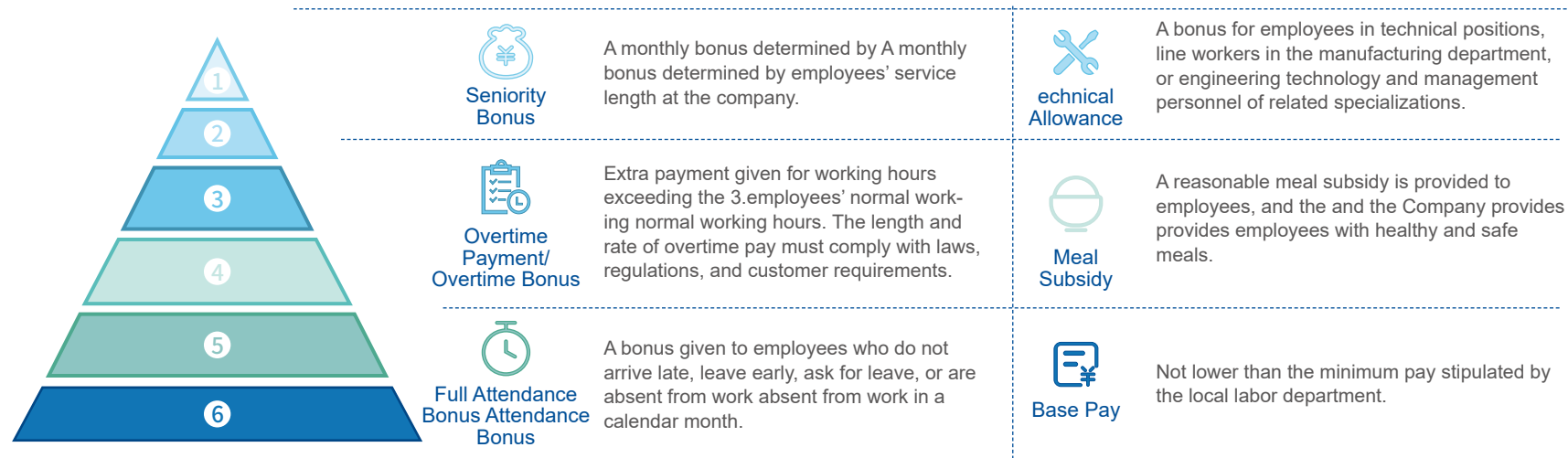
In 2019,
32
females are in senior management

In 2019, the ratio of senior female managers reached to
14.68%

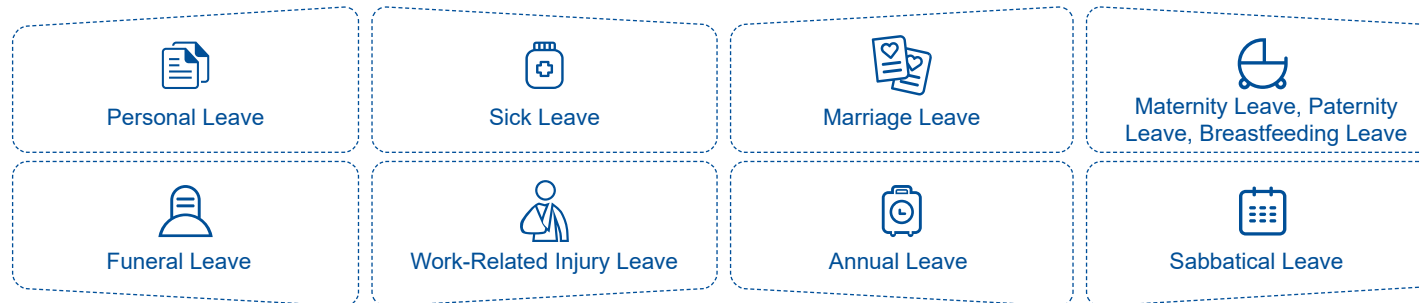
Child labor is strictly prohibited. Luxshare Precision has formulated the *Recruitment Management Measures*. The valid identity of applicants is reviewed and confirmed in a variety of ways during recruitment, onboarding approval, and onboarding registration, ensuring that no child labor is recruited. For minor workers, Luxshare Precision has drawn up the *Measures for the Management of Labor Assignment*, *Measures for the Management of Student Internship*, *Measures for the Management of Assignment to Various Regions*, and the *Child Laborer and Minor Worker Management Operating Procedures*, to ensure their basic rights in working hours, working environment, and safety training. Remedial measures are in place in case of child labor incidence.

Forced labor is prohibited. Employees are guaranteed with statutory holidays and days off at local facilities. Management documents like the *Overtime Working Management Measures* and *Non-Compulsory Work Operating Procedures* stipulate that no production base shall require employees to work overtime. In the event that employees need to temporarily work overtime due to workload, an overtime application form shall be completed and submitted to their supervisors for confirmation and approval.

Remuneration and Benefits for Employees



Vacation and Leaves for Employees



As an advocate of honest communications and cooperation, Luxshare Precision has established a Trade Union, an employee representative system, and an employee complaint system to maintain effective communication with employees, and encourage their active involvement in corporate operation management. Employee satisfaction surveys are conducted every year to collect employees' thoughts and opinions for continuous improvement in HR policies, cultivating a satisfying corporate culture.

Luxshare Precision sets up the Trade Union to enhance employees' satisfaction at work, ensure labor security, provide professional psychological guidance, facilitate complaint filing, and establishes management documents such as the *Measures for the Management of Employee Representative Election*, the *Measures for the Management of Employee Relations*, and *Freedom of Association and Collective Bargaining Management Procedure*. According to these management documents, production bases hold employee representative elections and employee seminars on a regular basis, set up visualized communication systems, and mobilize employees to participate in decision-making, so that employees can gain a comprehensive understanding of corporate development goals and conditions, and actively raise their opinions and make suggestions. Employee suggestions are adopted to the greatest extent to enhance their satisfaction and stabilize the workforce.

To handle employee complaints, the Company has formulated the *Employee Complaint Operating Procedures* and *Labor Dispute Case Operating Procedures*. Upon receipt of employee complaints, the responsible persons or departments must conduct an investigation on the related parties involved in the complaints, and provide feedback within three working days.

Taking Dongguan Xuntao as an example, employee complaint channels include:

Complaint Email: HR@luxshare-ict.com

WeChat Official Account: xuntaodianzi

Bulletin Board

Employee Self-Service Platform: My Voice

Employee Complaint Service Hotline: 0769-89089000 ext. 70885



We set up labor union to protect employee right



In 2019, Luxshare received 1,253 employee complaints, most of which related to accommodations, food, remuneration, attendance, and production line management. Through targeted optimization and improvement, all complaints were resolved.

Employee Complaint Rate	2018	<div style="width: 1.06%;"></div>	1.06%
	2019	<div style="width: 0.91%;"></div>	0.91%

Capacity Building and Career Development






Luxshare Precision is committed to establishing a learning-oriented organization, and to realizing both employee value and corporate value. The *Measures for the Management of Internal Lecturers*, the *Measures for Management of Educational Training*, and the *Educational Training Operating Procedures* have been formulated and updated on a regular basis, specifying training procedures during each career stage including orientation, job preparation, on-the-job training, job transfer, and promotion. Each business line has accordingly introduced the *Educational Training Management Procedures* and relevant management measures, and production bases have released annual training plans for their factories and respective departments according to their annual development plans. Through the cascade deployment with overall planning at the headquarter, customization at business lines, and implementation at production bases and departments, the core competitiveness of employees and the Company has been enhanced to achieve the goal of mutual growth.

To facilitate employees' continual growth, the Company continuously enriches training resources and designs extensive learning materials via purchasing online courses, organizing micro-course competitions, and building online learning platforms with over a million courses.

Employee Training and Learning in 2019

Total Number of Courses Completed	1,082,100
Number of Courses Completed Per Person	29.7
Total Learning Hours	180,600
Learning Hours Per Person	4.96
Number of Knowledge Sharing Sessions	764
E-Learning Platform Coverage Rate	>90%
Number of Online Examinations Organized throughout the Year	1,480
Number of Online Examination Participants	518,700

Employee Training Programs

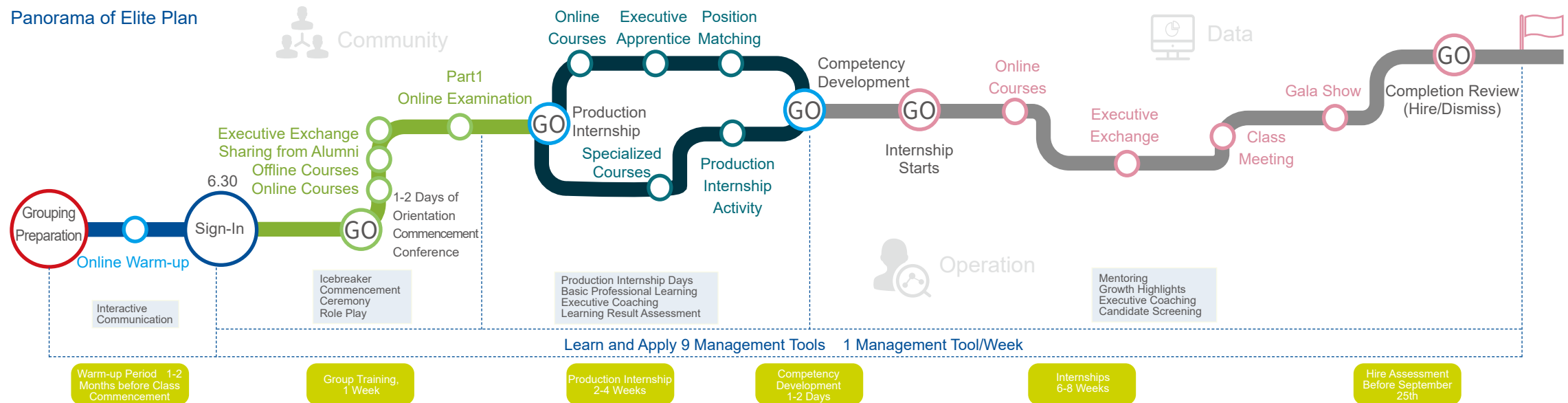
Promotion Training		Helps newly promoted (professional/management) employees master the knowledge and skills required by their positions and quickly adapt to their new jobs.
Job Transfer Training		Helps employees master the knowledge and skills required by their new jobs and quickly adapt.
On-the-job Training		Provides internal and external resources to help employees continuously enhance their personal skills and maintain their competencies.
Pre-job Training		Helps employees understand the work unit, familiarize with their positions, and start working effectively.
Orientation		Helps new recruits get to know the Company and quickly fit in.



Customized training programs have been designed for employees at various positions and ranks. While focused on classroom training, tests, practices, and sharing are integrated to enhance training interaction and learning enthusiasm. Key training programs launched in 2019 included:

- **Elite Plan (Management Trainee Program):** a training program for newly recruited college graduates in 2019 that helped them quickly adapt to their jobs, fit in and master essential career skills.
- **Eyas Plan (Junior Management Trainee Program):** a training program designed to equip talents with professional knowledge and independent skills through customized courses and internship plans to resolve technical and management issues.
- **Phase II Advanced Management Training (Middle and Senior Management Program):** a training program for employees promoted to the senior management in 2019; designed to help them enhance self-awareness, quickly adapt to their roles, and master management skills;
- **Line Leader Training:** focused on production line leaders, and designed to enhance employees' competencies, employee management skills, and production management skills.
- **Production Base Training:** professionals and expert scholars are invited to provide customized training for general technicians, team leaders, line leaders, and middle management according to annual development plans to facilitate employee growth.

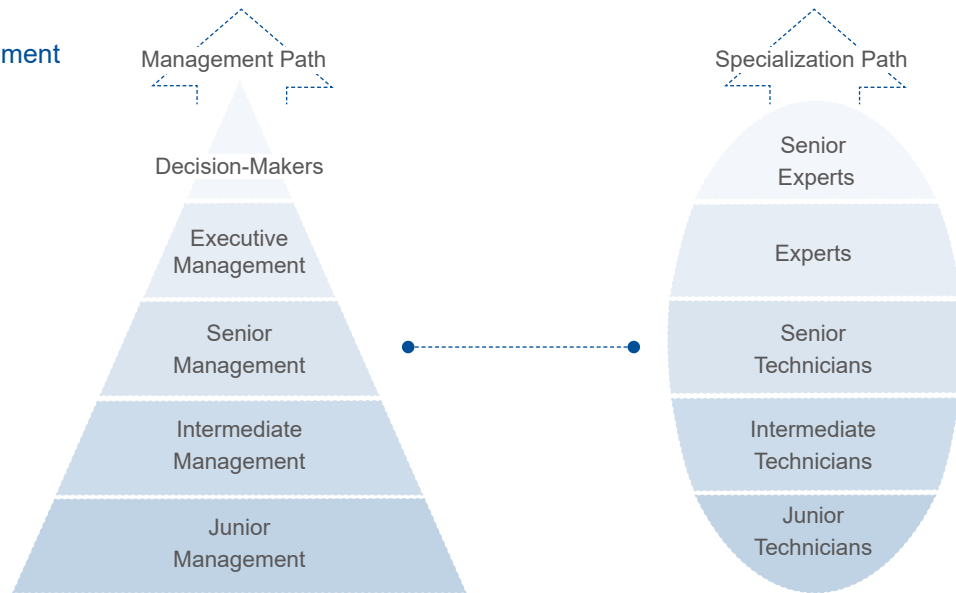
Panorama of Elite Plan



[Case Study] Shanxi Luxshare Founded Luxshare Academy

In partnership with the government of the Changzhi High-Tech Zone and the Shanxi Institute of Mechanical and Electrical Engineering, Shanxi Luxshare founded Luxshare Academy, a mixed-ownership secondary college. Based on key cooperation programs, the college is equipped with production training center to facilitate apprenticeship-based training and collaborative innovation. Existing employees can enjoy free continued education and occupational training. Students that enroll in the Academy receive vocational education and are guaranteed with jobs upon graduation. Within three to five years, the Academy is expected to attract vocational education resources around Changzhi, and form a specialized vocational education alliance that shares professional resources with domestic companies. As of 2019, 293 employees had enrolled in the Academy. Teachers were arranged to conduct online and offline lectures as per the syllabus.

Career Development Paths



Vigorous efforts have been made to establish a talent promotion and development mechanism suitable to Luxshare Precision. Promotion criteria have been specified and clarified in the *Promotion Management Measures*, and best practices have been summarized and promoted in the promotion process to continuously optimize the promotion system and operating modes, and to support talent selection, retention, and motivation. In 2019, the Company optimized its promotion management system and established dual-channel development paths. Different promotion mechanisms have been put in place for personnel of different positions to explore employee strengths, expand employee development space, and increase development channels.

Employees may submit promotion applications, and realize personal career development and progress upon approval. Line workers may gradually advance to senior management through systematic training and promotion mechanisms.



Workplace Health & Safety

The Company values health and safety. Upholding our health and safety management policy of Legal Compliance, Risk Reduction, Disease Prevention, and Continuous Improvement, the Company has established a well-designed health and safety management system, and formulated a series of management documents to practically protect employee health and safety. As of the end of 2019, among our 42 production bases home and abroad, 23 of them had been certified by OHSAS18001 or ISO45001.

Health and Safety Management Documents

Measures for the Management of Production Safety Responsibility	Measures for the Management of Emergency Responses to Chemical Accidents
Measures for the Management of Work-related Injuries	Measures for the Management of Emergency Responses to Food Poisoning
Measures for the Management of Special Operations	Measures for the Management of Emergency Responses to Accidental Injury
Measures for the Management of Protection against Ergonomic Hazards	Safety Protection Operating Procedures
Ergonomic Engineering Operating Methods	Medical Health and Occupational Disease Prevention Operational Procedures
Measures for the Management of Emergency Fire Responses	Accident Reporting, Investigation, and Handling Procedures

Work Safety Facts

Indicators	2019
Cumulative Investment in Work Safety (RMB)	35,040,654.23
Number of Employees Taking Occupational Health Examinations	11,949
Total Number of Work-related Incidents throughout the Year	232
Number of Employees Suffering Work-related Injuries	231
Total Hours Lost to Work-related Injuries	5,090.75

To practically enhance employee awareness of occupational health and safety, and to create an atmosphere of work safety, Luxshare Precision has taken various measures to promote safety culture and implement safety programs at production bases. In 2019, the Company urged its production bases to launch regular fire safety drills, chemical leakage drills, and emergency food poisoning drills according to the relevant standards. Various training was provided, such as occupational health and safety system training, occupational disease prevention training, workshop production safety system training, operational procedure training, work safety month, chemical and hazardous material training, and personal protection equipment training. Specialized testing organizations were commissioned to monitor the factories' occupational health environments. Multiple production bases have upgraded and improved their factories' hardware facilities, rolled out targeted rectification programs, built healthy and safe working environments, and improved employees' awarenesses. For instance, Kunshan Luxshare upgraded and renovated the factory fire control system, and set up a factory micro-fire control station. Huzhou Jiuding addressed safety hazards in the production processes when rolling out 5S, comprehensively reducing safety risks.

[Case Study] Luxshare Precision Actively Builds a Health and Safety Environment Compliant with Customer Needs

As a supplier of Sumitomo Wiring Systems, Fujian JK Wiring Systems Co., Ltd. participates in the customer's annual safety evaluation, and won a high score in global evaluations. The evaluation assesses management of safety, workplaces, transportation, disaster prevention, equipment, and work. It aims to prevent unsafe incidents and achieve the goal of Zero Safety Incidents and Work-Related Injury Incidents. No occupational disease or food safety-related incidents had occurred in the facility.

To promptly respond to work-related injuries, the Company has introduced the *Work-Related Injury Response Procedures* and *Emergency Rescue Procedures*. Work-related injury incidents are required to be immediately reported to the factory's work-related injury principal, and injured employees should be given medical care. Within 24 hours after the event, the site, time, and description of the injuries should be given in a report to the factory's work-related injury principal. The Employee Care Center should apply for work injury certificate and medical expense reimbursement from the local labor bureau and medical insurance bureau according to the contents of the report, and should follow up on subsequent issues. In 2019, Luxshare Precision underwent no major work safety incidents.

To protect employees' health and safety, the Company has set up a 24-hour clinic in each production base to guarantee timely aid for employees. *Occupational Disease-Vulnerable Position Identification Management Procedure* has been introduced to several production bases. Internal evaluations and third-party evaluations of occupational hazard risks have been conducted on a regular basis, and employees in positions vulnerable to occupational diseases have been provided with regular occupational disease examinations, and occupational disease hazard notification cards have been made. In 2019, no occupational diseases or occupational contraindication cases occurred at Luxshare Precision.



Employee Benefits Management

Luxshare Precision values our employees' sense of happiness and satisfaction in its creation of business value, attends to employee requirements and has enhanced employee satisfaction via a sound benefit scheme, work-life balance measures, care for employees' children, and employee support.



To enrich employees' leisure life, the Company organizes a wide range of events at its production bases, including holiday parties, holiday tours, sport events, game contests, monthly employee birthday parties and birthday gift distributions, and parent-child activities. These events help to enhance teambuilding, strengthen employee's sense of recognition and belonging, and cultivate corporate culture.

[Case Study] Chinese and Vietnamese Employees Close as Family

To facilitate employee bonding, Luxshare Vietnam organized outdoor team building activities including sport events, game contests, and football matches as well as Chinese and Vietnamese language classes for both Chinese and Vietnamese employees. These activities have strengthened communication between Chinese and Vietnamese employees, and facilitated mutual understanding of different cultures and customs.



Vietnamese Employees Learning Chinese



Chinese and Vietnamese Employees in a Fun Race

To address employees' parenting challenges, the Company offers childcare services such as school shuttle bus pickup and after-school care services. Jiangxi Factory operates a Luxshare-funded kindergarten; Kunshan Factory has worked with the local government to ensure that its employees' children are eligible to study in local schools even without local registered permanent residence or residence permits, solving the enrollment eligibility challenge for employees' children.

Additional caring measures are taken for specific employee groups. For instance, *Measures for the Management of the Rights and Protection of Female Employees* have been formulated to guarantee female employees' rights and interests. Condolence payments are regularly dispensed to financially-stricken employees and dependents of deceased employees; certain production bases even reimburse the round-trip train tickets of migrant workers traveling to and from home during Spring Festival.

Connecting with Our Environment

Luxshare Precision is a firm believer in green development to ensure harmonious co-existence with the society and environment, and also to propel high-quality corporate development. In accordance to the location of production bases, the Company has devised environmental management systems compliant with local requirements. Continuously enhancing the level of chemical management together with our industry partners, the Company has provided its customers with green and eco-friendly products via processes of technological innovation, assisting multiple industries in contributing to the low-carbon economy.



Carbon Emission
Target: carbon emissions were reduced by **40%** from 2017 to 2025



Water recycled in 2019 exceeded **340,000** tons
Equivalent to the water volume of **139** Olympic swimming pools



173 restricted substances identified, and alternatives actively sought for



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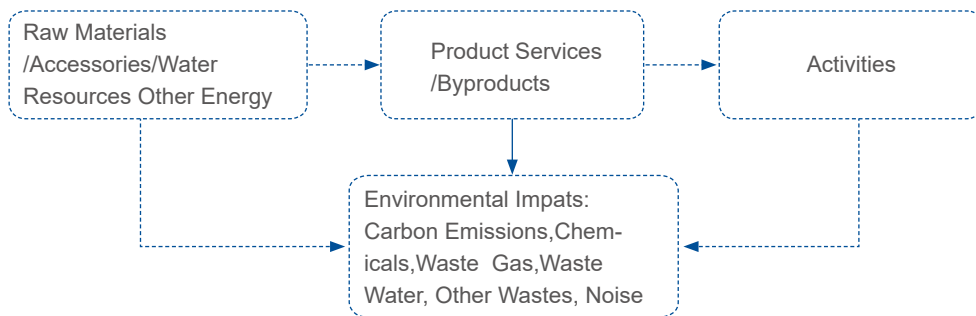
Green Operations

Luxshare Precision observes the *Environmental Protection Law*, the *Law on Air Pollution Prevention and Control*, the *Law on Water Pollution Prevention and Control*, the *Law on Production Safety*, the *Law on Fire Protection in China*, and local environmental laws and regulations of the Company's countries of operation. In accordance with the Company's *Standardized Environmental Management, Compliance with Regulatory Requirements, Compliant and Controlled Emissions*, and *Continuous Energy Conservation and Emission Reduction*, the Company's production bases have created solid quality and environmental management systems. Upholding our environmental policy of Total Involvement, Pollution Control, and Supply of Environmentally-Compliant Products, the Company is committed to continuous waste reduction and green operation compliant with the requirements of both customers and official regulations. In 2019, Luxshare Precision, Lenovo and its main suppliers jointly established the Alliance for High-Quality and Green Development of Information and Communication Technology Industry, which promotes big data applications and enhances high-quality management, advances green manufacturing in factory, and builds high-quality green enterprises.

All production bases are subject to third-party environmental assessment prior to construction. Corresponding environmental factor control procedures and environmental factor identification and evaluation procedures are formulated according to the results of the environmental assessment. Comprehensive management and stringent supervision are adopted in production, sales, services, and administration to control environmental factors in daily activities, products, and services.

Digital technologies are adopted in daily operations to reduce consumption of paper, ink cartridges, and other consumables in office operations, building paper-free office. The Company also urges each unit to implement energy conservation plans via strengthened management and supervision. Centering on resource recycling and efficient utilization, measures such as purchasing energy-efficient air conditioners, setting minimum temperature for air conditioners, and reusing paper are taken to promote energy conservation and emission reduction among employees.

Active efforts have been made to promote the understanding of environmental protection and to build a resource-efficient company. The importance and necessity of energy conservation and environmental protection is communicated through face-to-face training, to enhance employees' environmental awarenesses, and ensure effective management. Luxshare Precision continuously drives production bases to regulate their environmental management system. As of the end of 2019, 22 of our global 42 production bases had been certified by the ISO14001 Environmental Management System.



Through new factories and upgraded facilities, Luxshare Precision has achieved equipment-level energy conservation and emission reduction at its production bases. Waste disposal mechanisms have been established to classify manufacturing wastes and to dispose via qualified recyclers. Water, electricity, and other resource consumption indicators have been specified for the manufacturing process to control resource consumption, eliminate resource waste, and reduce waste emissions. Practical production planning and scheduling have also been adopted to enhance the usage of equipment and facilities.

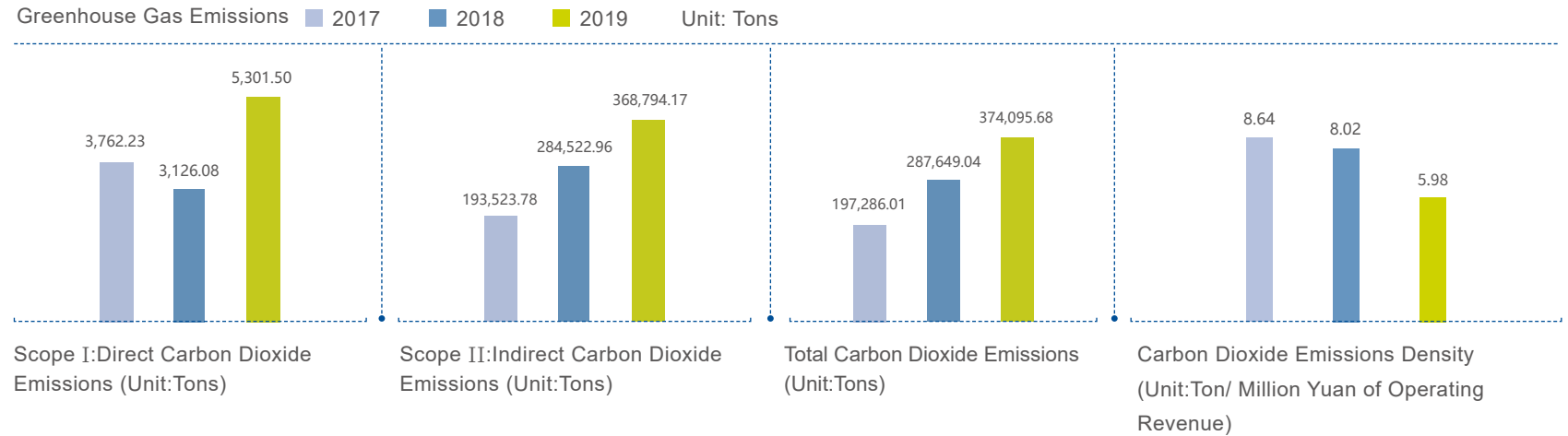


Carbon Emission Management

With production bases located across China and Southeast Asia, energy conservation and emission reduction is an important aspect for our green manufacturing. Guided by the Company and customers, our production bases have formulated energy conservation and emission reduction management systems, established energy management teams, replaced obsolete equipment with energy-efficient one, and explored energy conservation improvement programs, to reduce energy consumption and carbon emission.

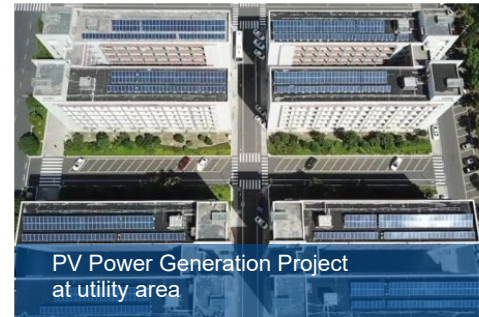
Energy Management

The three production bases at the South China Site have enacted the *Measures for the Management of Energy Conservation and Emission Reduction*, and the *Energy Conservation and Consumption Reduction Control Procedures*. The five production bases at the East China Site have introduced the ISO50001 System along with green energy, and energy conservation and emission reduction projects, and have registered as a member of the Institute of Ecological Research (IPE) to advance its green supply chain management. Luxshare Intelligent Manufacture at Jiangxi Site has implemented energy management projects and established an energy management team to launch energy conservation and emission reduction activities across the factory. Bozhou Lanto has been named a Green Factory of Anhui Province.



[Case Study] Multiple Measures Taken to Promote Green Energy

Luxshare Precision attaches great importance to green manufacturing, and has sought to achieve clean operations by building PV projects, purchasing green energy, and investing in green energy products. The P1 PV Power Generation Project of Lanto Electronic has been completed and put into use, and the P2 Project will be put into operation in 2020. This project is expected to generate 6.15 million KWH of electricity per year in total. As of the end of 2019, the Company had invested over RMB10 million in this field. Clean energy will be continuously introduced and used in the future.



Aerial View of Lanto Electronic's P1 PV Power Generation Project

— Equipment Upgrading and Renovation

The operating equipment and production equipment of the production bases are huge energy users. Every year the Company invests over RMB10 million to support equipment upgrading and renovation at its factories. Through improvement of operating equipment and production equipment such as high-pressure air compressors, air compressor drain valves, central air conditioning cooling systems, surface mounting technology (SMT) cooling systems, machine room automatic transfer switch (ATS) systems and lighting systems, the Company has continuously advanced green operation at its factories.

[Case Study] Low-Carbon Plans that Ensure Sufficient Hot Water

Maintaining hot water supply for employees' use is an important task in daily factory operations. Multiple production bases have devised to produce hot water with waste heat recovery machines that absorb heat dissipated from the air compressor system, or heating air source heat pumps. Every year, over 3.3 million KWH of electricity can be saved, equivalent to a reduction of 2,234.72 tons of carbon dioxide emissions.

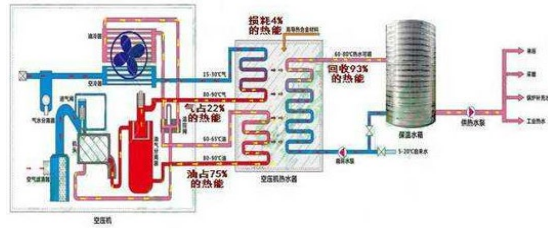


Diagram of the Air Compressor Waste Heat Recovery System at the Dongguan Qinghuang Factory

[Case Study] Developing New, Green, and Efficient Cage Stranders

Huzhou Jiuding Factory has developed 20 innovative horizontal rollers together with the equipment manufacturer to produce Type-C cables, integrating the original horizontal rolling process into the winding process. With the same power input, the new cage stranders work at a speed of 80 rpm, twice faster than the old model at 35 rpm, which means electricity usage is cut by half at the same output volume.



• Chemical Management

In accordance with the *Regulations on the Control over Safety of Dangerous Chemicals* and other laws and regulations, Luxshare Precision has formulated its *Chemical Control Operating Procedures*, specifying the management approaches for the procurement, handling, storage, use, and disposal of chemicals to prevent environmental pollution and hazards, and prevent safety incidents.

For chemical procurement and warehousing, the Company documents the name of all chemicals via the list of chemicals, their CAS number, their usage, place of storage, dosage, and maximum storage amount allowed by law, so as to record the production process, formula, materials, and product changes. For chemicals used in products (for example, alcohol and soldering mask), the IQC confirm whether the environmental substances of the chemicals comply with the Company's environmental standards according to the Incoming Inspection Specifications. In cases of non-conformity, the Product Environmental Regulation and Abnormality Handling Measures will be followed.

For chemical handling, storage, and utilization, the Company sets up separate, safe and well-equipped chemical warehouses, provides operators with appropriate safety protection measures and personal protective equipment, properly stores chemicals at the production site in strict accordance with the relevant Material Safety Data Sheet (MSDS), and enhances employees' awarenesses in chemical safety through orientation training, on-the-job training, emergency drills, and daily communications. In addition, a series of improvement projects have been launched to explore alternative plans for reducing the use of hazardous chemicals.

[Case Study] Exploring More Eco-friendly Cleaning Solvents

Industrial alcohol is often used to wipe and clean work stations, machine benches, and fixtures in production. 60% composed of 60% methanol and 40% ethanol and water, industrial alcohol is hazardous to the human body over long-time exposure, and can easily result in chronic poisoning. Methanol vapors formed by methanol will cause harm to human respiratory mucosa and eyesight. To reduce chemical risks to employees' health, the Company has replaced the industrial alcohol used in production with medical alcohol, which is harmless to the human body, and able to de-rust and disinfect, enhancing the safety and eco-friendliness of the working environment.

• Waste Management

As required by the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and *Law of the people's Republic of China on environmental impact assessment*, Luxshare Precision has formulated management documents such as the *Waste Water, Waste Gas, and Noise Control Operating Procedures*, and the *Waste Control Operating Procedures*. Environmental impact assessments and “Three Simultaneities” management requirements have been implemented in production bases. Environmental factors are monitored on a regular basis, and hazardous wastes are transferred to qualified organizations to ensure that all emissions comply with the threshold requirements of the environmental impact assessment.

For waste management, production bases have continuously invested in equipment renovation and maintenance, the recovery and purification of emissions, and the prevention of accidental leakages. For instance, multiple production bases have installed new cooling towers, expanded their reservoirs, and added cooling fans to turn the discharged processing water into recycled water, achieving zero-waste water discharge. All production bases have passed three-waste testing by local specialized third-party testing organizations for multiple consecutive years, committing no excessive discharges.

[Case Study] Improving Waste Gas Analysis to Reduce Air Pollution

The original environmental impact assessment of Kunshan Luxshare only analyzed the non-methane hydrocarbon present in injection waste gas, without analyzing pollutants according to the characteristics of the raw materials. After Kunshan Luxshare's high-speed VR electronics cable project was initiated, the factory has begun conducting detailed analysis on the waste gas generated from injection molding. After technical innovation, the waste gas from the injection molding workshop is collected and treated before it's discharged into the air, reducing air pollution.

Waste Management Facts

Category	Unit	2019
Total Industrial Wastewater	Tons	3,924,329.26
Industrial Gas Emissions	Tons	26.52
Volume of Hazardous Waste Transfers	Tons	658.62
Consumption Volume of Packaging Materials	Tons	14,533.85

For waste management, all production bases have contracted local qualified recyclers for hazardous waste disposal, and plastic roller and carton recycling. Luxshare iTech has launched Zero-Waste Landfill Project to classify all factory wastes, and dispose of all wastes through incineration at selected qualified waste processors. The factory has obtained a zero-landfill certificate.



Green Products

As a bridge connecting upstream suppliers and downstream customers, Luxshare Precision is responsible for providing eco-friendly products to its customers, and is obligated to formulate well-defined raw material requirements for its suppliers, so that the use of hazardous substances can be reduced in a product's lifecycle, innovative green quality products can be developed, and customers can engage in the low carbon economy via a green channel.

• Chemical Substance Management

As industrial chemicals develop into indispensable materials for modern industrial production, their impact on the safety of human lives and natural ecological balance have raised considerable concern for an extended period. Since its founding, Luxshare Precision has paid close attention to proper chemical substance management. In 2005, Luxshare Precision devised its *Materials and Finished Products Restricted Substance Management Specification* ("Specification") for the first time. Promptly following the updates of laws and regulations of all countries, the Company has continuously renewed the Specification with criteria that exceed statutory requirements. The control requirements on prohibited substances, substances to be phased out, and exemptions for products, parts, and accessories have been specified to prevent non-eco-friendly materials, parts, and products entering the Company's product chain, and to ensure compliance with the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH), Restriction of the Use of Certain Hazardous Substances (RoHS), and other applicable laws and regulations of various countries as well as customer requirements. Luxshare Precision has further passed the review by Conflict Minerals Management, RoHS, and REACH. According to the latest Specification V31, the Company has identified 173 restricted substances and 59 substances to be declared as substances restricted for use in company materials (including battery materials), parts, semi-finished products, finished products, production processes, auxiliary materials, and packing materials.

After closely monitoring the environmental requirements of various countries, Luxshare Precision dynamically updated its concentration limits of restricted substances. For the ten substances required to be

[Case Study] Taking the Initiative to Control Hazardous Substances Before the Implementation of RoHS 2.0

Released on June 4th, 2016 and implemented on July 22nd, 2019, the RoHS 2.0 Update (EU)2015/863 Directive specifies the concentration limits of ten hazardous substances, which include Cd, Pb, Hg, Cr VI, PBB, PBDE, DEHP, BBP, DBP, and DIBP, with the last four being new additions to the list.

During the 2015 update of Specification V26, Luxshare Precision had incorporated the four new substances into its list of restricted materials before the RoHS 2.0 Directive enacted.

restricted in the latest RoHS Directive, the third-category products laid out by the PAHs, and benzene compounds, the Company has set concentration limits lower than the statutory concentration limit.

Comparison of National Standards and Luxshare Standards for Restricted Substances

Regulations	Statutory Limits	Luxshare Limits
Latest RoHS Directives	Pb/Hg/Cr6+/PBBs/PBDEs/BBP/DBP/DIBP/DEHP<1000ppm Cd<100ppm	Pb<300ppm,Cd<50ppm, Hg/Cr6+/PBBs/PBDEs/BBP/DBP/DIBP<ND DEHP<300ppm
Restriction of PAHs	Other Third-Category Products: Single-Item <1 ppm, Naphthalene <10 ppm, Total <50 ppm	Other Third-Category Products: Single-Item <0.5 ppm, Naphthalene <2 ppm, Total <10 ppm
Benzene Compounds	Single-Item <1000 ppm	Single-Item<300 ppm Total<800 ppm

For substances not yet under usage restrictions, the Company has taken the initiative to identify substances which may be phased out or restricted in the future. A total of 59 prospective substances for declaration have been identified, including 22 phosphorus-based flame retardants and 11 endocrine disrupters. Corresponding controls and limits have been set for the purpose of dynamic monitoring.

In response to the 173 restricted substances and 59 substances to be declared, Luxshare Precision has actively sought out more eco-friendly replacement materials to reduce the content of hazardous substances in its materials, parts, and products, and alleviate the impact on the ecosystem and environment

[Case Study] Replacing the Controlled Substances Listed in California Proposition 65

California Proposition 65 was released in November 1986, and is designed to monitor all products in California and the local environment. All consumer goods using the substances listed in California Proposition 65 and sold on the California market must be labeled with warnings. Excessive lead in copper-alloy materials and antimonous oxide in flame-retardant cables are named as controlled substances in California Proposition 65. Although these two materials are not prohibited in the relevant regulations, and excessive lead in copper alloy materials are named as exempted substances in the RoHS, Luxshare Precision replaced the two substances with more eco-friendly alternatives in 2019.

• Low-Carbon Product Development

Network connections and data centers are the infrastructure of a digital economy's continuous development, while energy consumption performance serves as a key indicator of the development of the low-carbon economy. Thanks to years of development in the field of electronic product connectors, Luxshare Precision has established its Enterprise Business Unit, recruited talent, and launched independent R&D projects. Connection solutions have been actively developed for product systems to improve the energy consumption performance of network base stations and data centers, to propel the mutual growth of the digital economy and the low-carbon economy. In 2019, the independent R&D investment of Luxshare Precision's Enterprise Business Units grew by 83% YOY from 2018; 107 patents were registered and 226 patent applications were filed.

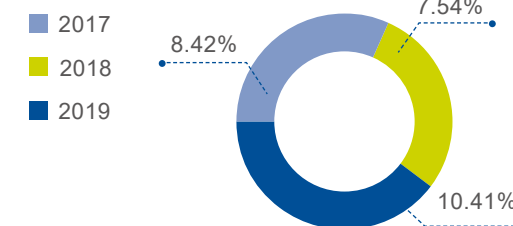
Patents registered by Luxshare Precision's Enterprise Business Units in 2019

107

patent applications made by Luxshare Precision in 2019

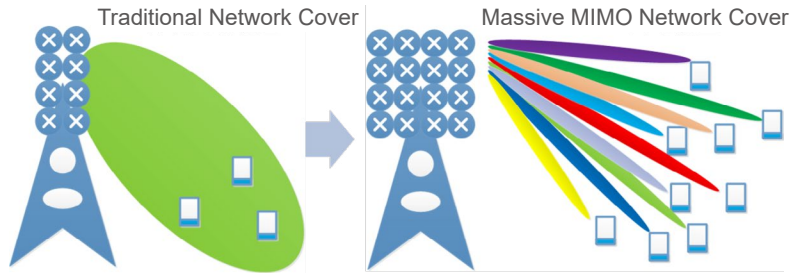
226

R&D-to-Sales Ratio of Enterprise Business Unit



5G Integrated Connection Products

The 5G era can realize exponential growth in terms of both transmission speed and data carrying capacity, and one of the key technologies to enable this change is Massive MIMO (Multiple-Input Multiple-Output). These products have become increasingly complicated in the shift from 4G to 5G, and the number of ports in a single base station antenna have multiplied from two or four to 64 or 128. Therefore, the demand and performance requirements for Massive MIMO antennas, 5G filters, and antenna filter units (AFUs) are both on steep rise.

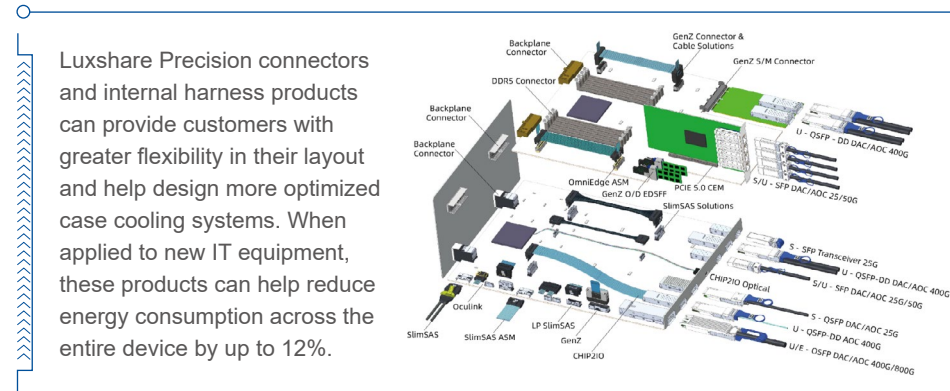


Luxshare Precision made early deployment and has established production lines covering every stage from the preparation of ceramic powder to the delivery of components, and has developed a wide range of products, including ceramic dielectric filters, dielectric waveguide filters, dielectric resonators, dielectric antennas, and cavity filters. Relying on the technological foundation of its antennas and filters, Luxshare Precision has focused on the integration of these two components, and is now capable of the mass production of AFU products. Massive MIMO technology has been adopted with multi-beam superposition, not only boosting the system's gain, but also reducing individual antennas' transmission power, balancing energy consumption and cost, and delivering greater stability in mitigating signal attenuation.

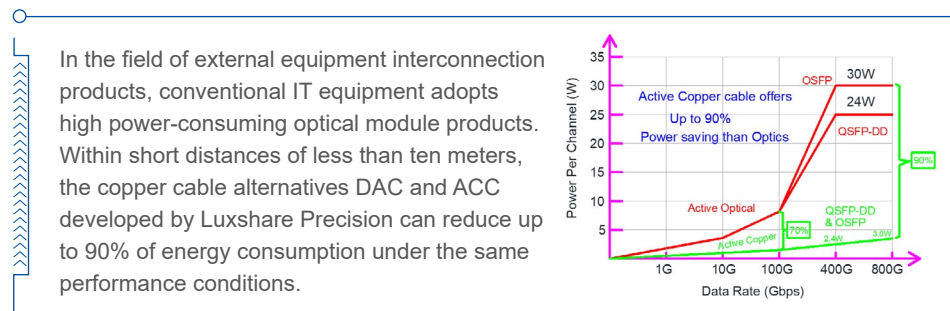
Luxshare Precision's 5G product family include Massive MIMO antennas, 5G filters, and AFUs. As a global supplier certified by major system equipment manufacturers such as Huawei, Nokia, Ericsson, and CommScope, Luxshare Precision has sold its antennas, filters, tower-mounted amplifiers, and combiners over the world.

Green Interconnection Solutions for Data Centers

Data centers consume a great deal of electricity each year. According to the energy efficiency ratio of green data centers, the power usage effectiveness (PUE) shall be kept under 1.4, and supported by smaller interconnection products operating at a higher density, higher speed, and greater current. To that end, Luxshare Precision has developed interconnection solutions including connector product lines, cable component product lines, and optical communication product lines based on the needs of data centers, and has provided a complete line of industry-leading interconnection solutions, ranging from device cases to equipment rooms. While meeting performance requirements, customers can select low-power-consumption interconnection solutions based on available models. To date, Luxshare Precision products have been widely used in Tencent and Alibaba data centers. By participating in the work of the Open Data Center Committee (ODCC) as a platinum supplier, Luxshare Precision has been honored with a 2019 Excellent Partner Award.



Luxshare Precision connectors and internal harness products can provide customers with greater flexibility in their layout and help design more optimized case cooling systems. When applied to new IT equipment, these products can help reduce energy consumption across the entire device by up to 12%.



In the field of external equipment interconnection products, conventional IT equipment adopts high power-consuming optical module products. Within short distances of less than ten meters, the copper cable alternatives DAC and ACC developed by Luxshare Precision can reduce up to 90% of energy consumption under the same performance conditions.

As reported by network media Kuaikeji, the latest generation of data centers have an average PUE of less than 1.3, compliant with the National Green Data Center requirements. Using the new generation of cooling technologies, the servers will be soaked in a special insulating coolant, and the heat can be directly absorbed into an external cycle for cooling, generating almost zero energy consumption for heat dissipation. Liquid cooling is a new challenge for interconnection products. To support this, Luxshare Precision will actively work with customers in product design and interconnection solutions development, aiming to approximate the PUE of our data centers to 1.0.

Connecting with Our Communities

Luxshare Precision is committed to charity donations, and has long engaged in environmental protection, caring for vulnerable groups, and volunteering programs. Having launched a wide range of public benefit events at places of operation, Luxshare Precision hopes to share the results of its corporate development with society at large.



5.67 million masks donated by the Company during the COVID-19 epidemic



Over RMB 6 million in cash donated by the Company during the COVID-19 epidemic





During the Labor Day Holiday of 2019, Dongguan Xuntao's staff took part in a community cleanup activity



Kunshan Lanto's volunteer team knitted sweaters and scarves for financially-stricken children, childless seniors, sanitation workers, and other vulnerable groups in the city to keep them warm during cold winter.

Blood donation has become a common measure for employees to contribute to society. In 2019, Luxshare Precision organized multiple blood donations in China and Vietnam.



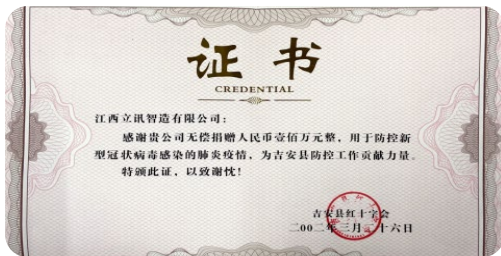
In Vietnam, Luxshare Precision not only creates a good working environment for its staff, but also supports employee families that are financially stricken through various activities to offer them homelike care.



In Shanxi Province, Luxshare Precision sponsored sports events to support the Healthy China campaign.



Mr. Song has been a voluntary blood donor and hematopoietic stem cell donor for years. In 2013, he donated a 10 mL blood sample to the China Marrow Donor Program. This blood sample found a match in 2018, marking the first hematopoietic stem cell donation of the China Marrow Donor Program to a Spanish recipient.



In response to the menacing COVID-19 epidemic outbreak of early 2020, the Company donated over RMB6 million in cash and 5.67 million masks to express its concern for society.

Our Honors & Awards


Company Name	Provincial-Level and Above Honors
Luxshare Precision Industry Company Limited	National High-tech Enterprise
	China Top 500 Enterprise
	Top 100 National Enterprise in Electronic Components
	CNAS-Certified National Laboratory
	National Pilot Enterprise Implementing IT Application-Industrialization Integration Management Systems
	Pilot Enterprise Implementing IT Application-Industrialization Integration Management Systems in Guangdong Province
	Engineering Technology Research Center of Guangdong Province
	Intelligent Manufacturing Model Enterprise of Guangdong Province
	National High-Tech Enterprise
Dongguan Xuntao Electronic Co., Ltd.	Engineering Technology Research Center of Guangdong Province
	Contract-Abiding and Trustworthy Enterprise of Guangdong Province
	Engineering Technology Center of Guangdong Province
Dongguan Leader Precision Industry Co., Ltd.	High-Tech Enterprise of Guangdong Province
	High-Tech Enterprise of Shenzhen City
Shenzhen Luxshare Acoustics Technology Ltd.	High-Tech Enterprise of Shenzhen City
Merry Electronics (Huizhou) Co., Ltd.	National High-Tech Enterprise
	Engineering Technology Center of Guangdong Province
	National Postdoctoral Research Station
	National High-Tech Enterprise
	Provincial Science and Technology Innovation Model Enterprise of the Year of Jiangxi Province
	Top 100 Private Enterprise of Jiangxi Province
	Top 100 Private Manufacturing Enterprise of Jiangxi Province
	Intelligent Manufacturing Pilot Model Enterprise of Jiangxi Province
	Famous Brand Award of Jiangxi Province
Advanced Quality Management Enterprise of Jiangxi Province	
Asap Technology (Jiangxi) Co., Ltd.	New Product Development Award of Jiangxi Province
	Postdoctoral Innovation Practice Base of Jiangxi Province
	HF Cable Connection Component Engineering Research Center of Jiangxi Province
	High-Tech Enterprise of Jiangxi Province
	Gazelle Enterprise of Jiangxi Province

Company Name	Provincial-Level and Above Honors		
Asap Technology (Jiangxi) Co., Ltd.	Famous Brand Product of Jiangxi Province		
	May 1st Labor Award of Jiangxi Province		
	Large-Scale Enterprise of the All-China Federation of Industry and Commerce in Jiangxi Province		
	Top 100 Parks Non-Public Trade Union of Jiangxi Province		
	Industrial Design Center of Jiangxi Province		
	Green Factory of Jiangxi Province		
	Best Social Responsibility Award of Jiangxi Province		
	National High-Tech Enterprise		
	National Computer Software Copyright Registration Certificate		
Xiexun Electronic(Jian) Co., Ltd.	Excellent Enterprise of the Year of Jiangxi Province		
	Key New Product Certificate of Jiangxi Province		
	Outstanding New Product Certificate of Jiangxi Province		
	Top 100 Private Enterprise of Jiangxi Province		
	Top 100 Private Manufacturing Enterprise of Jiangxi Province		
	Postdoctoral Innovation Practice Base of Jiangxi Province		
	National High-Tech Enterprise		
	Enterprise Technology Center of Jiangxi Province		
	Gazelle Enterprise of Jiangxi Province		
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	IT Application-Industrialization Integration Management System Certificate of Jiangxi Province		
	Tax Payment Contribution Award of Jiangxi Province		
	National High-Tech Enterprise		
	National Computer Software Copyright Registration Certificate		
	ASAP Electronics (Jiangxi) Co., Limited.	National High-Tech Enterprise	
		Technical Renovation Special Fund for Electronic Information Industry of National Development and Reform Commission	
		National Top 100 Electronic Information Enterprises	
		Lanto Electronic Limited	Postdoctoral Research Station of Jiangsu Province
			Engineering Technology Research Center of Jiangsu Province
Enterprise Technology Center of Jiangsu Province			
Key Enterprise R&D Institute of Jiangsu Province			



Company Name	Provincial-Level and Above Honors
Lanto Electronic Limited	Credit Management Model Enterprise of Jiangsu Province
	Management Innovation Model Enterprise of Jiangsu Province
	Science and Technology Private Enterprise of Jiangsu Province
	Model Intelligent Workshop of Jiangsu Province
	Industrial Internet Development Model Enterprise of Jiangsu Province (3-Star Enterprise on the Cloud)
	Enterprise with Global Influence and Internationally-leading R&D Institute of Jiangsu Province
	Mass Entrepreneurship and Innovation Team of Jiangsu Province
Luxshare Electronic Technology (Kunshan) Co., Ltd.	National High-Tech Enterprise
	National Top 100 Electronic Information Enterprise
	Pilot Enterprise Implementing IT Application-Industrialization Integration Management Systems in Jiangsu Province
	Medium or Large-sized Enterprise Internet Upgrade Project Funded by the Special Fund for Industrial and Information Industry Transformation and Upgrading of Jiangsu Province
	Science and Technology Private Enterprise of Jiangsu Province
	Enterprise Technology Center of Jiangsu Province
	Industrial Internet Development Model Enterprise of Jiangsu Province (5-Star Enterprise on the Cloud)
	Engineering Technology Research Center of Jiangsu Province
	Model Intelligent Workshop of Jiangsu Province
	Intelligent Factory of Jiangsu Province
Kunshan Luxshare Precision Industry Co., Ltd.	National High-Tech Enterprise
	Industrial Internet Benchmark Factory of Jiangsu Province
	Enterprise with Global Influence and Internationally-leading R&D Institute of Jiangsu Province
	Engineering Technology Research Center of Jiangsu Province
	Enterprise Technology Center of Jiangsu Province
	Key Enterprise R&D Institute of Jiangsu Province
	Science and Technology Private Enterprise of Jiangsu Province
	Model Intelligent Workshop of Jiangsu Province
	Enterprise Supported by the Professional, Lean, Characteristic and Original Special Fund of Jiangsu Province
Kunshan Luxshare RF Technology Co., Ltd.	National High-Tech Enterprise
	National Industrial Foundation Strengthening Project
	Medium or Large-sized Enterprise Internet Upgrading Project Funded by the Special Fund for the Industrial and Information Industry Transformation and Upgrading of Jiangsu Province
Luxshare Precision Components (Kunshan) Co., Ltd.	Science and Technology Private Enterprise of Jiangsu Province








Company Name	Provincial-Level and Above Honors
Luxshare Automation (Jiangsu) Ltd.	National High-Tech Enterprise
	Enterprise Technology Center of Jiangsu Province
	Science and Technology Private Enterprise of Jiangsu Province
Luxshare Precision Industry (Suzhou) Co., Ltd.	Science and Technology Private Enterprise of Jiangsu Province
Merry Electronics (Suzhou) Co., Ltd.	National High-Tech Enterprise
	National Postdoctoral Research Station
	Gazelle Enterprise of Southern Jiangsu Province
	Science and Technology Private Enterprise of Jiangsu Province
	Small or Medium-Sized Science and Technology Enterprise of Jiangsu Province
	Pilot Enterprise for the IT Application-Industrialization Integration of Jiangsu Province
	Enterprise Engineering Technology Center of Jiangsu Province
	Ultra-Thin Micro Receiver Workshop of Jiangsu Province
	Intelligent Speaker Assembly Workshop of Jiangsu Province
	Foreign-Funded R&D Institute of Jiangsu Province
Huzhou Jiuding Electronic Co., Ltd.	National High-Tech Enterprise
	Postdoctoral Research Station of Zhejiang Province
	Patent Model Enterprise of Zhejiang Province
	Top 50 Characteristic Electronic Information Growth Enterprise of Zhejiang Province
	Small or Medium-sized Science and Technology Enterprise of Zhejiang Province
	High-Tech Enterprise R&D Center of Zhejiang Province
Fujian JK Wiring Systems Co., Ltd.	Enterprise Research Institute of Zhejiang Province
	Enterprise Technology Center of Zhejiang Province
	National High-Tech Enterprise
	Small or Medium-sized Professional, Lean, Characteristic, and Original (Characteristic) Enterprise of Fujian Province
	Enterprise Technology Center of Fujian Province
Bozhou Lanto Electronic Limited	Advanced Intellectual Property Rights Enterprise of Fujian Province
	National High-Tech Enterprise
	Green Factory of Anhui Province
Shanxi Luxshare Precision Industry Ltd.	Enterprise Technology Center of Anhui Province
	National High-Tech Enterprise

GRI Standard Index







GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents		
General Disclosure	102-1	Name of the organization	About Luxshare Precision	Luxshare Precision Industry Co., Ltd
	102-2	Activities, brands, products, and services	About Luxshare Precision	Our product portfolio includes cables, connectors, motors, wireless charges, FPCs, antennas, and acoustic and electronic modules. We provide one-stop solutions for a broad range of industries, including consumer electronics (computers, devices and peripherals), enterprise and cloud applications, automotive and medical.
	102-3	Location of headquarters	About Luxshare Precision	
	102-4	Location of operations	About Luxshare Precision	We build up manufacturing sites globally including Guangdong Province, Jiangxi Province, Jiangsu Province, Anhui Province, Zhejiang Provinces and Taiwan of China, Vietam and Germany. Meanwhile, our R&D center are located in Dongguang of Guangdong, Kuanshan of Jiangsu, Taiwan of China, and USA.
	102-5	Ownership and legal form	About Luxshare Precision	Listed company in China.
	102-6	Markets served	About Luxshare Precision	
	102-7	Scale of the organization	About Luxshare Precision	
	102-8	Information on employees and other workers		Connecting with Our Employees
	102-9	Supply chain		Connecting with Our Suppliers
	102-10	Significant changes to the organization and our supply chain		Connecting with Our Suppliers
	102-11	Precautionary principle or approach		Sustainability Strategy and Management
	102-12	External initiatives		External Organizations Joined by Luxshare Precision
	102-14	Statement from senior decision-maker		Message from the Chairman
	102-15	Key impacts, risks, and opportunities		Message from the Chairman
	102-16	Values, principles, standards, and norms of behaviour		Sustainability Strategy and Management
	102-17	Mechanisms for advice and concerns about ethics		Stakeholder Engagement

GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents		
	102-18	Governance structure		Corporate Governance and Risk Prevention
	102-19	Delegating authority		Corporate Governance and Risk Prevention
	102-20	Executive-level responsibility for economic, environmental, and social topics		Sustainability Strategy and Management
	102-21	Counselling stakeholders on economic, environmental, and social topics		Stakeholder Engagement
	102-22	Composition of the highest governance body and its committees		Corporate Governance and Risk Prevention
	102-23	Chair of the highest governance		Corporate Governance and Risk Prevention
	102-24	Nomination and selection of the highest governance body		Corporate Governance and Risk Prevention
	102-25	Conflicts of interest		Corporate Governance and Risk Prevention
	102-26	Role of the highest governance body in setting purpose, values, and strategy		Corporate Governance and Risk Prevention
	102-27	Collective knowledge of highest governance body		Corporate Governance and Risk Prevention
	102-28	Evaluating of the highest governance body's performance		Corporate Governance and Risk Prevention
	102-29	Identifying and managing economic, environmental and, social impacts		Materiality Analysis

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	102-30	Effectiveness of risk management processes		Corporate Governance and Risk Prevention	
	102-31	Review of economic, environmental, and social themes		Message from the Chairman	
	102-32	Highest governance body's role in sustainability reporting		Sustainability Strategy and Management	
	102-33	Communicating critical concerns		Message from the Chairman	
	102-35	Remuneration policies		Connecting with Our Employees	
	102-36	Process for determining remuneration		Connecting with Our Employees	
	102-37	Stakeholders' involvement in remuneration		Stakeholder Engagement	
	102-40	Stakeholder groups		Stakeholder Engagement	
	102-41	Group agreements	 	Connecting with Our Employees	
	102-42	Identifying and selecting stakeholders		Stakeholder Engagement	
	102-43	Approach to communicating with stakeholders with stakeholders		Stakeholder Engagement	
	102-44	Key topics and concerns raised		Materiality Analysis	
	102-45	Entities included in the consolidated financial statements		About This Report	
	102-46	Defining report content and topic boundaries		About This Report	
	102-47	List of material topics		Materiality Analysis	
	102-48	Restatements of information		About This Report	
	102-49	Changes in reporting		About This Report	
	102-50	Reporting period		About This Report	
	102-51	Date of most recent report		About This Report	





GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	102-52	Reporting cycle		About This Report	
	102-53	Contact point for questions regarding the report		Your Feedback	
	102-54	Claims of reporting in accordance with the GRI Standards		GRI Standard Index	
	102-55	GRI content index		GRI Standard Index	
	102-56	External assurance			
Management approach	103-1	Explanation of the material topics and its boundaries		Sustainability Strategy and Management	
	103-2	Management approach and its components		Sustainability Strategy and Management	
	103-3	Evaluation of management approach		Sustainability Strategy and Management	
Economic performance	201-1	Direct economic value generated and distributed	 	About Luxshare Precision	
	201-2	Financial implications and other risks and opportunities due to climate change due to climate change		Connecting with Our Environment	
	201-3	Defining benefit plan obligations and other retirement plans		Connecting with Our Employees	
Indirect economic impacts	203-1	Infrastructure investments and services supported	  		

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	203-2	Significant indirect economic impacts	      		
Anti-bribery	205-1	Operations assessed for risks related to corruption		Corporate Governance and Risk Prevention	
	205-2	Communication and training about anti-bribery policies and procedures		Corporate Governance and Risk Prevention	
	205-3	Confirmed incidents of corruption and actions taken		Corporate Governance and Risk Prevention	
Materials	301-1	Materials used by weight or volume		Connecting with Our Environment	
	301-2	Recycled input materials used	 	Connecting with Our Environment	
	301-3	Reclaimed products and their packaging materials		Connecting with Our Environment	
Energy	302-1	Energy consumption within the organization	  	Connecting with Our Environment	
	302-2	Energy consumption outside of the organization	  	Connecting with Our Environment	

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	302-3	Energy intensity	  	Connecting with Our Environment	
	302-4	Reduction of energy consumption	  	Connecting with Our Environment	
	302-5	Reductions in energy requirements of products and services	  	Connecting with Our Environment	
Water	303-1	Water withdrawal by source		Connecting with Our Environment	
Emissions	305-1	Direct (Scope 1) GHG emissions	   	Connecting with Our Environment	
	305-2	Energy indirect (Scope 2) GHG emissions	   	Connecting with Our Environment	

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	305-4	GHG emissions intensity	  	Connecting with Our Environment	
	305-5	Reduction of GHG emissions	  	Connecting with Our Environment	
	305-6	Emissions of ozone-depleting substances (ODS)	  	Connecting with Our Environment	
	305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other significant air emissions	    	Connecting with Our Environment	
Effluents and waste	306-2	Waste by type and disposal method	  	Connecting with Our Environment	

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	306-4	Transport of waste	 	Connecting with Our Environment	
Environmental Compliance	307-1	Violation of environmental regulations		Connecting with Our Environment	
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria		Connecting with Our Suppliers	
	308-2	Negative environmental impacts in the supply chain and actions taken		Connecting with Our Suppliers	
Employee-employer relations	401-1	New employee hires and employee turnover		Connecting with Our Employees	
	401-3	Parental leave	 	Connecting with Our Employees	
Occupational safety and health	403-2	Types of injury, and rates of injury, occupational disease, number of days lost, absenteeism, etc., and the number of work-related fatalities		Connecting with Our Employees	
	403-3	Workers with high incidence and high risk of diseases related to their occupation		Connecting with Our Employees	
Training and education	404-1	Average hours of training per year per employee	  	Connecting with Our Employees	
	404-2	Programs for upgrading employee skills and transition assistance programs		Connecting with Our Employees	

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find	Notes
Guideline Title	Number	Indicator Contents			
	404-3	Percentage of employees receiving regular performance and career development reviews	 	Connecting with Our Employees	
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	 	Connecting with Our Employees	
Non-dis-crimination	406-1	Discrimination and improvement actions taken by the organization		Connecting with Our Employees	
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor		Connecting with Our Employees	
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for forced or compulsory labor		Connecting with Our Employees	
Supplier social assessment	414-1	New suppliers that were screened using social criteria	 	Connecting with Our Suppliers	
	414-2	Negative social impacts in the supply chain and actions taken	 	Connecting with Our Suppliers	
Customer health and safety	416-1	Assessment of health and safety impacts of products and services		Connecting with Our Customers	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Connecting with Our Customers	
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Connecting with Our Customers	

About This Report

The sustainability report is issued annually by Luxshare Precision. It adheres to the principles of "Materiality, Quantitativeness, Balance, and Consistency", and discloses the principles, major progress, achievements and future plans of Luxshare Precision and its subsidiaries in terms of environmental, social and governance performance, with a time span from January 1, 2019 to December 31, 2019. If there is any inconsistency, it will be specially explained in the content.

- **Preparation Basis**

This report is prepared in accordance with the CSR Guideline for Listed Company issued by Shenzhen Stock Exchange. It also takes reference to the Global Reporting Initiative (GRI) Standards, the UN Global Compact, ISO26000: Guidance on Social Responsibility and requirements from international investment agencies such as MSCI.

This report is finally formulated by identifying important stakeholders, analyzing and rating material issues to achieve sustainable development, making decisions on the scope of the report, as well as collecting, summarizing, organizing and reviewing relevant data and materials in the preparation process.

- **Report Scope and Boundaries**

Unless otherwise specified, the policies, statements and materials in this report cover the actual business scope of Luxshare Precision and its subsidiaries, which is the same as that of the annual report issued by Luxshare Precision.

Unless otherwise specified, Chinese Yuan is the currency unit used in this report.

- **Terms Definition**

For the convenience of expression and reading, "Luxshare Precision", "Luxshare", "this Company", "the Company" and "We" in this report refer to Luxshare Precision and its subsidiaries.

Unless otherwise specified, the terms used in this report have the same meanings as those defined in the Company's 2019 Annual Report.

- **Data Source and Reliability Statement**

All data used in the report comes from Luxshare Precision and its subsidiaries. The board of directors of the Company is responsible for the truthfulness, accuracy and completeness of this report.

This report is issued in both Chinese and English. In the event of any conflict or ambiguity between the two versions, the Chinese report shall prevail.

- **Confirmation and Approval**

This report has been approved by the board of directors for release.

- **Access to this Report**

You can access to the electronic version of this report through the following website: <http://www.Luxshare-ict.com/about/sustainability.html>

Your Feedback

Dear Readers:

Thanks for your concern and reading Luxshare Precision Sustainability Report. We will appreciate your suggestions and comments to help us keep moving forward.

Please leave your comments: (‘√’ for what you think)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Do you get the information you want to know?					
Do you think this report is easy to read?					
Will you pay attention to Luxshare Precision’s future sustainability report?					
Which part are you most interested in the report?					
What additional topics do you want to learn after reading this report?					
What’s your suggestion to the future report?					
Your Contact Information (Optional and Confidential. We strictly protect your personal information and will not use it for any business purposes.)					
Name:		Phone:			
Email:					



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