

Luxshare Precision

Labor Rights Protection Periodic Report



Prepared by: Sustainable Development Center
Reporting Period: 2026 Half-Yearly Progress Report
Reporting Scope: Same as that of Luxshare Precision 2025 Sustainability Report

September 2026



Contents

01 Labor Rights Protection

Labor Management Structure	03
Labor Management Actions	03
Supervision and Audit	04
Supply Chain Labor Management	04

02 Employee Communication and Grievance Management

Employee Communication	05
Employee Engagement and Satisfaction Survey	05

03 Occupational Health and Safety

EHS Management System	06
EHS Training and Drills	06
EHS Audit	07



Labor Rights Protection

Luxshare Precision Industry Co., Ltd. (hereinafter referred to as “Luxshare Precision”, “the Company”, or “we”) fully respects and safeguards the fundamental rights of our employees, and adheres to the requirements of the *Universal Declaration of Human Rights*, the *UN Guiding Principles on Business and Human Rights*, the *Declaration on Fundamental Principles and Rights at Work*, and the *ILO Core Conventions*, and advances labor and human rights protection to fulfill our corporate social responsibility (CSR) with a prudent attitude.

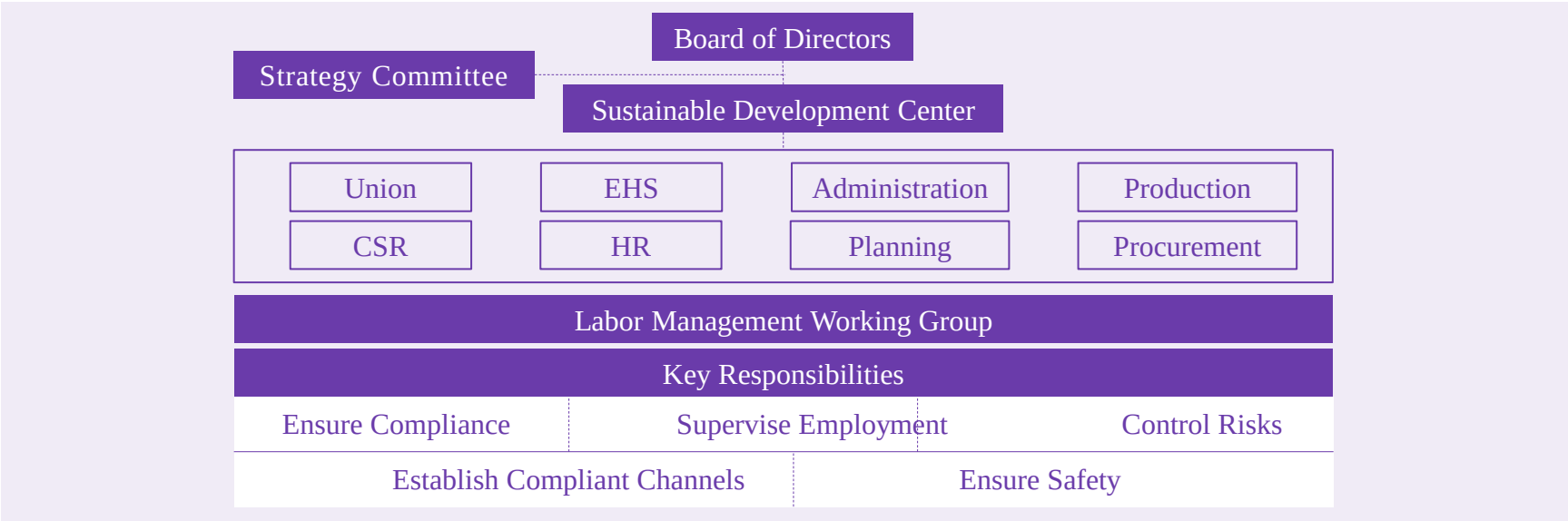
The Company has established a comprehensive labor risk management mechanism in reference to the OECD human rights due diligence mechanism. We conduct rigorous risk assessments and reviews throughout the entire employment lifecycle, supported by dedicated management mechanisms and audit protocols. Labor rights violations are closely monitored to identify and address potential risks and non-compliance in a timely manner.

Labor Risk Management Mechanism



Labor Management Structure

The Company has established a robust labor management structure led by the Board of Directors and Strategy Committee, with the Sustainable Development Center serving as a hub for oversight and communication, thereby ensuring effective labor rights management.



Labor Management Actions

The Company aims to continuously improve labor rights management by implementing ongoing actions in capability building, management optimization, mechanism enhancement, and knowledge sharing.

Management Actions	
Capacity Building	Monitor labor rights developments, participate in industry forums, and enhance management capabilities
Management Optimization	Optimize internal audit standards and evaluation mechanisms, align management tools, and enhance audit effectiveness
Mechanisms Enhancement	Upgrade supply chain CSR module, refine management functions and application mechanisms, enhance standardization and digitalization
Knowledge Sharing	Strengthen employees’ rights awareness and capabilities through diverse online and offline training and regular communication

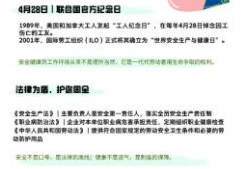


SA8000 Training Materials



Analysis of Common Issues Identified in CSR Audits

CSR Online Courses



CSR Promotional Poster

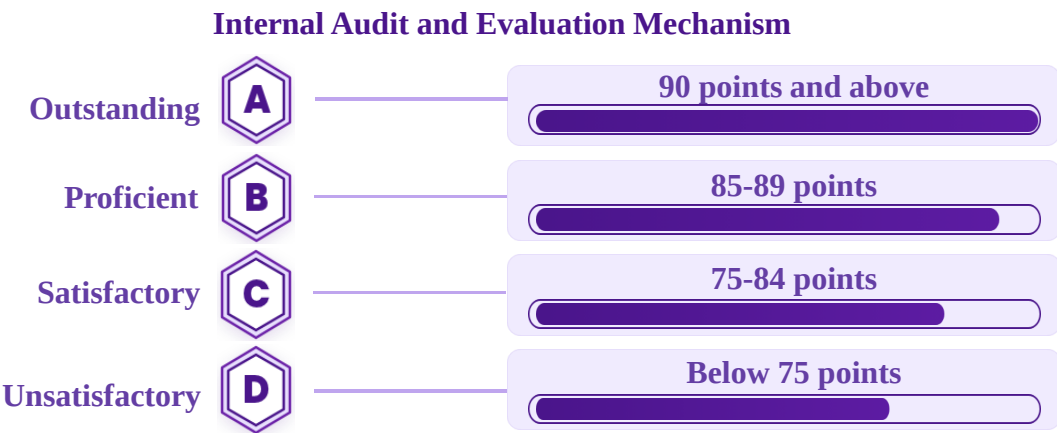


CSR Regulations and Case Studies Quarterly

Supervision and Audit

The Company has established a triple-audit mechanism comprising internal specialized audits, customer audits, and external third-party audits. We conduct regular labor risk identification and on-site inspections across all subsidiaries, continuously track the implementation of corrective actions to enhance our overall labor management practices. During the Reporting Period, we optimized our internal audit and evaluation mechanisms, raised compliance standards, and drove continuous improvement in labor management.

During the Reporting Period, the Company achieved 100% coverage in labor risk assessment and conducted specialized audits on 13 subsidiaries and over 50,000 employees. A total of 62 improvement items were identified, with a 100% rectification rate. All audited subsidiaries received a satisfactory grade or above.



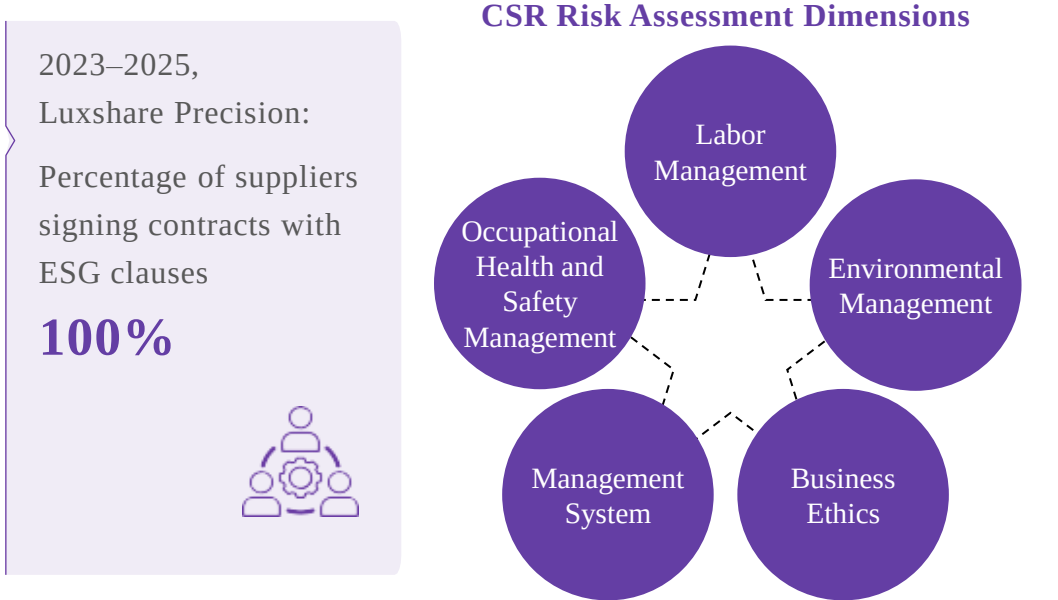
During the Reporting Period, Luxshare Precision underwent a total of 154 CSR-related audits conducted by customers and external third parties, and completed 636 improvement items.

As of the end of the Reporting Period, Luxshare Precision had not identified any incidents involving forced labor, illegal servitude, child labor, violations of freedom of association and collective bargaining rights, or any form of discrimination.

Supply Chain Labor Management

The Company is committed to building a responsible supply chain. During onboarding, suppliers are required to sign documents including the *Supplier Code of Conduct Acknowledgment*, the *Letter of Integrity Commitment for Supplier*, and the *Environmental Assurance Letter*, to commit to complying with the Company’s business ethics standards and environmental and social requirements.

The Company also incorporates labor management into supplier CSR management mechanism. Through a combination of on-site audits and online evaluations, we continuously identify and manage supplier CSR risks and drive corrective actions based on assessment results, strengthening CSR management across the supply chain.



Employee Communication and Grievance Management

The Company has established a comprehensive employee communication network. We continuously improve communication and feedback mechanisms, encourage employees to voice concerns and suggestions, and ensure timely and appropriate responses. Through open two-way communication, we foster mutual understanding and trust between management and employees, creating a respectful, inclusive, and collaborative workplace.

Employee Communication

We maintain multiple accessible communication channels, and continuously enhance our employee grievance management mechanism by strengthening proactive anticipation and response. By efficient responding to employee concerns, we work together with employees to create a harmonious and mutually beneficial development ecosystem.

Employee Communication Channels



During the Reporting Period, Luxshare Precision:

Employee requests and suggestions received

22,776

Case Closure Rate¹

99.8 %



Luxshare Precision is committed to protecting employees’ legitimate rights and interests in accordance with applicable laws and regulations, and continuously strengthens trade union and employee participation mechanisms. Leveraging the role of trade unions in communication and coordination, we listen to employee concerns, promote constructive management-employee dialogue, and foster harmonious and stable labor relations.

During the Reporting Period, Luxshare Precision:
Employee Representative Meetings Held by Subsidiaries

100



Huarong Communication
Employee Representative Meeting

Employee Engagement and Satisfaction Survey

Luxshare Precision regularly conducts employee engagement and satisfaction survey to gather feedback and suggestions on work and daily life. During the Reporting Period, the Company collected over 220,000 valid questionnaires from employees and over 60,000 from indirect employees, and implemented improvement measures based on the survey results.

Survey Dimensions	
Direct Employee	Effective Leadership
	Fair Rewards
	Rewarding Work
	Satisfactory Life
	Good Mood
Indirect Employee	Effective Leadership
	Positive Direction
	Rewarding Work
	Inclusive Culture
	Dedicated Employees
Good Mood	

Case | Luxcase ICT Yancheng Launched "Star Housekeeper" Program

Based on survey feedback, Luxcase ICT Yancheng launched the “Star Housekeeper” program. Employees assist in dormitory management by identifying hazards and supporting emergency response, ensuring timely issue resolution and a comfortable living environment.



"Star Housekeeper" Program

¹ The case closure rate was below 100% because the processing time for certain cases submitted in June extended beyond the Reporting Period. All related cases were closed in July 2026

Occupational Health and Safety

The Company strictly complies with applicable occupational health and safety requirement across all operating locations and is committed a workplace with “zero fatal accidents and zero occupational diseases”. The Company continuously improves its Environmental, Health, and Safety (EHS) management system and strengthens safety management and employee awareness to safeguard employees’ occupational health and safety.

EHS Management System

Luxshare Precision strictly complies with laws and regulations, including the *Work Safety Law of the People’s Republic of China* and the *Occupational Disease Prevention and Control Law of the People’s Republic of China*, and has established an EHS management system covering all employees and workplaces, supported by management policies such as the *Group EHS Manual* and the *Group Occupational Health Management Procedure*, to provide a systematic framework for production safety, occupational disease prevention and control, and other EHS management activities.

The EHS Management Committee oversees EHS matters and supervises EHS heads at each factory in implementing relevant requirements under the *Group EHS Management Committee Operation Management Procedure*.

As of the end of the Reporting Period,
Luxshare Precision:

Signing rate of *EHS Management Responsibility Letter* by BG/BU² supervisors

100 %

Subsidiaries certified to ISO 45001

98

During the Reporting Period,
Luxshare Precision:

Occupational health examination coverage
rate for employees in hazardous positions

100%

Board of Directors	Responsible for the overall planning of the Company's EHS-related work Listen to the reports on EHS work by the Director-General of EHS	
EHS Management Committee	Establish and continuously improve the EHS management system Develop and improve management system documents Hold quarterly EHS meetings and coordinates overall EHS work Formulate EHS inspection plans and standards, conduct audits, and follow up issue resolution Coordinate and command emergency response efforts, activating emergency procedures as needed	Audit Group Publicity Group Legal Group
EHS Officers of Facilities	Fully responsible for EHS work at the facility level, including leading BG/BU EHS inspections Collaborate with the Group EHS Director-General to implement EHS management tasks Ensure the implementation of EHS measures and review funding allocations	

EHS Training and Drills

The Company continuously improves its EHS training system and provides various role-based training for all employees, suppliers, and contractors to strengthen EHS knowledge and risk prevention capabilities, supporting the implementation of EHS requirements.



LUX EHS Quarterly



Accident Injuries and Emergency First Aid



Risk Control and Approval for High-Risk Operations

EHS Online Courses



² Business Group/Business Unit



Case | Luxshare Precision Held Equipment Safety Lifecycle Management Forum

In April 2026, Luxshare Precision held the “Smart Empowerment, Full-chain Protection” Mechanical Equipment Safety Lifecycle Management Forum. The forum focused on safety management challenges in intelligent manufacturing and promoted the integration of safety management concepts and practices. During the forum, the Company released guidance that summarizes internal and external best practices and provides reference for mechanical equipment safety management.



Forum Sharing



Case | Luxshare Precision Conducts First Aid Training

During Safety Production Month, Luxshare Precision conducted 34 first aid training sessions across Jinxi Factory, Smart Manufacturing Jiangxi, Luxshare Yancheng, and other production bases, with more than 220,000 employee participants. The training covered frontline, technical and management, and logistics positions and enhanced employees’ emergency response awareness and self- and mutual-aid capabilities.



Smart Manufacturing Jiangxi
First Aid Training



Lanto Kunshan
First Aid Training

Based on risk characteristics and production conditions, the Company regularly conducts practical drills for emergency response. Through scenario simulations and hands-on training, we elevate employees’ emergency response capacities and refine mechanisms for drill evaluation and improvement, thereby strengthening our response and preparedness capabilities for responding to emergencies.



Luxshare Enshi Fire Drill



ASAP Jiangxi Foodborne Illness Drill



Luxshare Chuzhou Mechanical Injury Drill Dongguan Xuntao Chemical Spill Drill



EHS Audit

Luxshare Precision conducts EHS hazard identification and assessment based on factors including safety requirements, disaster risks, and production layout. Through EHS audits, the Company has established a closed-loop process of “prevention, process control, and continuous improvement” to strengthen risk monitoring and ensure effective control of occupational health and safety risks.



During the Reporting Period, Luxshare Precision:

Subsidiaries covered by on-site audits

14

Rectification items completed

232