

Luxshare Precision

Employee Care and Diversity 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



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Employee Care and Benefits

Luxshare Precision Industry Co., Ltd. (hereinafter referred to as “Luxshare Precision”, “the Company”, or “we”) strives to create an inclusive and caring workplace and build an employee support network, so that every employee can feel the Company’s warmth. We believe that when employees are at ease and feel a sense of belonging, the Company is better positioned to gain stronger growth momentum and drive mutual growth of individuals and the Company.

People-Oriented Care

We actively foster a caring and vibrant workplace. Through diverse care initiatives and enriching recreational spaces, we strengthen team cohesion and employee well-being. We also place a strong emphasis on employees’ physical and mental health by offering a variety of mental health seminars to enrich their relevant knowledge, thereby promoting work-life balance through eco-facilities, physical activities, and psychological support.



Luxshare Electronic
Kunshan Garden Factory



Luxshare Xuancheng
Soccer Field



Kunshan Accessory
Mental Health Seminar



During the Reporting Period, Luxshare Precision:

Newly established mental health
counseling rooms

30

Participations of employee care
activities

over 440,000 person-times

Employee Well-Being Support

The Company provides comprehensive living support, including dining and accommodation benefits, shuttle buses, and education support for employees’ children, to support employees’ comfortable and convenient living.



Case | Smart Manufacturing Jiangxi Opened a Childcare Center

Smart Manufacturing Jiangxi has opened a childcare center to provide after-school care for employees’ children on weekdays, alleviating the burden of childcare and helping employees achieve a better work-life balance.



Childcare Center



Case | Lanto Kunshan Introduced Exam Companion Support Policy

Lanto Kunshan introduced an exam companion support policy for employees whose children are taking the high school or college entrance exams. This Policy helps employees support their children during this pivotal time.



Exam Companion Support Poster

Emergency Assistance and Support

We have established employee feedback channels across our production bases and provide financial assistance and care to employees facing serious illness, unexpected accidents, or significant family difficulties, alleviating their financial pressure and helping them feel the Company’s care and support.



Luxshare Smart Manufacturing
Distribution of Employee Care Funds



Shanghai Ri Ming
Distribution of Employee Care Funds

Employee Development and Empowerment

Based on the business strategy and management needs, the Company has established a comprehensive talent development system, providing employees with growth support tailored to different career stages and job requirements. The Company continuously strengthens employees’ professional capabilities and overall competencies, unlocks their potential, supports career development, and builds a strong talent foundation for long-term growth. For more information on our talent development system, please refer to [Luxshare Precision 2025 Sustainability Report](#).

Skill Development Workshops

We provide employees at different levels with a diverse range of skills training, focusing on refining and deepening professional skills. Through hands-on experience, we help employees to accumulate practical experience, build job-related skills, enhance the ability to solve complex problems, and support professional growth and career development.



Luxshare Precision Swift Programming
Hands-On Training Camp



Luxshare Chuzhou Vocational Skills
Improvement Training

Leadership Development Programs

We focus on key leadership competencies, including time management, conflict resolution, innovative thinking, personal influence, assertive communication, and provide key employees with training courses covering cognition, mindset, and skills. These courses support employees in deepening self-awareness, broadening perspectives, and strengthening communication and team management, enabling them to play a stronger role within their teams.



During the Reporting Period, Luxshare Precision:
Leadership training sessions conducted

167



Luxis Kunshan Leadership Training



Academic Advancement Pathways

We partner with external institutions to provide employees with opportunities for academic advancement and professional development. By facilitating these pathways, we encourage employees to engage in continuous learning and self-improvement. This effort enhances employees’ professional knowledge and job competences, broadens career development pathways, and fosters a sustainable talent pipeline to support the Company’s high-quality development.



Case | Luxshare Precision Introduced Academic Advancement Programs

Luxshare Chuzhou and Luxshare Electroacoustic partnered with universities and vocational colleges to provide employees with tuition reductions and talent subsidies, supporting them in advancing their academic qualifications. Through structured learning, employees completed their studies and obtained the corresponding qualifications, translating their academic achievements into support for career development, and creating opportunities to achieve professional growth.



Luxshare Chuzhou
Graduation Ceremony



Luxshare Electroacoustic
Graduation Ceremony

Multicultural Development

Luxshare Precision is committed to fostering a fair and respectful workplace. Guided by principles of care, support and equality, we reject any form of discrimination and strive to create an open, inclusive, and equitable environment. Here, every employee is provided with equal opportunities and treated with respect, enabling them to achieve personal growth.

Diverse Employment Practices

Dimensions	Practical Initiatives
Gender Equality	No gender discrimination in recruitment, provision of lactation rooms, breastfeeding leave, and related benefits
Age Inclusion	Youth management trainee program, senior technician "mentoring and guidance"
Geographic Diversity	Cultural integration activities for ethnic minority employees ¹
Disability Inclusion	Barrier-free factory renovations, adaptive job development, targeted recruitment in partnership with disabled persons' federations

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

Percentage of female employees	Percentage of ethnic minority employees
42%	17%
Percentage of employees age 29 or below	Percentage of employees with disabilities
51%	0.65%

Cultural Integration

We uphold the principle of ethnic equality throughout recruitment and employment, respect all ethnic groups' culture and religious beliefs, promote mutual understanding and integration, and build a united and collaborative workplace culture, so that employees from different backgrounds can work with peace of mind and live happily.

¹ Ethnic minority employees are categorized according to regional legal classifications

Care for Women

The company provides private and comfortable lactation rooms for employees who are childbearing. We also regularly organize activities for Women's Day to create platforms for communication and growth, encourage female employees to participate, and foster a female-friendly workplace.



Smart Manufacturing Changshu Lactation Room



Case | Luxshare Precision Held Women's Care Activities

During International Women's Day, Luxshare Precision organized a variety of activities across its production bases to show care for female employees. Luxshare Nghe An hosted a traditional costume competition featuring the Vietnamese traditional dress, Áo Dài, inviting female employees to showcase traditional attire. Smart Manufacturing Jiangxi organized fun games to create a joyful festive atmosphere and prepared delicious pastries for employees, expressing appreciation for their everyday contributions through thoughtful celebrations.



Luxshare Nghe An Costume Competition



Smart Manufacturing Jiangxi Fun Games

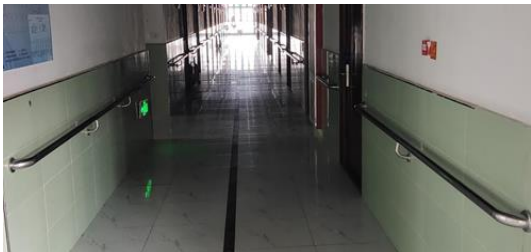
Disability Inclusion

The Company promotes the development of a disability-friendly workplace by improving accessibility facilities and enhancing the convenience of work and daily life for employees with disabilities. We also continuously strengthen our ability to respond promptly to the needs of employees with disabilities. At the same time, the Company organizes a range of activities to foster a friendly, accessible, and inclusive workplace, supporting employees with disabilities in integrating into their teams.

Accessible Workplace



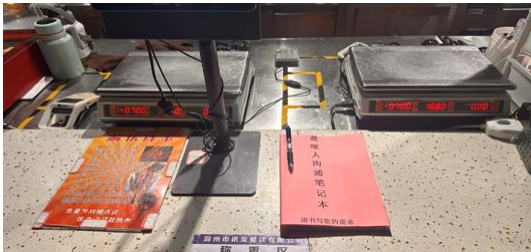
Accessible Parking Space



Accessible Handrails



One-Touch Emergency Call Device



Accessible Communication Book



Accessible Sink Station



Accessible Restroom



Case | Luxshare Precision Organized Activities for National Disability Day

During National Disability Day, Luxshare Precision organized a variety of activities to support employees with disabilities. Through activities such as knowledge contests, employee forums, sports events, and handcraft workshops, the Company promoted greater understanding of employees with disabilities, enriched their leisure time, and built an inclusive workplace for employees with disabilities.



Rida Intelligent Manufacture
Diversity Knowledge Contest



Xiexun Jiangxi Sign Language Class



Luxshare Smart Manufacturing
Diversity Sports Event



Luxshare Suining Inclusive Tea Party



Jia Shan Ri Shan Fun Inclusion Event



Kunming Zhitong Inclusive
Handcraft Workshop