

About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

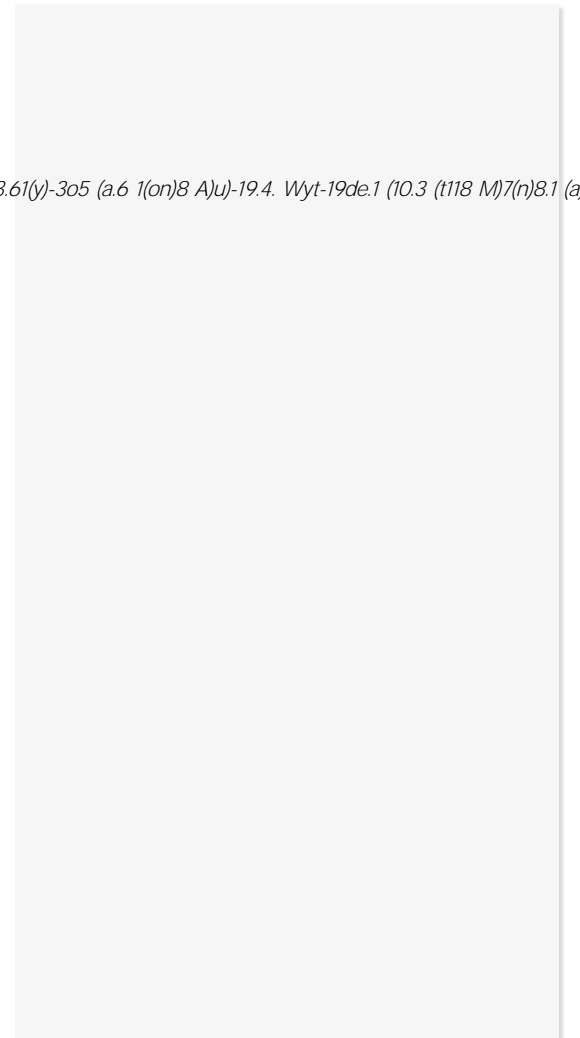
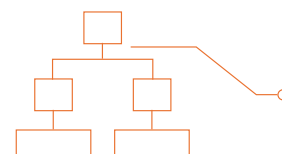
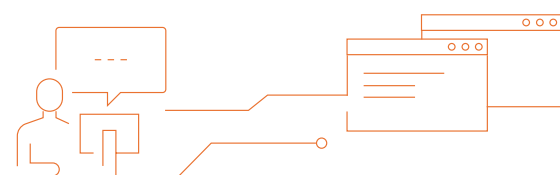
The Path to Development

Appendix

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

Management System

Luxshare Precision continuously enhances its occupational health and safety management system. We have established an EHS Management Committee to supervise the Company's EHS affairs, strictly complying with relevant laws and regulations such as the *Production Safety Law* and the *Law on Prevention and Control of Occupational Diseases*. We have formulated and implemented unified



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Risk Identification and Control

EHS Risk Management

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

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



United Drills of Aids on Water in Kunshan Factory

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

Division of Duties in Work Related Injury Handling

- Evacuate and protect the employees
- Announce the incident within 2 hours
- Assist in accident investigation
-

During the Reporting Period

The domestic and overseas factories where we completed audits reached over

30

The number of spot checks conducted was

40

Supervised the completion of rectifications over

1,000

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Protection of Rights and Interests

Talent Recruitment and Retention

Talent Development

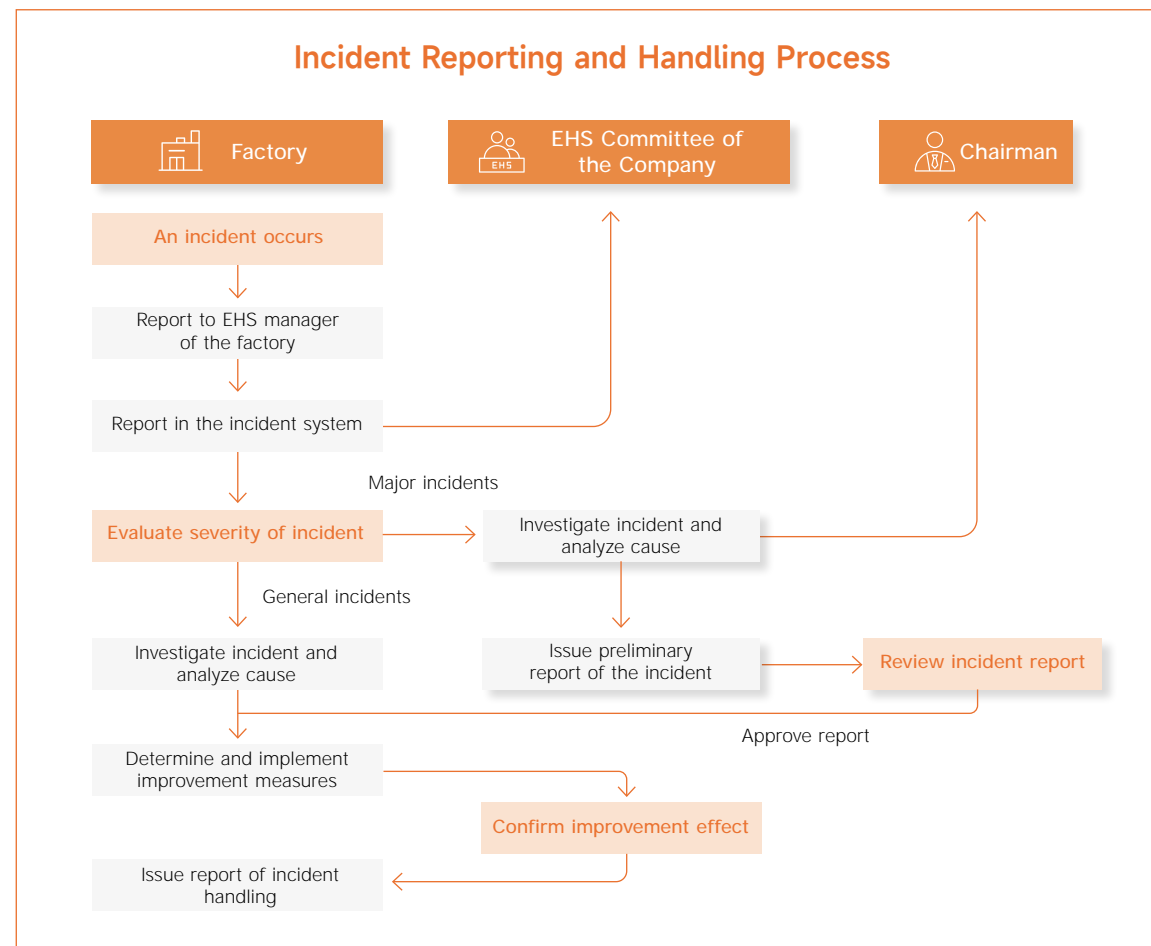
Occupational Health and Safety

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EHS Accident Management Process

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



During the Reporting Period

T

Luxshare Precision invested in occupational health and safety management for approximately

46

RMB **312** million

Training and Care

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

EHS Management Training

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

During the Reporting Period

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

2,151,601 hours

Participants

925,624 person times

Case Luxshare Precision Held EHS Emergency Management Training

In September 2023, the EHS Management Committee organized an annual emergency management training session for EHS management personnel and safety officers from five practical drills, this training enhanced all participants' ability to respond to various emergencies.



Emergency Management Training in Luxcase Factory



Emergency Management Training in East China Factory



Emergency Management Training in South China Factory



Emergency Management Training in Chuzhou Factory

Leading the Green Path

