

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



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Labor Rights Protection

Luxshare Precision Industry Co., Ltd. (hereinafter referred to as

or fully respects

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 %

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

Luxshare Precision is committed to protecting 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

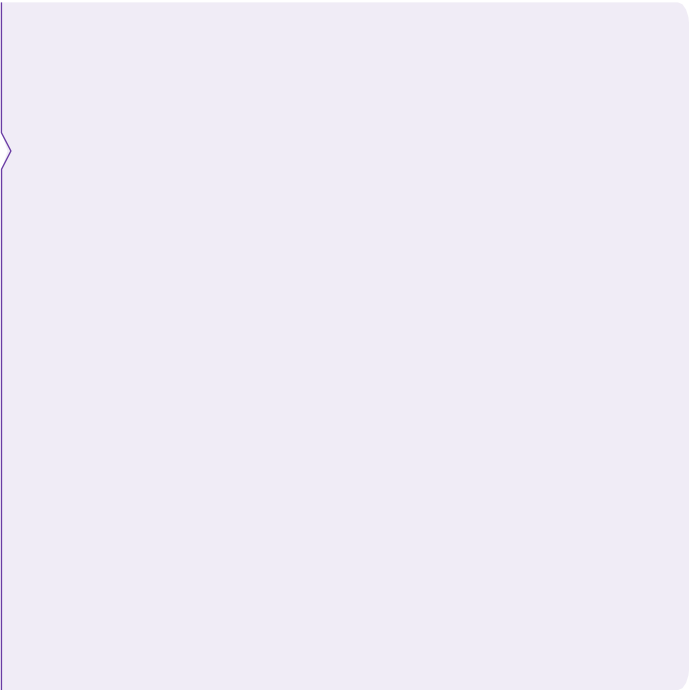
Based on survey feedback, Luxcase ICT Yancheng launched the program. Employees assist in dormitory management by identifying hazards and supporting emergency response, ensuring timely issue resolution and a comfortable living environment.



"Star Housekeeper" Program

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 fatal accidents and zero occupational . The



Case | Luxshare Precision Held Equipment Safety Lifecycle Management Forum

In April 2026, Luxshare Precision held the Empowerment, Full-chain 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 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 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 process control, and continuous 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