Building a Foundation of Integrity

Luxshare Precision has always adhered to the anti-fraud and anti-bribe r policy of "Integrity, Honesty, and Zero Tolerance for Corruption," integrating the concept of open and transparent integrity into its corporate culture and striving to maintain a credible and orderly market environment. We remain committed to opposing corruption by improving policies, strengthening management, and deepening education to continuously enhance employees' business ethics awareness and contribute to the construction of a good market order.

Luxshare Precision frmly opposes any form of corruption. To e fectively advance business ethics governance, the Company has estab Ȯ =
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Case Luxshare Xuancheng Conducted Anti-Corruption Training

In August, Luxshare Xuancheng organized anti-corruption thematic training for 74 managers to convey the Company's clear stance against corrupt practices. During the training, participants viewed integrity education videos and listened to analyses of typical disciplinary violation cases along with warning education sessions, gaining a deep understanding of the consequences and impacts of such violations. This training further strengthened employees' integrity awareness and legal concepts, conveying the behavioral requirements of 'fearing consequences in one's heart, exercising caution in speech, and stopping actions when necessary'.



Anti-Corruption Training

During the Reporting Period, Luxshare Precision:

Total hours of anti-corruption and business ethics training

483,181 hours

Coverage of employee anti-corruption training

100 %

COC exam pass rate

100 %

Signing rate of the *Employee's Letter of Integrity Commitment* or equivalent documents

100 %

Signing rate of the *Letter of Integrity Commitment* for Supplier or equivalent documents

100 %

Whistleblower Management

We actively encourage employees and stakeholders to report any non-compliant behavior or violations of the ethics code through multiple channels, either in real-name or anonymous form, and have established a corresponding reward mechanism for whistleblowing. Upon receiving a report, the Company will establish a special investigation team based on factors such as the nature of the case and the potential scope of impact to conduct investigations in a professional, efficient, and objective manner. During the Reporting Period, the handling rate of business ethics related complaints reached 100%.

Reporting Channels

Address : #313 Beihuan Road, Qingxi Town, Dongguan, Guangdong Province, China

Phone : 0769-38800880

WeChat : 13144861180

E-mail : justice@luxshare-ict.com

Whistleblowing Management Flowchart

Report Receiving
- Accepting reports

Case Assignment
- Assigning task forces
- Signing the *Statement of Investigation*

Investigation
- Evidence collection and verification

Case Conclusion
- Determing whether the allegation is substantiated
- Implementing reward and punishment mechanisms

To effectively protect the rights of whistleblowers, we have established the *Whistleblower Protection and Anti-Retaliation Policy*. This policy explicitly states that the Company maintains a zero-tolerance stance against any discrimination or retaliation targeting whistleblowers and commits to protecting those who report.

Whistleblower Protection Measures

Protect the Privacy of Whistleblowers
- Strictly prohibit the unauthorized disclosure of whistleblower-related information
- Designate specialized investigators to handle the reports while keeping them confidential

Avoid Conflicts of Interest of Investigators
- Require investigators to sign the *Statement of Case Investigation Personnel* to ensure they have no conflict of interest with the reported individuals

Seriously Investigate and Handle Retaliation Incidents
- Report any instances of retaliation promptly to the facilities' top supervisor and the Inspection and Investigation Division once they are identified
- Provide legal assistance to whistleblowers