

Ensuring Occupational Health and Safety

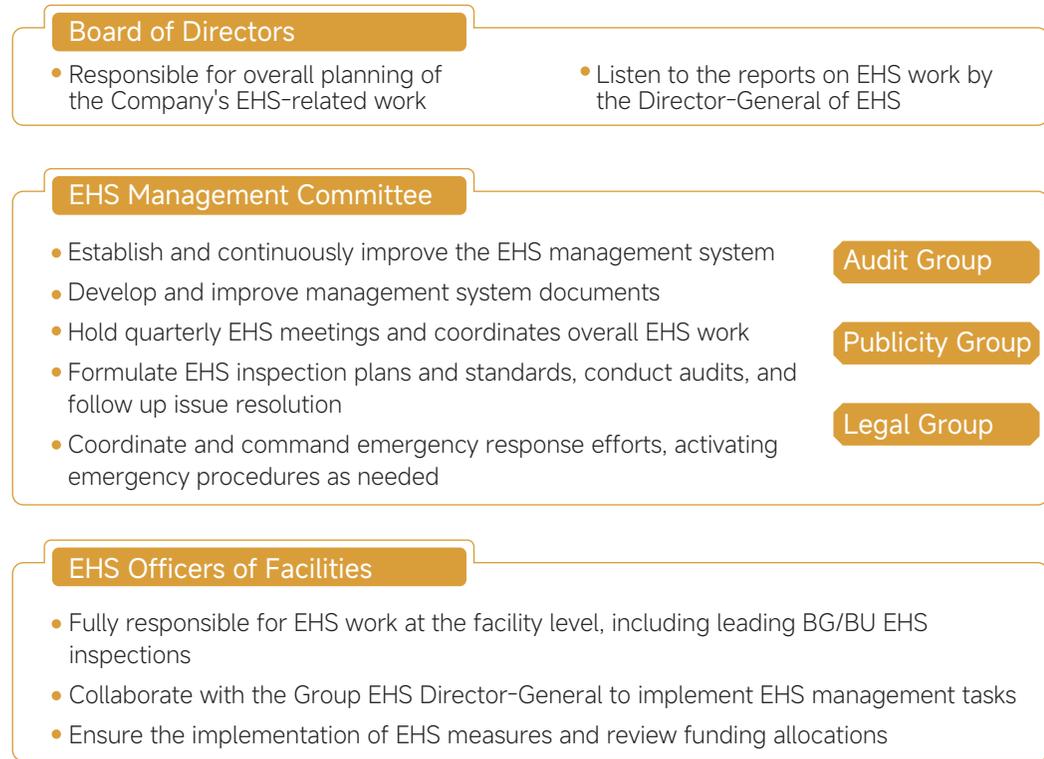
Luxshare Precision integrates occupational health and safety management into every aspect of our business operations, continuously optimizing the Environment, Health, and Safety (EHS) management system to create a work environment with "zero fatal accidents and zero occupational diseases".

EHS Management System

Luxshare Precision strictly complies with laws and regulations such as 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*. We have established and implemented an occupational health and safety management system that covers all employees²² and workplaces. The Company has developed unified standards, including the *Group EHS Manual*, *Group Occupational Health Management Procedures*, and *Group Incident Management Procedures*, to provide comprehensive occupational health and safety protection for employees.

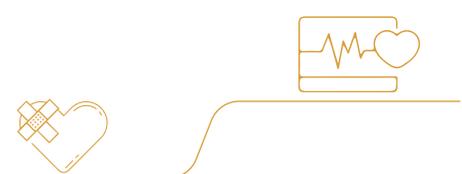
The Company's EHS Management Committee oversees EHS matters and has formulated the *Group EHS Management Committee Operation Management Procedures* to ensure strict implementation and detailed management across subsidiaries. The committee includes employee representatives, forming an efficient centralized management structure that enhances the scientific rigor and transparency of the management system.

EHS Management Committee Structure



During the Reporting Period, Luxshare Precision:

- Zero** work-related fatality took place
- Work-related injuries decreased by **24 % year-on-year**
- Invested in occupational health and safety management approximately **300 million RMB**



Luxshare Precision has established an EHS intelligent management platform to standardize control measures and reporting processes. The platform leverages a digital management system to monitor the execution efficiency of EHS-related tasks across all facilities and establishes a standardized evaluation mechanism, driving the Company's EHS management toward systematic, intelligent, and standardized upgrades.

Case | Luxcase ICT Yancheng Implemented Smart AI Video Surveillance System

The anode production line at Luxcase ICT Yancheng poses significant safety risks due to high temperatures and highly toxic chemical materials. To address this, Luxcase ICT Yancheng introduced a smart AI video surveillance system to monitor the operational status of overhead cranes on the anode production line. The AI technology detects the presence of human-like objects within the crane's movement range. Since the system's implementation, no safety incident occurred in the risk area, further strengthening the safety management.

Case | Jinxi Factory Implemented EHS Digital System

The EHS electronic system of Jinxi Factory has achieved controllable risks through visualization, integration, early warning, traceability, and automation. The system covers modules such as the facility safety committee organization, hazard management, and risk source management, supporting automatic hazard tracking, fire safety, and dual-control management. Additionally, the smart fire safety feature enables online monitoring and real-time alerts for water pressure, flow rate, and liquid level in the fire protection system, ensuring a safe and healthy working environment for employees.

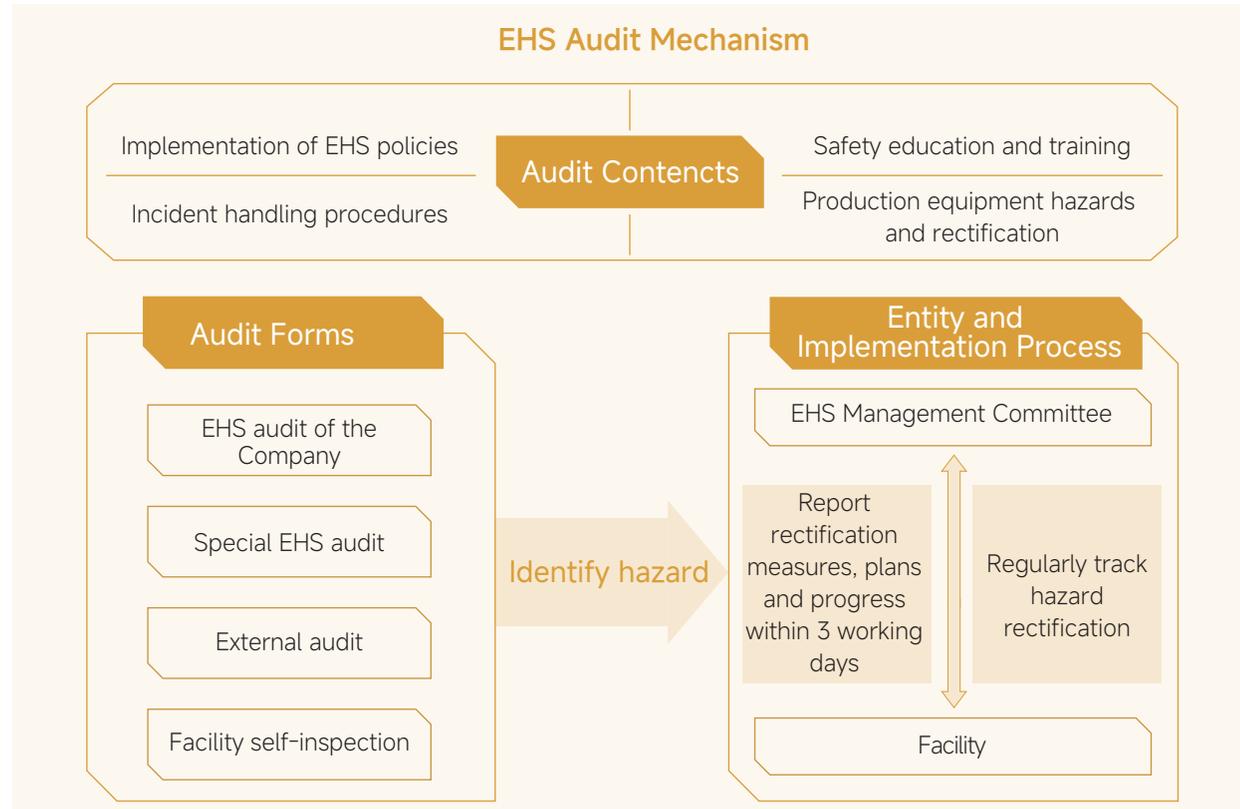


EHS Digital System Dashboard

²² Applies to all employees and other workers who are working at Luxshare Precision premises (such as suppliers and contractors, etc.).

EHS Risk Identification and Response

Luxshare Precision has formulated the *Group EHS Audit Management Measures* and the *Hazard Identification and Risk Assessment Control Procedures*, proactively identifying, investigating, and managing hazards by considering factors such as safety management, disaster risks, and production layout. We implement graded management of EHS incident risks, enabling dynamic risk monitoring and conducting EHS audits to prevent related incidents.



In 2024, Luxshare Precision conducted on-site EHS audits at 23 subsidiaries, including Luxcase ICT Yancheng and Luxshare Chuzhou, following the Company EHS audit rules. Through a closed-loop management approach of "prevention-process control-continuous improvement", the Company systematically strengthened its risk prevention and control capabilities.

During the Reporting Period, Luxshare Precision:

- 23** domestic and international subsidiaries completed audits
- 34** Spot checks conducted
- 686** rectifications supervised the completion of

Case | Luxis Beijing Implemented Hydrogen Supply Safety Renovation

In 2024, Luxis Beijing identified safety distance risks between the hydrogen supply station and internal/external roads at the original gas mixing station. To resolve this, Luxis Beijing implemented innovative measures by switching from on-site gas mixing to direct supply of inert nitrogen-hydrogen mixed gas from suppliers, effectively eliminating safety distance issues and flammable/explosive risks. This innovation earned the Beijing Emergency Innovation Case Award.



Mixed Gas Supply Station



2024 Capital Emergency Management Innovation Case Award

Case | Luxcase ICT Yancheng Implemented Full-Process Digital Control for Titanium Scrap

Titanium scrap may undergo chemical reactions and combust or explode when exposed to heat or open flames, posing safety hazards. Luxcase ICT Yancheng has established a full-process digital control system for titanium scrap, covering cleaning and transfer, oil drainage and cooling, briquetting, storage, and outsourcing. Key indicators such as titanium scrap weight, transfer time, and storage time are monitored to comprehensively enhance safety control capabilities.

Titanium Scrap Transfer Vehicle Control System

Electronic chips are installed on dedicated titanium scrap transfer vehicles to monitor entry and exit times, routes, and other data in real time. Alerts are issued for overstays or route deviations.

Titanium Scrap Removal System

Sets management threshold after comparison theoretical and actual titanium scrap generation, reports anomaly notification in time, and generates daily reports on titanium scrap and briquette quantities.

Weighing System

Records the weight of briquette transport vehicles entering empty and exiting loaded, with full process tracking via CCTV systems.

EHS Training and Drills

In 2024, Luxshare Precision conducted comprehensive EHS training for employees at all levels, from senior management to operators, as well as suppliers and contractors.

Safety Training Categories

 Safety Philosophy and Skills	 Occupational Health and Environmental Protection	 Fire Safety
 Chemical Safety	 Hazardous Operations	 Mechanical Safety

During the Reporting Period, Luxshare Precision:

-  Total employee EHS training participations exceeded **920,000 person-times**
-  Total suppliers and contractors EHS training participations reached **14,000**
-  Total employee EHS training hours exceeded **1.77 million hours**

The Company conducted emergency drills on themes such as evacuation, environmental emergencies, and more, targeting major EHS risk sources like fires, environmental pollution, hazardous chemicals, and mechanical injuries, effectively improving employees' emergency response capabilities.

Case | Luxshare Precision Hosted Fire Safety Month Activities

In 2024, Luxshare Precision actively organized Fire Safety Month activities across domestic and international facilities. Through quizzes, skill competitions, interactive games, and practical drills, employees' fire safety awareness and emergency response skills were enhanced. Additionally, fire drills, skill training, facility inspections, and educational courses were conducted to further strengthen safety skills.



Luxshare Hubei Fire Rescue Drill



Smart Manufacturing Jiangxi Fire Skills Competition



Luxshare Van Trung Dormitory Fire Drill



Xiexun Jiangxi Drone Firefighting

Case | Luxshare Xuancheng Conducted Red Cross First Aid Training

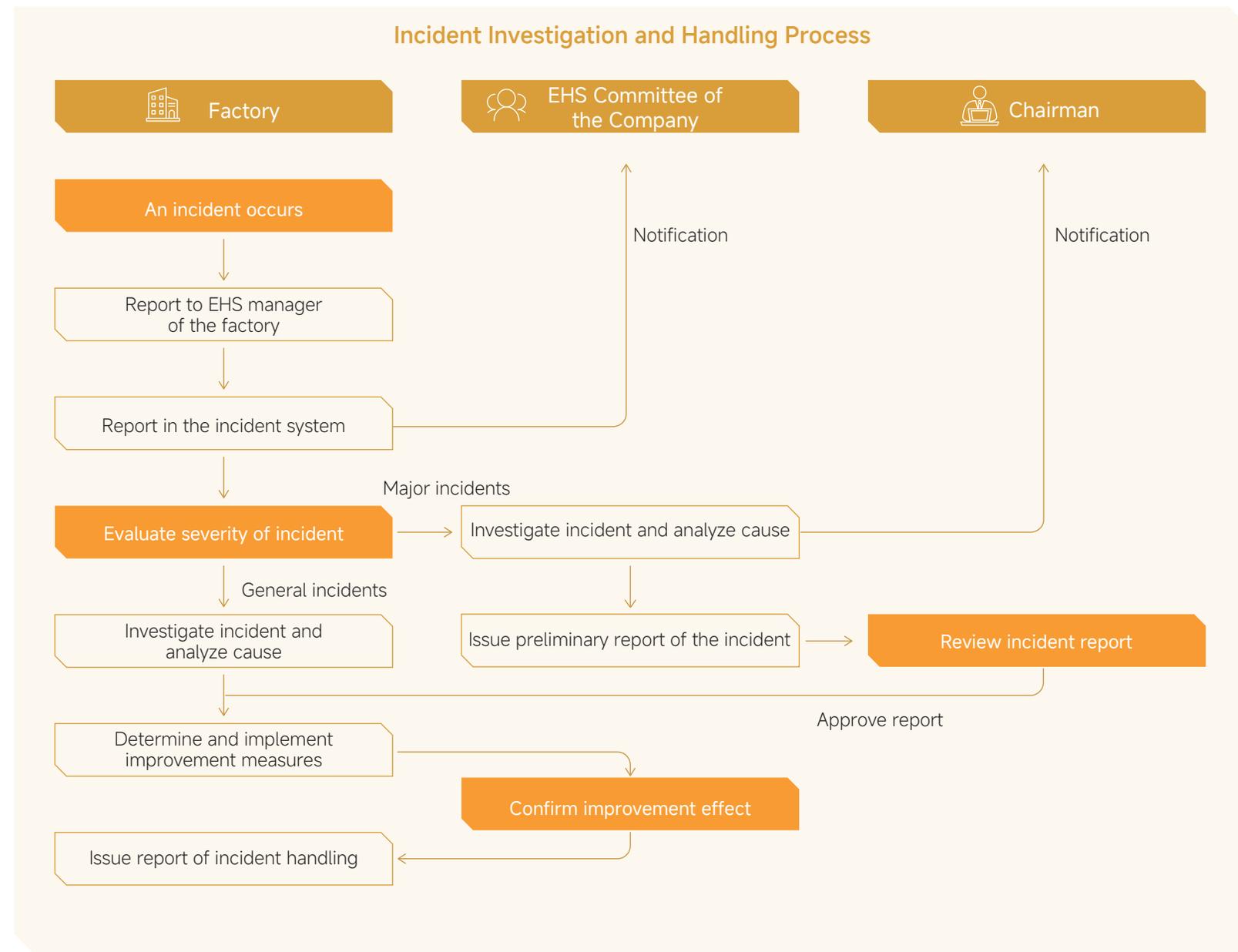
Luxshare Xuancheng collaborated with the Xuancheng Red Cross Emergency Rescue Training Center to provide first aid training. 48 participants learned theoretical and practical first aid skills, including CPR, bleeding and bandaging, and fracture fixation, through a hybrid online and offline model. Upon assessment, they received certificates issued by the Xuancheng Red Cross Emergency Rescue Training Center.



Red Cross First Aid Training

EHS Incident Emergency Response and Management

Luxshare Precision is committed to strengthening EHS incident management processes. All BG/BU supervisors are required to sign an *EHS Management Responsibility Letter*, clarifying their responsibilities to ensure rapid reporting and response through the EHS management system in the event of an incident. Relevant regulatory authorities are notified promptly based on the severity of the incident, enabling timely improvements.



During the Reporting Period, Luxshare Precision:



Completed *EHS Management Responsibility Letter* signing rate for BG/BU supervisors

100%



Occupational Injury Management

Luxshare Precision has established multiple procedures, including the *Incident Management Procedures*, *Health and Hygiene Management Control Procedures*, and *Occupational Injury Management Measures*, to create a comprehensive process for handling occupational injuries and emergency incidents, ensuring timely and effective resolution of health and safety issues. Additionally, the Company provides a 24-hour medical room to offer necessary medical assistance to employees in need.

Division of Duties in Work-Related Injury Handling

Incident Department	<ul style="list-style-type: none"> • Evacuate and protect employees • Report the incident within 2 hours • Assist in incident investigation • Implement corrective actions
Administration	<ul style="list-style-type: none"> • Handle occupational injury reports • Arrange medical treatment and follow-ups • Reimburse medical expenses
EHS	<ul style="list-style-type: none"> • Handle occupational injury reports • Investigate and analyze incidents • Track corrective actions • Audit safety training
HR	<ul style="list-style-type: none"> • Handle occupational injury reports • File occupational injury claims • Update progress on injury handling
Employees	<ul style="list-style-type: none"> • Report occupational injuries • Evacuate from high-risk areas