

About this Report

Chairman's Statement

About Luxshare Precision

Sustainability Governance

Way of Governance

Leading the Green Path

People-oriented Approach

Protection of Rights and Interests

Employee Well-being

Talent Recruitment and Retention

Talent Development

Occupational Health and Safety

The Path to Development

Appendix

Occupational Health and Safety

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.

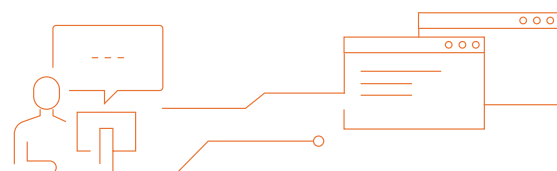
Management System

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 standards like the *Group EHS Manual*, the *Group Occupational Health Management Procedures*, and the *Group Accident Management Procedures* to monitor and ensure compliance by all subsidiaries, as well as implement detailed management practices.

EHS Management Structure

The Company has established regulations such as the *Group EHS Management Committee Operation and Supervision Management System* and the *BU Director Environmental Safety and Health Accountability Form*. This has formed an efficient centralized management structure, establishing an occupational health and safety system covering **all employees**. The EHS Management Committee also includes employee representatives to ensure adequate participation in occupational health and safety management.

During the Reporting Period, Luxshare Precision organized **3** specialized EHS meetings for senior management, covering topics such as EHS planning, construction and enhancement of EHS information management system, and EHS reporting.



EHS Management Committee Structure

Board of Directors

- Responsible for overall planning of the Company's EHS-related work
- Listen to the reports on EHS work by the Director-General of EHS



EHS Management Committee

- Establish and continuously improve the Company's EHS management system
- Establish and improve the Company's EHS management system documents
- Hold quarterly EHS meetings, and plan and deploy the overall EHS work of Luxshare Precision
- Formulate the EHS inspection plans and standards, carry out the EHS audits and inspections, and follow up problem improvement
- Coordinate and command emergency events, conduct crisis public relations according to the severity of the events, and initiate emergency response procedures promptly



Audit Group	Publicity Group	Legal Group
<ul style="list-style-type: none"> Organize and carry out the EHS-related inspections in all factories as planned Follow up the EHS problems in each factory and resolve them timely 	<ul style="list-style-type: none"> Establish relevant management systems and work procedures and organize their implementation Carry out EHS-related publicity activities and training Responsible for the collection, collation and analysis of the Company's EHS related data 	<ul style="list-style-type: none"> Collect the latest laws and regulations related to EHS, and establish internal implementation standards Provide necessary legal assistance

EHS Officers of Factories

- Responsible for the direction and inspection of EHS work in BG/BU/factories
- Implement the EHS-related measures and review capital investment
- Work with the Executive Director of each factory to carry out the EHS management



As of the end of the Reporting Period

The number of subsidiaries that obtained ISO 45001 Occupational Health and Safety Management System Certification was

51



EHS Information Management

We utilize an EHS information management system to streamline control measures and reporting channels, promoting systematic, intelligent, and standardized EHS management. During the Reporting Period, we continuously improved the information management system, adding new modules for canteen safety management and risk investigation management. We also created data reporting functions to make all data in safety management more intuitive.

