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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Luxshare Precision Industry Co., Ltd. (hereinafter referred to as be U R RPVV aUR0 f or d R fully respects

Supply Chain Labor Management

The Company is committed to building a responsible supply

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

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 gR fatal accidents and zero occupational VR R . The

In April 2026, Luxshare Precision held the 2026 Empowerment, Full-chain and 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.

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.