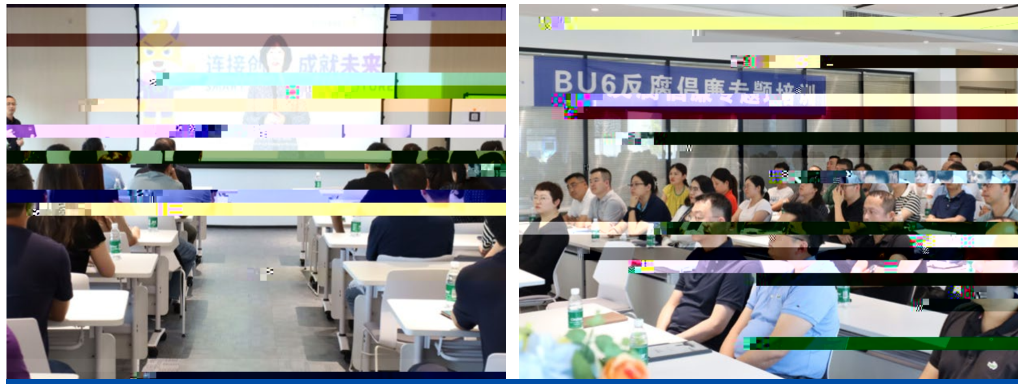
Building a Foundation of Integrit

Luxshare Precision has always adhered to the anti-fraud and anti-bribery 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 firmly opposes any form of corruption. To effectively advance business ethics governance, the Company has estab om business ethics awarenance, thevingn ond sione Compaances n—open

[illegible]

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'.



[illegible]

During the Reporting Period, Luxshare Precision:

Total hours of anti-corruption and business ethics training **483,181** hours	Signing rate of the *Employee's Letter of Integrity Commitment* equivalent documents **100** %
Coverage of employee anti-corruption training **100** %	Signing rate of the *Letter of Integrity Commitment* for Supplier or equivalent documents **100** %
COC exam pass rate **100** %	

[illegible]

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. [illegible]

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[illegible]
- Accepting reports

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[illegible]
- Assigning task forces
- Signing *of Investigation*

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[illegible]
- Evidence collection and verification

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[illegible]
- Determining 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.

[illegible]

[illegible]
- Strictly prohibit the unauthorized disclosure of whistleblower-related information
- Designate specialized investigators to handle the reports while keeping them confidential

[illegible]
- Require investigators to sign the *Statement of Case Investigation Personnel* conflict of interest with the reported individuals

[illegible]
- 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