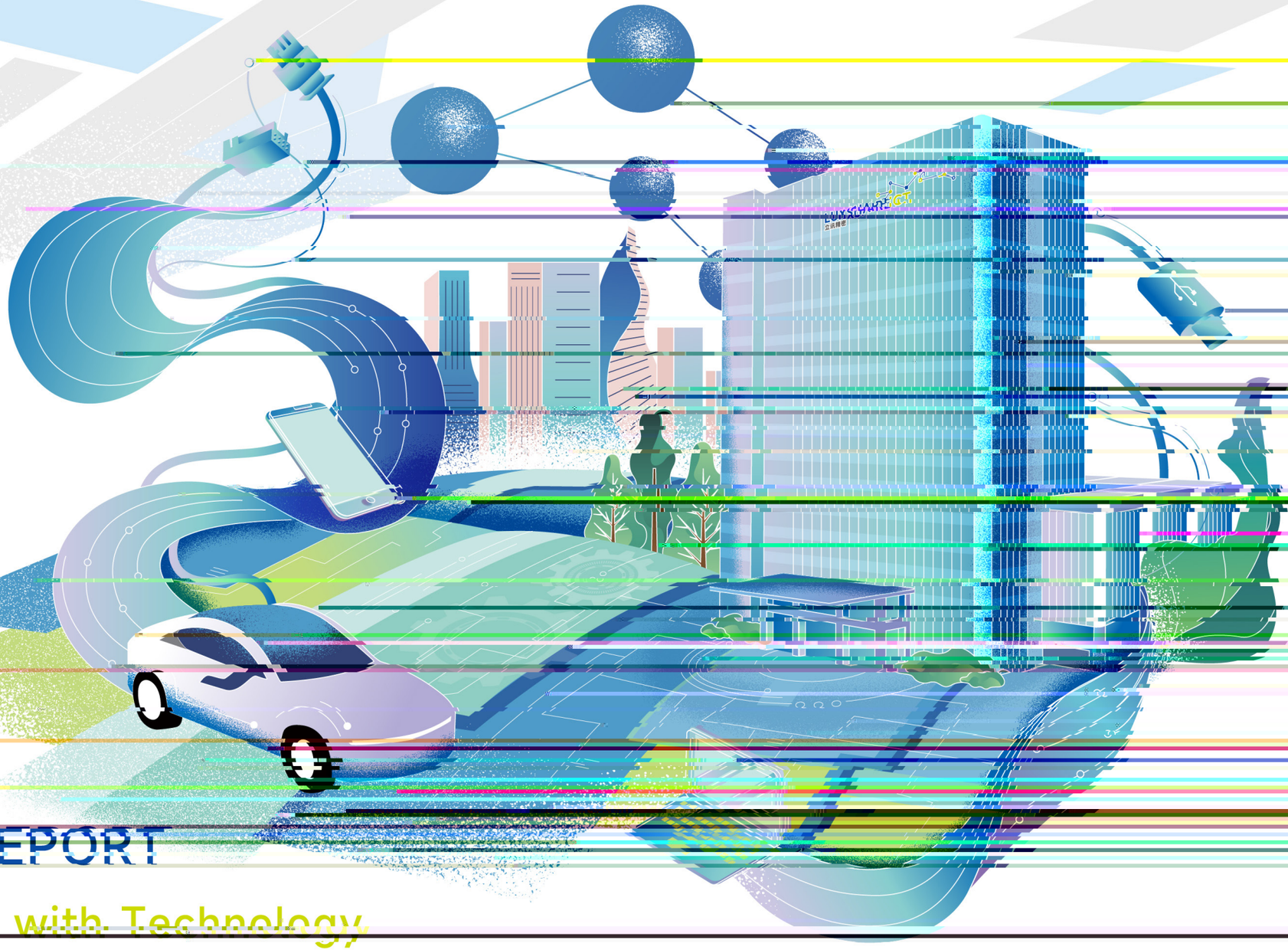
LUXSHARE-ICT



2023
SUSTAINABILITY REPORT

Connecting the Future with Technology

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Introduction

Luxshare Precision Industry Company Limited releases a sustainability report every year, which focuses on the disclosure of the concepts, goals, work progress and future plans of the Company and its subsidiaries in terms of sustainable development.

Preparation Basis

Luxshare Precision has prepared this Report in accordance with "the GRI Standards" and taken reference to the *Social Responsibility Instructions to Listed Company* issued by the Shenzhen Stock Exchange as well as the issues MSCI and others are concerned with in respect of the Environmental, Social and Governance (ESG) rating of capital market. In the process of preparation, this Report was prepared by identifying the important stakeholders, analyzing and arranging substantial issues about the sustainable development, defining the contents of this Report, and summarizing, sorting and reviewing the relevant information.

Data Source

All data used in this Report originates from Luxshare Precision Industry Company and its subsidiaries.

Terms Definition

For the convenience of expression and reading, "Luxshare Precision", "We" and "us", "the Company" in this Report refer to Luxshare Precision Industry Company Limited. Unless otherwise specified, the terms and abbreviations of subsidiaries used in this Report have the same meanings as those defined in the Company's *2023 Annual Report*.

Reporting Entities and Period

Unless otherwise specified, the policies, statements and materials in this Report cover the actual business scope of the Company, and the reporting entities in the Report are the same as those of the *2023 Annual Report* of the Company. The Reporting Period is from January 1, 2023 to December 31, 2023.

Reliability Statement and Assurance

The Board of Directors is responsible for the truthfulness, accuracy and completeness of the Report. Luxshare Precision has commissioned TÜV Rheinland (Shanghai) Co., Ltd. to conduct an external audit according to AccountAbility AA1000 Verification Standards. The statement of independent verification is provided on page 76 of the Report.

Confirmation and Approval

This Report was approved by the Board of Directors for release on April 24, 2024.

Availability of this Report

Luxshare Precision Sustainability Report is released annually at the same time as the Annual Financial Report. You can access the simplified Chinese and the English version of this Report through the following website. In case of any inconsistency between the versions, the Simplified Chinese version shall prevail.

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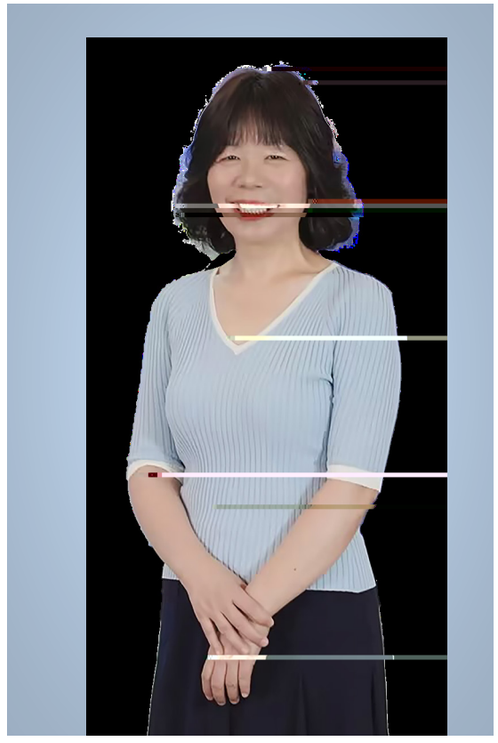
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Chairman of Luxshare Precision

Looking back in 2023, we saw slow recovery of the global economy and fierce competition in the industry. In the face of challenging environment, we truly felt the strength of Luxshare Precision, who showcased the mission and commitment of “Made in China” in the international arena. The responsibility grew even clearer to us to push forward with the development of

in the global value chain. It is our faith and belief that underlie the responsibilities. We are in the conviction that the sustainability of our business stems from the

and practicing the corporate vision, mission and values, we keep exploring how to take advantage of our products to implement the ESG strategies, how to better incorporate ESG into our business, and how to leverage on our capabilities to solve social problems. In the process of addressing a series of issues, we gain insight into the relationships of Luxshare Precision with the era, the nation, the society and the industry.

We strengthen strategic leadership understand and take responsibilities with fulfilling market expectations

Luxshare Precision always considers standard operations as a starting point, value realization as footholds, and investor needs as orientation, in a bid to improve the governance compliance and risk control systems of the Company and has also

and other stakeholders. The Board of Directors of the Company meticulously puts the regulatory requirements into practice, empowers the corporate strategies, and consistently gives impetus to the

balance. While constantly improving the Company's governance capabilities, we aggregate and consolidate our R&D advantage. In the future, digital technologies will play an increasingly significant role. Embarking

rigorously develops Intelligent Manufacturing, continues to accumulate the technological and manufacturing advantages, and further steps up the R&D of Intelligent Manufacturing by virtue of artificial intelligence, 5G, cloud computing, big data and other

We delve into sustainability and perform meticulously to drive the sustainable value chain

Against the backdrop of global climate change and shouldering the responsibility of facilitating "carbon

change and transformation entail concerted efforts along the whole value chain. In January 2024, Luxshare Precision's emissions reduction targets were officially validated and approved by the Science Based Targets initiative (SBTi). We will advance the attainment of the climate targets in an orderly and phased manner in the future as guided by the overall plan for climate transformation path. Despite all the difficulties and challenges, we speak with conviction that a sustainable future is inevitably driven by new energy and new technologies. Luxshare Precision integrates energy management with smart park management, and unleashes the potential of energy efficiency improvement, by boosting the development of the Internet of Energy (IOE) smart energy management platform. Meanwhile, the Company continues to expand the proportion of clean energy usage and optimize the energy structure by developing rooftop PV systems, purchasing green electricity directly and other methods.

We join forces with our employees to share accomplishments and build a harmonious workplace

The progress and advancement of the Company can't be achieved without the unremitting efforts made by our talents. We hold fast to strict management combined with genuine care, provide various channels to recruit talents, and build a stage for our employees to make their dreams come true. Considering people's

a sophisticated human resources system, continuously ramp up the management of employee benefits and the mechanism of protection within the Company, and render competitive compensation and benefits as well as diversified career development opportunities to our employees. It is always our mission to help every employee grow in an equal, respectful, happy, inclusive and diverse environment.

We create shared value and build trust to deliver our social responsibilities

Luxshare Precision has always been trying to expand its responsibilities it undertakes for many years. We endeavor to develop a responsible and sustainable supply chain system with suppliers and other partners, give full play to our industrial influence, and assist our suppliers in constantly improving their environmental and social performance. On top of that, we proactively encourage our suppliers to invest in energy conservation and deliver our commitment to reduce pollution and carbon emissions along the whole value chain. In the meantime, we keep abreast of and take initiative to respond to the actual needs of the communities where the Company operates. We lead the community development and volunteer services, demonstrating the responsibilities and commitments of Luxshare Precision as a corporate citizen.

AA A AAA imperative to make continuous contributions

Our future is full of challenges mixed with hopes. By staying true to the original aspiration of "Connecting the Future with Technology", Luxshare Precision underpins smart manufacturing with technologies and innovations, and injects new productive forces as new momentum into corporate development, to mark the new milestone. In addition, Luxshare Precision will hone the Company's own competence and capitalize on the strength of the industry, with

globally competitive enterprise.

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Company Profile

Established on May 24, 2004, Luxshare Precision Industry Company Limited was successfully listed on the Shenzhen Stock Exchange on September 15, 2010 (Stock Code: 002475). Headquartered in Dongguan City, Guangdong Province, China, the Company has over 100 subsidiaries, mainly located in Guangdong, Jiangxi, Jiangsu, Zhejiang, Anhui and other regions of China, and foreign countries such as Vietnam, India, and Mexico, and has established R&D centers in Shanghai, Dongguan, Shenzhen, Xi'an, the United States, etc.

Main Business

Luxshare Precision adheres to the core corporate value of "Pragmatism, Enterprising, Developing, Innovation, Cooperation, Fusion, Thanksgiving, and Return", always insists on the technology orientation as the core, integrates the product research & development and application services, and gradually realizes the leap from traditional manufacturing to intelligent manufacturing. We are committed to providing integrated intelligent manufacturing solutions from core components and modules to the system assembly for consumer electronics, automotive products and enterprise communication products. For more information about the industry and business of the Company, please refer to Section III Management Discussion and Analysis of the *2023 Annual Report*.

Product Application Scenes

Consumer Electronics

- Smart display, intelligent conference system, AR/VR/MR, smart speakers, laptops, controllers, tablet computers, smart phones, wireless charging and security cameras
- Smart vacuum cleaners, gamepads, smart adapters, routers, smart
- AR glasses, bone conduction headphones, wireless bluetooth headphones, smart bracelets, smart watches, outdoor power supply, balance cars, electric scooters, smart safety lock, electric vehicle chargers and smart helmets

Automotive

- including vehicle wiring harnesses, connectors, intelligent network, smart cockpit and new energy vehicle power systems

Communication and Data Center

- Extend from components and modules products to complete server assembly, develop optical and system modules and vertically integrate the complete solution of the data center
- Deeply integrate and focus on the antenna, CPE, tower amplifiers, RF units and other product lines

Medical Health

- Start from consumable products, carry out rapid integration towards surgery, imaging and other equipment product lines

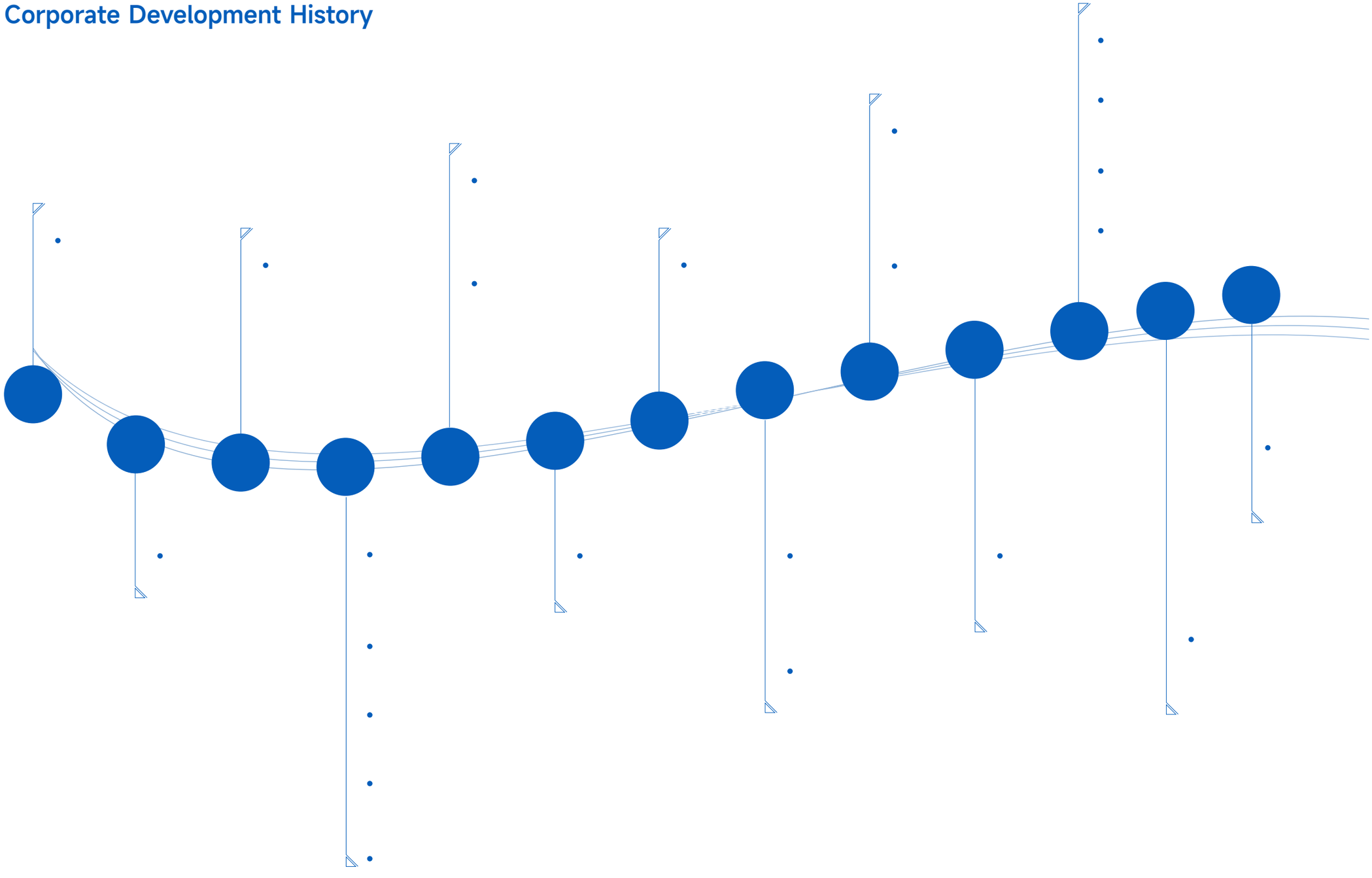
Industry Cooperation[1]

As a leading enterprise in the industry of electronic components, Luxshare Precision and its subsidiaries have become formal members of more than 50 industry associations. They participate in industry conferences, assist in the formulation of industry standards, and share the latest industry technologies to enthusiastically promote industry management normalization and unification, and impel the healthy and stable development of the industry.

[1] This chapter only shows some of the industry associations that Luxshare Precision has participated in.

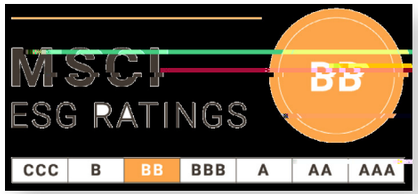
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Corporate Development History



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Recognition and Honors



"BB" Level

"A" Rating in Climate Change
"B" Rating in Water Security

Carbon Disclosure Project



Silver Medal

EcoVadis Certification



"Golden Key" Honor Award

China Sustainability Tribune

Ranked rd in Industry in CITI
Ranked th in Industry in CATI

The Institute of Public & Environmental Affairs



ESG Best Practice Case of Chinese Listed Companies

China Association for Public Companies



Listed in "Pioneer " China ESG Listed Companies"

China Media Group



People's Corporate Social Responsibility Award
Green Development Award

People.cn



Excellent Case of ESG Responsibility for "Xinhua Credit Jinlan Cup"

China Economic Information Service

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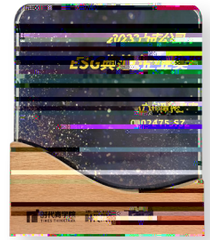
Listed in □□□□ Forbes China ESG Innovation Enterprise Selection□

Forbes China



Listed in □Top □□□ Listed Companies of China in ESG□

Securities Times



□□□□ Award for ESG Model Enterprise among Listed Companies

Times Media Group



□□□□ □Evergreen Award□ Green Award for Sustainability

Caijing Magazine



□Golden Awards□ Annual Sustainability Award

Best Environmental □E□ Responsibility Award

Sina Finance



Environmentally Friendly Pioneer Enterprise Award



□□□□ Fortune Global □□□

Fortune



Women□s Enterprise Certificate

MSD China



□□□□ Green Sustainable Development Contribution Award

2023 International Green Zero Carbon Festival

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01

ENVIRONMENT

ESG

GOVERNANCE

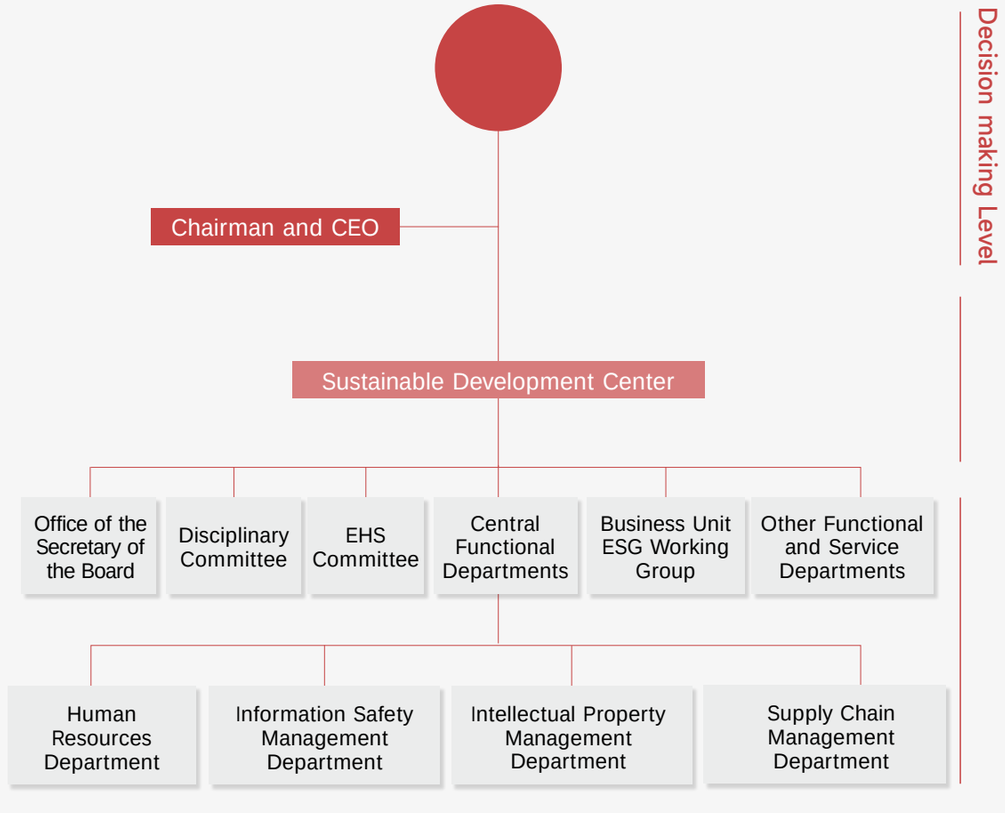
SOCIAL

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Luxshare Precision has established a three level sustainability governance structure featuring decision making planning execution
latest trends and excellent practices in the field of sustainable development for all team members, effectively

body of the governance team, the Board of Directors reviews important sustainable development work matters such as the overall plan, strategies, management policies, and goals proposed by the Sustainable Development Center by combining regular meetings and ad hoc meetings. Moreover, it reviews the progress of achieving the goals in accordance with the various sustainable development goals and provides action requirements and suggestions for areas or aspects that need to be improved. For more information about the responsibilities of Luxshare Precision ESG governance team, please refer to the *Company's official website*.

Sustainability Governance Structure



Luxshare Precision always adheres to the ESG management policy of Scientific Governance Green and Low Carbon Harmony and Health Responsible Procurement , pursuing a balance between social impact, environmental benefits, and corporate financial performance to create more shared value. We will uphold the principle of sustainable development throughout our development and pass it on to our upstream and downstream partners, with a view to jointly forging sustainable competitiveness in the global value chain.

ESG Management Policy

Continuously improve corporate governance structure, enhance corporate governance, follow the requirements of business ethics, build trust

the Company, and pursue sustainable corporate development and business model.

Sustainability Governance
Way of Governance

Implement the national green development strategy,

reduce waste and increase efficiency, promote

help achieve scientific carbon goals, seize clean technology opportunities, and drive green and low-carbon development of the whole industry and society.

Leading the Green Path

Build a harmonious workplace, respect the rights and interests of employees in each operation site, establish smooth communication channels, continuously improve the democratic management system, provide diversified development pathways and a sound occupational health management system for employees, and create a harmonious, democratic, safe and comfortable work environment.

Maintain a benign relationship with suppliers

common development, establish a sound supply chain social responsibility management system, build a green and responsible value chain, and jointly work for a sustainable future.

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Commitment for Critical Goals

enhancing our management capabilities in matters such as supply chain, production/operation, products, employees, and social participation, and continuously optimizing the direction and path of action.

Environmental Goals	Progress of Environmental Goals
Set GHG emission reduction goals consistent with the scientific carbon	The formulation of scientific carbon reduction goals has been completed and the Company has been certified by the SBTi
Reduce absolute Scope 1 and 2 emissions	2022 base year
The Company shall save 250 million kWh energy cumulatively from 2023 to 2025	Saved 140 million kWh energy cumulatively
The utilization rate of clean energy will	The utilization rate of clean energy
The withdrawn water utilization rate will that of 2021	The withdrawn water utilization rate with that of 2021
Employ the third party to conduct wastewater detection at least once a year	standards
Achieve a waste transformation rate of 2025	The average waste transformation rate
Impose strict graded control of hazardous substances and gradually materialize replacement and reduction goals comprehensively	Developed and promoted hazardous domestic and international policy trends and customer standards

Corporate Governance Goals	Progress of Corporate Governance Goals
Continue to improve corporate governance and internal control system	Establish three defense lines for risk management and internal control under the guidance of COSO framework
Conduct regular stakeholder communication through multiple channels	Conducted 17 ESG special investor communications sessions
Percentages of female directors and independent directors in the Board are not less than one third	independent directors accounted for
Continuously improve the business ethics standards and unblock whistleblowing rate of business ethics related complaints	related complaints
Conduct regular business ethics training and build a culture of honest management	related training reached 293,076 hours
Zero major information leak, zero major information system failure and zero business continuity interruption incident	Passed the annual audit of ISO 27001 information security standard certification, and zero relevant incident took place
Maintain good communications with local communities where operations are conducted	Actively participate in community activities, and care for and visit vulnerable groups
Actively contribute to local community development	in public charity activities
Actively contribute to local community construction	Devote to social welfare activities such as disaster relief and rural revitalization, and contribute to community construction

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Commitment for Critical Goals (Continued)

	involve 3TG business pass certification of Responsible Minerals Assurance Process (RMAP) or other relevant certifications	in the supply chain passed RMAP certification
	Initiate green supply chain initiatives to promote environmental and social responsibility among suppliers	Assisted 59 suppliers and subsidiaries in achieving the removal of environmental violation records
	Set GHG emission reduction goals consistent with the Science Based Targets Scope 3 reductions	The formulation of scientific carbon reduction goals has been completed and the Company has been certified by the Science Based Targets Initiative (SBTi)
	value added by 2032 from a 2022 base year	of value added from a 2022 base year
	Promote suppliers to save 100 million kWh energy cumulatively from 2023 to 2025	of energy
	Complete the intelligent production and manufacturing system, and gradually promote the industrial intelligent transformation	The 5-year Plan for intelligent manufacturing is being prompted, and intelligent upgrade of 32 business processes was completed
	Strengthen the quality management system and continuously improve product quality	The Company and its major production bases have passed the ISO 9001 quality management system certification
	Motivate R&D and innovation of core technologies and encourage associated patent R&D and application in clean technologies	1,527 patents were newly added, and the total number of patents reached 6,202
	Constantly increase R&D investment of green products and clean technologies	More than RMB 300 million was invested in the R&D of green products and clean technology, and 46 patents related to clean technology were obtained

	Value and respect the rights and interests of all employees at home and abroad, to avoid discrimination and damage to labors' rights and interests	A labor risk management framework of "identification - prevention - supervision - mitigation and remediation" was established, and zero incident of labor rights infringement and discrimination took place this year
	and zero occupational disease incident", related injury incidents of the Company each year compared to the previous year from 2023 to 2025	
	Construct an occupational environment with diversity, inclusiveness and equality, provide a competitive remuneration plan for all employees, provide diverse promotion channels	We continuously promote scientific and rational adjustment of salary, improve the promotion system and mechanism, and launch the "Star Characters" and "Thanks to You" honor system to enhance the sense of identity and belonging of employees
	Unblock employee complaint channels, actively carry out employee communications, and build a team of employees with high satisfaction and engagement	The coverage rate of employee engagement and satisfaction survey questionnaires collected
	Employee's Letter of Integrity Commitment	The signing rate of the *Employee's Letter of Integrity Commitment*
	Strengthen employees' awareness of confidentiality, and training on information security and privacy protection	The total duration of information security training reached 201,701 hours, with a total of 64,003 participants
	hours of training annually by 2025	The employee training coverage was of 23 hours per person

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Luxshare Precision actively listens to the suggestions and expectations of stakeholders on the Company's sustainable development strategies and practices, and uses them as a key reference for us to promote sustainable development work. We have identified of stakeholders in light of the Company's own business characteristics and operational situation, and continuously improve the diversified communication mechanism.

We encourage all relevant parties to appeal against potential negative impacts that may be caused or facilitated by the Company, and ensure that multiple appeal channels, such as the open email address *(public@luxshare-ict.com)* and complaint hotline, are maintained unobstructed, and dedicated employees are appointed to promptly contact the appellant to energetically remedy negative impacts and accept supervision and review upon the improvements. We would regularly share relevant improvement progress with stakeholders and communicate with them to .

Stakeholders	Governments and Regulatory Agencies	Shareholders and Investors	Suppliers	Customers	Employees	Community Members	Partners and Social Media
Major Concerned Material Issues	• Energy management • Employee diversity and equal opportunities • Talent attraction and retention • Responsible supply chain management • opportunities • Corporate governance and risk control • Business ethics • Information security and privacy protection	• Energy management • Occupational health and safety • Customer relationship management • Product responsibilities • Innovative research and development • Information security and privacy protection • opportunities • and carbon management	• Responsible supply chain management • Information security and privacy protection • Customer relationship management • Product responsibilities • Opportunities in clean technology • Hazardous substance and chemicals management	• opportunities • Waste and circular production • Hazardous substance and chemical management • Business ethics • Product responsibilities • and carbon management	• Talent attraction and retention • Occupational health and safety • Protection of employee rights and interests • Employee training and development • Employee diversity and equal opportunities • Product responsibilities • Innovative research and development	• Community engagement • opportunities • and carbon management • Water resources and wastewater management • Waste and circular production	• Information security and privacy protection • Product responsibilities • Opportunities in clean technology • Responsible supply chain management
Communication Channels	• Supervision acceptance • Regular disclosure • Irregular reporting • Participation in relevant meetings • Survey questionnaires	• Information disclosure • General Meetings of Shareholders • Communication with special ESG investors • Call conference, email, etc. • Survey questionnaires	• Open tendering • Daily communication with suppliers • Supplier management and review • Supplier training and empowerment • Survey questionnaires • Supplier conference	• Online communication platforms • Regular customer assessment • Technical seminars • Customer satisfaction surveys • Annual and quarterly communications • Survey questionnaires	• Trade unions • Employee symposium • Employee complaints and appeals • Employee engagement and satisfaction surveys	• Information disclosure • Complaint hotline • Field visits • Volunteer activitie	• Information disclosure • Communication and interview • Engagement in industry exchanges • WeChat official account platform

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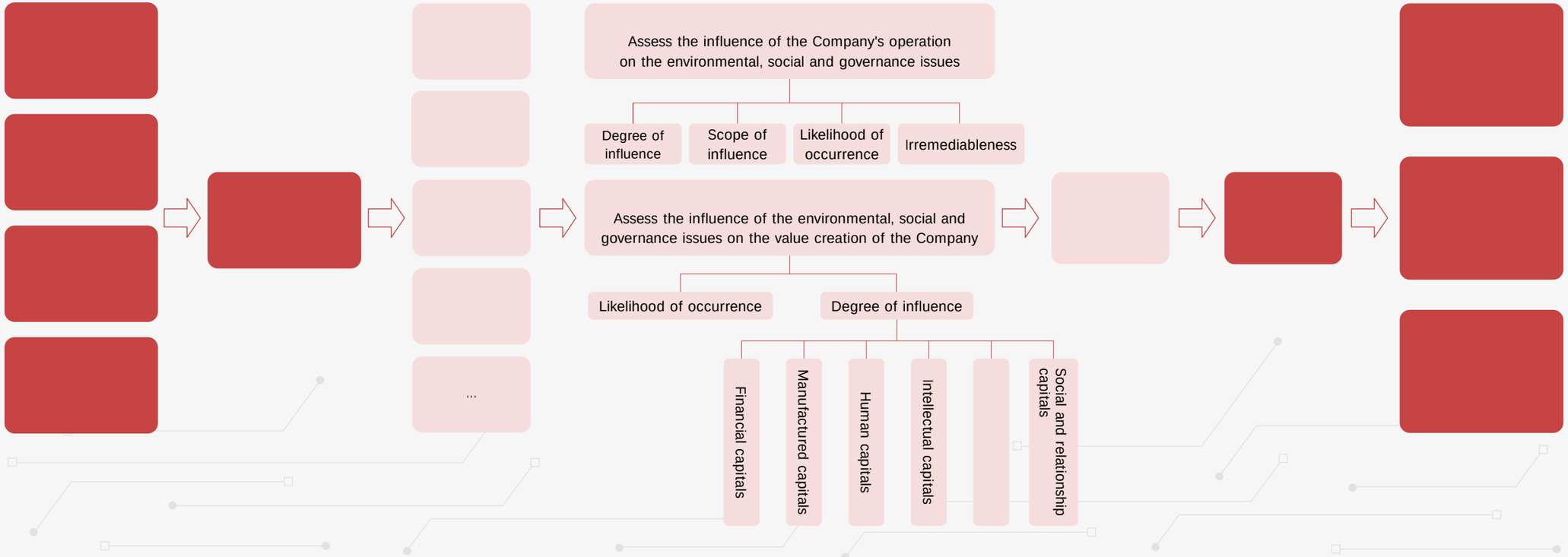
Double Materiality Survey Methods and Processes

In 2023, Luxshare Precision invited stakeholders to conduct issue evaluations from both the dimensions of "Financial Materiality" and "Impact Materiality", and sought their suggestions and opinions on material issues and sustainable development efforts.

This year, Luxshare Precision received a total of
confirmed by the Board of Directors, ultimately identifying issues of high, medium, and low materiality, and forming a double materiality matrix and the analysis results of the impact of material issues on the value chain.

We will continue to develop and implement internal action plans in consideration of the annual assessment for the materiality of issues, and disclose relevant information in our sustainability report to respond to the concerns of stakeholders regarding the sustainable development efforts of Luxshare Precision.

Identification Process of Double Materiality Issues



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Matrix of Double Materiality Issues

Matrix of Material Issues of Luxshare Precision □□□□



Zero-Carbon Commitment and Carbon Management

Occupational Health and Safety

Employee Training and Development

Protection of Employee Rights and Interests

Hazardous Substance and Chemicals Management

Opportunities in Clean Tech

Talent Attraction and Retention

Energy Management

Waste and Circular Production

Corporate Governance and Risk Control

Responsible Supply Chain Management

Innovative Research and Development

Product Responsibility

Business Ethics

Information Security and Privacy Protection

Water Resources and Wastewater Management

Customer Relationship Management

Employee Diversity and Equal Opportunities

Community Engagement

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Impact of Material Issues on the Value Chain

Environmental	Zero-Carbon Commitment and Carbon Management	Reduction of Greenhouse Gas Emissions	GRI 302 Energy	GRI 305 Emissions	●	○	●	●	○
Environmental	Opportunities	Green and Low-Carbon Strategy Reduction of Greenhouse Gas Emissions	GRI 201 Economic Performance GRI 302 Energy	GRI 305 Emissions	●	●	●	●	
Social	Occupational Health and Safety	Occupational Health and Safety	GRI 403 Occupational Health and Safety		●	●		●	
Social	Employee Training and Development	Talent Development	GRI 202 Market Presence	GRI 404 Training and Education				●	
Social	Protection of Employee Rights and Interests	Protection of Rights and Interests Talent Recruitment and Retention	GRI 2-23 Policy Commitment GRI 401 Employment GRI 402 Labor/Management Relations GRI 405 Diversity and Equal Opportunity	GRI 407 Freedom of Association and Collective Bargaining GRI 408 Child Labor GRI 409 Forced or Compulsory Labor		●		●	
Environmental	Hazardous Substance and Chemicals Management	Green Product Explorations Green Supply Chain	GRI 308 Supplier Environmental Assessment GRI 403 Occupational Health and Safety	GRI 414 Supplier Social Assessment GRI 416 Customer Health and Safety	○	○	●	○	
Environmental	Opportunities in Clean Tech	Green Product Explorations	GRI 302 Energy	GRI 306 Waste	●	●	●		○
Social	Talent Attraction and Retention	Talent Recruitment and Retention Remuneration and Benefits Assurance	GRI 202 Market Presence GRI 401 Employment	GRI 405 Diversity and Equal Opportunity				○	
Environmental	Energy Management	Reduction of Greenhouse Gas Emissions	GRI 302 Energy	GRI 305 Emissions	○	○	●	○	
Environmental	Waste and Circular Production	Pollutant Discharge Management Green Product Explorations	GRI 306 Waste			○	○	○	
Governance	Corporate Governance and Risk Control	Corporate Governance Risk Control	GRI 201 Economic Performance GRI 207 Tax	GRI 405 Diversity and Equal Opportunity GRI 418 Customer Privacy		●	○	○	○
Social	Responsible Supply Chain Management	Supply Chain Management System Conflict Minerals Management Green Supply Chain	GRI 308 Supplier Environmental Assessment	GRI 414 Supplier Social Assessment	●	○			
Governance	Innovative Research and Development	Encourage Innovation Green Product Explorations	GRI 302 Energy		●	○	○	○	
Governance	Product Responsibility	Quality Management	GRI 416 Customer Health and Safety		●	○	●		
Governance	Business Ethics	Corporate Governance			●	●	○	○	○
Social	Information Security and Privacy Protection	Risk Control	GRI 418 Customer Privacy		●	○	●	●	
Environmental	Water Resources and Wastewater Management	Water Resource Management	GRI 303 Water and Effluents			○		○	
Social	Customer Relationship Management	Quality Management Green Product Explorations	GRI 416 Customer Health and Safety		●		○		
Social	Employee Diversity and Equal Opportunities	Talent Recruitment and Retention	GRI 405 Diversity and Equal Opportunity					●	
Social	Community Engagement	Giving back to Society	GRI 413 Local Communities						●

● Highly Impact ○ Moderately Impact Highly Important Moderately Important Lowly Important

02

dynamic backdrop governance capabilities are more crucial than ever for enterprises to navigate this complex and ever evolving market environment Meanwhile the governance has emerged

continuous improvement in the corporate governance framework and risk management mechanisms and protects investors



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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- The Secretary of the Board of Directors, the director with a related party relationship, or any other director, as per relevant regulations, proposes an abstention from voting for the director with a related party relationship, who shall then abstain from voting.

- The Secretary of the Board of Directors, the director with a related party relationship, or any other director, as per relevant regulations, proposes an abstention from voting for the director with a related party relationship, who shall then abstain from voting.

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Composition of the Board of Directors

We elect and engage directors in accordance with the election and engagement procedures as stipulated in the *Company Law* and the *Articles of Association*. The number and composition of members of the Board of Directors comply with applicable laws, regulations, and the *Articles of Association*. Additionally, measures are taken to prevent and mitigate potential conflicts of interest. Moreover, we follow the principles of meritocracy and diversity and consider multiple dimensions when selecting candidates, such as gender, age, cultural background, educational background, professional knowledge and skills, main experience, and years of service. We promote

Specialized Committees of the Board of Directors

Four specialized committees are set up under the Board of Directors, including the Audit Committee, and the Compensation and Performance Appraisal Committee. They are composed of directors, with the Audit Committee and the Compensation and Performance Appraisal Committee solely comprised of independent directors and the chairpersons

Committee being independent directors. The specialized committees, accountable to the Board of Directors, assist the Board of Directors in corporate governance, perform in accordance with the law their duties in supervising and reviewing matters regarding corporate governance, reporting to the Board of Directors on a regular basis, and offer scientific and professional opinions and references

Remuneration Policies

Luxshare Precision adopts the salary structure of basic annual salary long term incentive , has put in place a benefit sharing and risk sharing mechanism between shareholders, management and core technical (business) cadres, and formulated a series of individual performance evaluation indicators including

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Protection of Investors□Rights and Interests

We lay great emphasis on the maintenance of investor relations, and have refined the policy for protecting shareholders' rights and interests and provided a variety of communication channels. Our ultimate goal is to

Protection of Shareholders□Rights and Interests

We standardize the convening and voting procedures of General Meetings of Shareholders in strict accordance with the provisions and requirements of the *Company Law*, *the Articles of Association*, and the *Rules of Procedures of the General Meetings of Shareholders*, to and ensure that shareholders, especially minority shareholders, can fully exercise their rights. We hold General Meetings of Shareholders at least once a year, where the shareholders (including the shareholders' agents) exercise their voting rights corresponding to the number of voting shares they hold and are entitled to

.

Investor Communications

overseas investors, including the investor relations section on our official website, hotline and email address, online results briefings, offline meetings, and platforms such as easy IR, we promptly share the latest updates on our operations and development trends to address investor concerns regarding our operations, financial position, external investments, and industry layout plans. During the Reporting Period,

, actively responding to stakeholders' inquiries regarding the Company's plans for "carbon peaking and carbon neutrality" plans, ESG goals, and environmental management systems.

During the Reporting Period

investor communications by phone, email, etc communications on easy IR



Strengthening Integrity Construction

developed a series of rules and regulations, such as the *Code of Ethical Operating Procedures*, the *Global Code of Business Conduct and Ethics* (COC), the *Employee Incorruptibility Management System* and the *Procurement Business Ethics Management System* to standardize and regulate the business conduct of employees, management personnel, suppliers, and other partners. During the Reporting Period, the Company did not receive any significant penalties, nor was it required to remedy any material problems.

We have set up a Business Ethics Governance Structure directly led by the Chairman and operated by its subordinate groups under the coordination of the Discipline Committee. The Chairman receives regular reports and is accountable to the Board.

Business Ethics Governance Structure

- Pay attention to updates on regulations and policies
- Review anti-corruption policies and propose revision opinions
- Assist in investigations and case analysis
- Participate in or cooperate with litigation or arbitration
- Recover damages

- Budget expenses and execute and control costs
- Organize, summarize, and analyze data
- Compare the price, quantity, delivery, and maintenance records for development and procurement projects
- Monitor financial transactions
- Collect, organize, archive, and retrieve financial data

- Summarize, collect, statistically analyze, and manage anti-corruption data and information
- Provide and analyze information on supplier transactions
- Issue alerts for abnormal transactions
- Establish a supplier evaluation system and bring it to implementation

- Conduct work regarding anti-corruption and news and online information
- Organize anti-corruption training
- Handle routine secretary work, including meeting organization, information circulation, and file management
- Undertake anti-corruption work-related liaison and communication

- Monitor business risks
- Conduct business ethics investigations
- Accept and investigate reports/ accusations
- Establish an anti-corruption system and optimize inspection policies and procedures
- Organize or cooperate in investigations, evidence collection, and accountability

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Anti-Corruption Declaration and Reporting Management

We prioritize internal management and integrity commitment and review throughout our business dealings. Employees and suppliers are required to complete the *Employee's Voluntary Declaration* and the *Supplier's Voluntary Declaration*, respectively. Additionally, as per the law, we have established management policies for corruption reporting, including the , and standardized the reporting procedures. Furthermore, multiple reporting channels are kept open. Through the combined approach of "voluntary declaration + reporting and supervision", we strive to prevent and control integrity risks.

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

WeChat
13688847351

Phone
0769-38800880

QQ
3413207068

Email

Upon receiving reports, we designate personnel to investigate cases based on factors such as the case scale and nature. In 2023, we raised the ceiling on rewards for whistleblowers, aiming to encourage more individuals to participate in Luxshare Precision's integrity development.

Whistleblowing Management Flowchart

- Accepting reports
- Assigning taskforces
- Signing the Statement of Investigation
- Evidence collection and verification
- Deciding whether the suspected act is true or not
- Implementing reward and punishment mechanisms

During the Reporting Period, the Company had four corruption incidents, as confirmed by the internal audit department. These cases involved bribery and misappropriation of corporate funds. The individuals implicated have been referred to judicial authorities or dismissed in accordance with relevant policies of the Company. These incidents did not pose significant risks to the Company. During the Reporting Period,

During the Reporting Period

Handling rate of the business

Whistleblower Protection

We maintain a "zero tolerance" policy against any discrimination or retaliation directed at whistleblowers. We safeguard whistleblowers' privacy and relevant interests. By avoiding conflicts of interest among investigators and offering legal assistance, we provide whistleblowers with protection as needed. This ensures that whistleblowers are shielded from any potential retaliation.

- Strictly prohibit the unauthorized disclosure
- Designate specialized auditors to handle the reports while keeping it confidential
- Require investigators to sign the *Statement of Discipline Committee and Case Investigation Personnel* to ensure they have no conflict of interest with the reported individuals
- Report any instances of retaliation promptly to the factory's top supervisor and the Director of the Discipline Committee once they are identified
- Provide legal assistance to whistleblowers
- Impose severe penalties on retaliators, including up to dismissal



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Development of Integrity Culture

We actively conduct integrity education for all employees, managers, as well as suppliers. We have taken multiple measures, including signing the letter of commitment, organizing training, and implementing performance appraisals, to advocate and practice culture of integrity in all respects.

- We incorporate the *Global Code of Business Conduct and Ethics* (COC) into our employees' quarterly training and appraisals, and the results of the appraisals are linked to their performance appraisals and promotions
- integrity online training for all employees, and special publicity for personnel in quality control, strategic procurement, sales and other positions. The training includes the interpretation of corruption cases, and the Company's reward policies and reporting

- On a quarterly basis, we utilize the supplier relationship management (SRM) system to push *Luxshare Precision's Commitment on* to suppliers and track the progress of supplier acknowledgment. This ensures timely and sufficient communication with suppliers about the Company's principles for business ethics
- We ask the suppliers to sign the *Letter of Integrity Commitment for Supplier* upon the inclusion of the suppliers. By the end of the Reporting Period, of the suppliers

During the last three years

The rate of the employees who signed the *Employee's Letter of Integrity Commitment and Employee's Letter of Commitment on Code of Conduct* was

During the Reporting Period

coverage rate was

The pass rate of the COC exam reached

Total number of business ethics training sessions for managers of M3

as procurement was



Advocating Fair Competition

Luxshare Precision actively advocates fair competition and safeguards market order. According to the *Anti-Unfair Competition Law of the People's Republic of China*, the *Advertising Law of the People's Republic of China*, the *Several Provisions on Prohibiting Infringements upon Trade Secrets* and related laws and regulations in the countries or regions of business, the Company has formulated the *Code of Ethical Operating Procedures*. Also, the Company has explicitly stipulated that no employee shall use illegal means, including illegal hacking, theft, wiretapping, and bribery, to access any third party's trade secrets or other confidential information. Furthermore, employees are prohibited from publishing false or misleading advertising information, conspiring with peers to set prices to disrupt market order or carrying out other illegal acts.

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[1] Some designated suppliers have directly signed the *Letter of Integrity Commitment* with the customers. Upon confirmation, it is not necessary to sign it again.

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Luxshare Precision has improved its risk identification and assessment system, bolstered internal control management, and established specific measures to identify and address information security risks and privacy divulgence risks. These efforts ensure comprehensive and effective control of various risks.

Risk Identification and Management

Risk Type	Risk Item	
Risks	Corporate governance risk	• Continuously improve the corporate systems, standardize the Company's production and operations, perfect the corporate governance structure, pay attention to the protection of shareholders' rights and interests and investor relations management, and constantly enhance corporate governance
	Product competitiveness risk	• The Company's products and business layout show diversified and vertical integration characteristics, comprehensively covering components, modules and system management platform
Risks	development risk	• Continue to actively invest required R&D expenses in the development of new technologies and new products, introduce and cultivate new technology and new product development talents, and improve research and development capacity
	Product quality risk	• Optimize the quality management process, continuously promote an intelligent testing and intelligent quality management system, and improve the quality management at all stages, including supplier management
	Climate change risk	• against risks with high importance and urgency
	Labor relations risk	• Improve the labor management system, set up trade unions in each production base, and actively maintain good communications with employees through multiple channels
Risks	Business ethics risk	• Set up the Disciplinary Committee, perform business conduct compliance management led by the chairman, and conduct regular internal audits of business ethics
	Intellectual property management and protection risk	• Establish the intellectual property management system, and investigate and confirm other companies' intellectual property in the phase of design and development
Risks	Information security	• Expand the coverage of business continuity and the scope of factory audit and enhance the security of weak electricity system and the security of intelligent parks
	Privacy protection	• furniture when not in use, with the keys entrusted to designated personnel

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Business Continuity System

In 2023, Luxshare Precision, taking into account the needs and expectations of relevant stakeholders, formulated a business continuity management (BCM) system with the goal of "operational stability" in combination with the incident management plan (IMP) and the business continuity plan (BCP). Additionally, we developed a *Business Continuity Management Manual* based on the ISO 22301 standard to ensure effective planning, implementation, and improvement of the BCM system.

Business Continuity Management System



After undergoing a rigorous review, the Company was successfully certified by ISO 22301 for business continuity, providing a robust guarantee for the Company's steady operations.


此为证书 CN23/00005515 译本
下述组织
立讯精密工业股份有限公司
中国广东省东莞市清溪镇北环路313号
的管理体系已经完成对标 /与绩效评价符合下述标准
ISO 22301:2019
所涉及后附与适用范围
连接器、连接线、音箱、耳机、手环产品的设计和生产
证书的有效期自 2023年10月16日
版本号 1，初始注册日期 2023年10月16日
签署
Jonathan Bell
Global Head -
Certification Services
SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire,
t +44 (0)151 350-6666 - www.sgs.com
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中认证服务条款和条款的要求调发。提请注意其中已包含的责任范围、赔偿和司法管辖事项。本文件受SGS版权保护。任何未经授权的
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Internal Control Management

Luxshare Precision has established a robust and effective internal control system, comprising three defense lines for risk management and internal control. The Board of Directors oversees relevant reports on internal control risk data and internal control procedures, while the management is responsible for organizing risk control in routine operations.

Internal Audit

The Internal Audit Department, as the Company's internal independent audit institution, coordinates with risk control, internal control, and internal audit functions to guarantee the independent performance of our regulatory duties. It covers critical risk areas comprehensively, including corporate social responsibility, financial activities, procurement business, asset management, sales business, contract management, and information security.

In 2023, Luxshare Precision expanded the audits by establishing relevant departments to comprehensively conduct audits for domestic and overseas businesses. It required an annual internal financial and non financial audit to be conducted at domestic and overseas factories and operational sites with marketing and production

.

Information Security

Information Security Risk Management

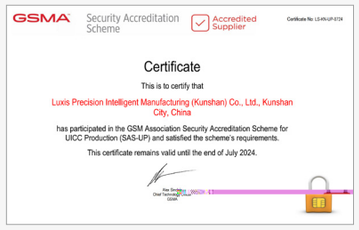
60 internal policies and management procedures. In 2023, the Company added and updated 27 internal policies and management measures. We also expanded the coverage of business continuity and the scope of audits in the dimension of security and further enhanced Operational Technology (OT) security and the security of intelligent parks.

We have set up an Emergency Response Management Team, formulated an information security emergency

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Information Security Certification

In 2023, Luxshare Precision successfully passed the annual audit of the ISO 27001 information security standard certification, and Luxis Precision Intelligent Manufacturing (Kunshan), one of Luxshare Precision's subsidiaries, was certified by the highest information security standard, Security Accreditation Scheme for UICC Production (SAS-UP).


GSMA Security Accreditation Scheme — Accredited Supplier

Certificate

This is to certify that

Luxis Precision Intelligent Manufacturing (Kunshan) Co., Ltd., Kunshan City, China

has participated in the GSM Association Security Accreditation Scheme for UICC Production (SAS-UP) and satisfied the scheme's requirements.

This certificate remains valid until the end of July 2024.


Certificate of Registration

Information Security Training

We enhance employees' awareness of information security by regularly sending information security-focused publicity materials, conducting relevant security drills, and reminding supervisors at all levels to conduct information security training for their respective team members. During the Reporting Period, the Company conducted multiple training sessions to enhance the employees' awareness of information security and confidentiality.

Privacy Protection

Luxshare Precision, guided by national laws and regulations and in combination with standards of customers and the industry, has formulated privacy management measures such as the *Trade Secret Management Procedure* and the *Management Procedure of Information Security of Related Parties* desensitization standards and processes. Additionally, employees' behaviors are regulated as per the provisions of the *Employee Handbook* and the *Global Code of Business Conduct and Ethics* through regular training assessments, and we prohibit them from divulging the privacy and business information of our partners.

Privacy Protection Measures

- Privacy protection content:
  Defined according to customer requirements or the Company's confidentiality classification standards
- Privacy protection mark:
  According to the determined level of confidentiality and confidentiality period, attach a confidential mark or affix similar seal for the commercial secret data of each unit
- Detailed desensitization standards are developed according to different businesses, departments and interested parties

- Authorization management:
  Computer users should use standard user name, password or passphrase, and such password or passphrase should not be disclosed to any irrelevant or unauthorized personnel and should meet strength requirements
- Equipment repair and maintenance:
  The installation, debugging and overhaul of computer equipment involving enterprise secrets shall be undertaken by internal professional technical personnel, and other personnel shall not disassemble and overhaul the computer equipment

- The organizing department shall strictly determine the attending personnel for meetings, the organizing department shall set up passwords and encrypted links, and review attendees beforehand
- Access permission terms:
  All parties providing various products or services to the Company that require physical or logical access to our information assets must sign a confidentiality agreement or confidentiality clauses document
- Privacy protection training:
  Provide training and assessment on privacy protection for employees

- Confidential information management:
  Relevant confidential information obtained for business purposes shall be properly kept by the personnel involved, and shall not be taken to home or any public places or disclosed
- Storage of confidential information:
  Confidential documents, records, disks, optical discs or other storage media should be placed in locked file cabinets, safes or other forms of safe furniture when not in use, and the keys are managed by designated personnel

During the Reporting Period

Luxshare Precision had substantiated complaints involving infringement upon customer privacy and loss or divulgence of customer information

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We consistently regard product quality as the lifeline of the Company. Through the establishment of a robust quality management system, we monitor and manage the quality of products throughout their lifecycle. By fostering the quality culture, we aim to enhance all employees' sense of responsibility and mission toward product quality, thus delivering products that exceed customer expectations.

Lean Quality Management

Luxshare Precision strictly abides by the *Product Quality Law of the People's Republic of China* and other relevant laws and regulations. Based on customers' audit requirements and our internal annual review results, we constantly improve the quality management system. We implement quality control measures on all fronts with full consideration of the product positioning, process characteristics, and sustainable development needs of the factories, and have established a quality objective management system linked to the performance of each responsible personnel. Meanwhile, the Quality Department of the Company consistently tracks and assesses the achievement of quality objectives in the production bases through regular quality audits, and widely disseminates excellent quality management practices across the Company.

Luxshare Precision has adopted the intelligent quality management mode of automatic production and automatic inspection and extensively applied machine vision, intelligent patrol inspection and other technologies. This helps us rapidly analyze the quality of products and reduce the frequency and degree of impact of product abnormalities. Furthermore, we track the quality inspection of products through our quality management system, enabling the collection, recording, and visualization of quality information throughout the entire production process. In 2023, we updated the Luxshare Quality Information Management platform. Through quality control methods such as recording quality data and online quality measurement, we achieved automated statistics analysis and dynamic monitoring of core processes throughout the product lifecycle. This approach comprehensively elevated our quality management capabilities.

At the end of the Reporting Period

- Luxshare Precision and its main production bases were certified by
- Production bases certified by IATF 16949 Quality Management System Standard for the Automotive Industry reached
- Quality Management Systems was

In 2023, LuxcaseICT Yancheng established the Production Data Acquisition (PDA) System, the Machine Management System, the Quality Management System (QMS), and the Manufacturing Execution System

Among the four systems, the PDA system binds the operators, the machine, and the materials, ensuring

PDA scanning. The MES system facilitates the locking and unlocking of risk materials, while the QMS system provides feedback on measurement data.

and effective traceability of risk materials. Besides, we leveraged on digital tools to optimize the processing of abnormal alarms, enabling our engineering and production teams to conduct more efficient data analysis. This resulted in a significant reduction in the frequency of abnormal alarms. Furthermore, the implementation of the automatic material locking and interception mechanism has led to a substantial

materials from entering the product assembly, testing, and packaging processes.

In response to national strategies, Lanto Kunshan is promoting "Intelligent Manufacturing". It leverages on AI, Chat GPT, and digital technologies to comprehensively upgrade and improve its existing quality control,

- Management and output of process indicators: By implementing rapid, automatic output of production

  which facilitates early issue detection and resolution. This approach has significantly boosted production efficiency and the timeliness of problem resolution
- Management and output of process inspection and test data: Lanto Electronic Limited has achieved systematic integration and visualized presentation of basic quality data and made it traceable throughout the product manufacturing process
- Intelligent inspection and test: Lanto Electronic Limited is gradually replacing manual inspection with AI devices to achieve automatic inspection, thereby enhancing the accuracy and precision of product inspection and lowering the customer complaint rate

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Development of Quality Culture

We place significant emphasis on fostering culture of quality within the Company. We have developed training programs for quality control and management based on the Company's quality management standards, business development demands, and the competency requirements for our employees. Furthermore, we integrate quality awareness improvement projects, quality awareness campaigns, quality activity seasons, quality review meetings, and the annual "Quality Month" Activities, we strive to bolster our employees'

Luxshare Precision Conducts Several National Quality Month Activities at Multiple Factories

In active response to the national call for Quality Month, Luxshare Precision has consistently organized annual "Quality Month" activities. Through a range of activities such as quality management knowledge contests, interactive quizzes within business units, assessments for rational improvement proposals, quality training, and quality awareness cultivation, we aim to promote the "quality" concept among all employees and thoroughly implement our quality policy of "customer first, management with integrity, scientific management and excellence".





On site Quality Awareness Enhancement of Luxshare Thermal



On site Quality Month Activities of Kunshan Factory

Customer Relationship Management

Luxshare Precision has continuously enhanced its customer service system by employing diverse channels and multiple forms of communication, thus gaining deep insights into customer expectations regarding product quality. We handle customers' opinions in a timely and appropriate manner in accordance with the *Operating Procedure for Information Communication*, the *Handling Procedure for Customer Complaints*, the *Operating Procedure for Continuous Improvement* and other internal regulations, and continuously optimize internal procedures and management measures. We developed the *Handling Procedure for Product Sales and Return*, in which the recall implementation procedure was defined, and effective remedial measures were adopted for product recall, maintenance and transportation, so as to earnestly safeguard customers' rights and interests.

including annual customer satisfaction surveys and monthly evaluations of customer satisfaction indicators. During the Reporting Period, a total of 262 customer surveys were conducted, focusing on dimensions such as product quality, delivery status, business services, and product pricing, to gain a thorough understanding of customer demands and expectations. Moreover, the relevant responsible business departments followed up on the feedback, developed remediation plans, and improved the service standards and quality in a targeted manner, in a bid to enhance customer recognition and satisfaction.

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Luxshare Precision regards innovation and R&D as a catalyst for continuous advancement. We are dedicated to consistently refining precision electronic products and solutions, increasing our investment in R&D, and driving the

rights to consolidate our technological edge.

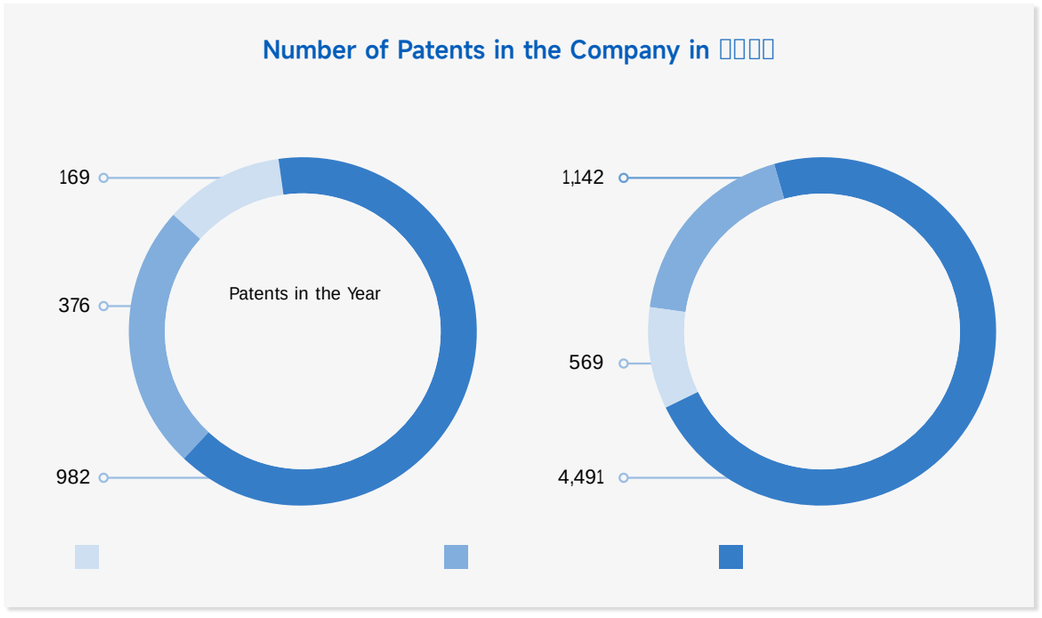
R□D Incentives

Luxshare Precision values and enhances the development of its innovation system. To coordinate the Company's technical resources and enhance its technological competitiveness, we
covering all major technical domains within the Company. This committee facilitates the connection of resources and information across different R&D sectors, enabling the sharing of technical capabilities and platforms. We have established R&D centers in Shanghai, Dongguan, Shenzhen, Xi'an and USA. Through technological innovation in

continuous development of industry technology. To enhance the Company's technological innovation capabilities, we actively engage in technical exchanges with domestic universities, suppliers, and other third parties.

With the *Measures for Rewarding Patents and Business Secrets* as a guarantee, we publicly commend units with outstanding patent application performance in each quarter and reward excellent inventors, aiming to encourage

relevant procedure and framework. By the end of the Reporting Period, we had completed high quality patent proposals and submitted high quality patent applications.



Intellectual Property Right Management

Luxshare Precision places a high value on independent innovation and the protection of intellectual property rights. We strictly abide by the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and other laws and regulations, and have formulated internal management systems such as the *Intellectual Property Management Manual* and the *Intellectual Property Management and Control Procedure* to standardize the Company's intellectual property right management and continuously refine our protection system for intellectual property rights. We adopt methods such as market patent investigations and internal risk investigations to control potential risks of intellectual property rights infringement. This allows us to strengthen our own intellectual property protection while respecting the rights of others.

We conduct visits to internal R&D personnel to promote the Company's intellectual property system and the latest developments, facilitating smooth progress in the Company's intellectual property protection. During the Reporting

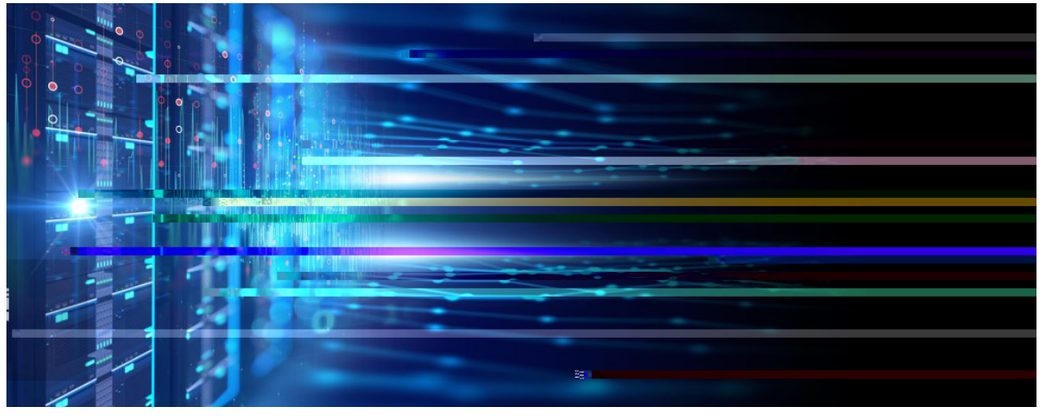
precautions and key content regarding patent invalidations in business communications. Every month, we send the

to internal employees via email, aiming to raise their awareness of intellectual property rights protection.

By the end of the Reporting Period

Total number of cases of trademark invalidation and opposition Luxshare Precision had handled was

The number of key projects within the Company for which patent status tracking was performed to prevent potential claims and disputes was



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With the arrival of the digitization, Luxshare Precision adheres to the "
production and operations. This effort aims to gradually enhance our intelligent manufacturing system, laying a solid foundation for sustained innovation and sustainable development in the future.

Intelligent Manufacturing System and Planning

We have devised Luxshare Precision's 5-year Plan for Intelligent Manufacturing (2023-2027), focusing on expanding information sharing, automatic control, and visualized processes to provide solid data support for the Company's value stream. Meanwhile, we identified improvement areas around our value stream to shore up our business capabilities. This approach allows us to outline a process and framework that supports the fulfillment of our value stream, ultimately facilitating the Company's sustainable development and value creation.

Luxshare Precision's □□year Plan for Intelligent Manufacturing □□□□□□□□□□

- Developed three processes of engineering data, production processes, and production information
- Implemented 32 business processes around 12 production scenarios
- Advanced the application of Digital Twin in production
- Gradually achieved the full coverage of the Warehouse Management System (WMS)

- Cooperate in the interconnected operations of materials, manufacturing and supply
- Promote intelligent application for premaintenance and repair, logistics path optimization, etc.

- Build the value of lean talent, cultivate lean talents for the enterprise, and assist suppliers in lean coaching
- Promote the application of 3D printing, graphic processing, machine vision and other intelligent technologies

- Establish the interconnection of the underlying equipment
- Implement the precise distribution and importing of logistics in unmanned workshops
- Establish lean standardization of production lines

- Promote the application of intelligent scheduling, quality analysis and other intelligent services
- Deeply explore the artificial intelligence field and apply machine learning in the manufacturing process

Note The work for has been completed as scheduled



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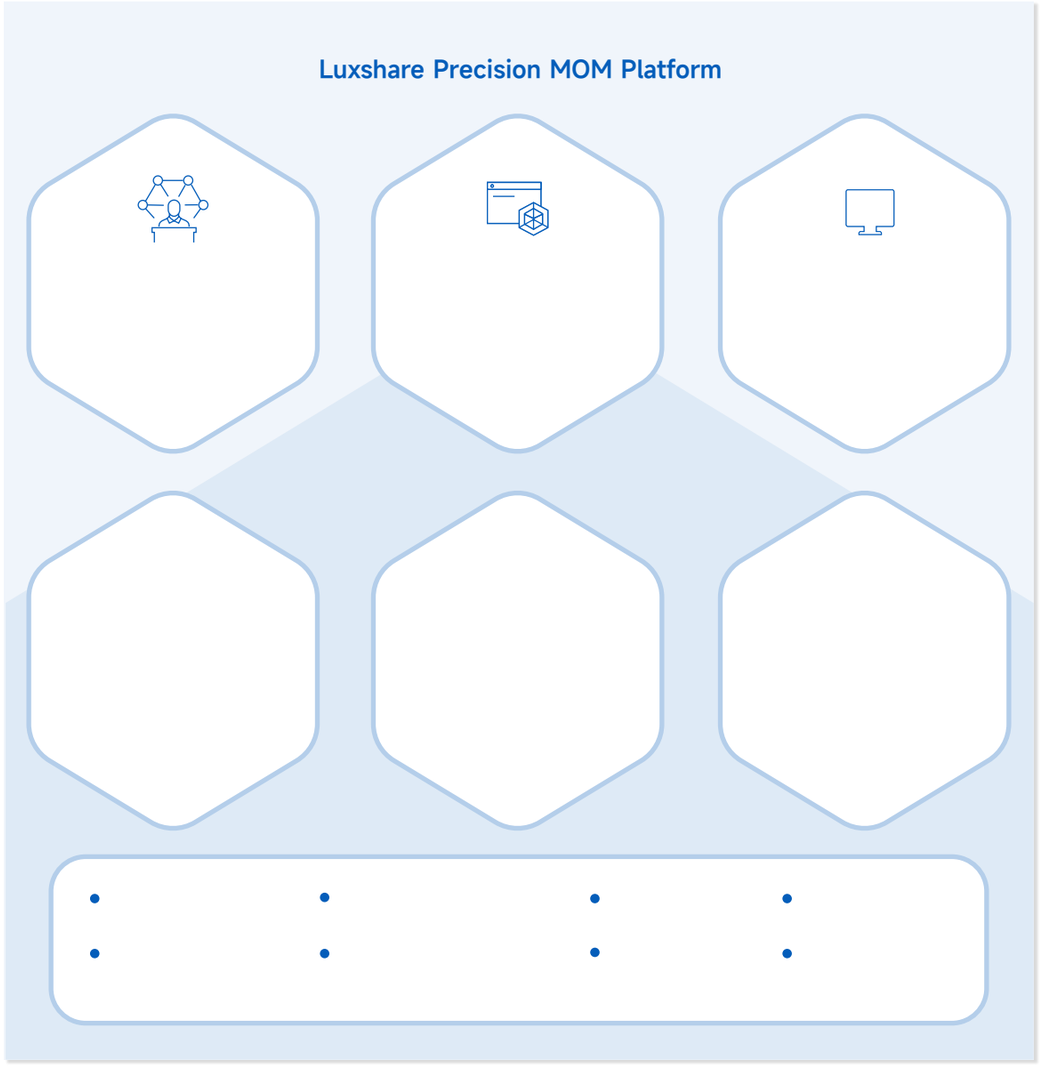
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Intelligent Operation Platform

With the assistance of our Manufacturing Operation Management (MOM) platform which consists of the Intelligent Manufacturing Execution System, Luxshare Quality Information Management, and Intelligent Asset Management System, we have included processes such as production and operation, manpower management, and safe execution in the management, thus achieving the coordination of product manufacturing parameters on all fronts, including the cost, quantity, and safety.



Intelligent Manufacturing Achievements

Building upon our intelligent manufacturing system, we actively promote the development of information technology and continuously strengthen intelligent equipment coverage across factories to create an efficient production ecosystem. To propel intelligent and refined operations throughout the Company, we are committed

establish smart factories. Through comprehensive decision support and scientific data analysis and prediction, we strive to propel the digital transformation of the Company. By unshackling the constraints of traditional operational models, we deliver more flexible and efficient solutions for production.

LuxcaselCT Yancheng has achieved efficient data processing at the source by virtualizing the data system architecture and employing methods such as data collection, process monitoring, and management. Through a visualized monitoring system, it can objectively monitor all parameters and the operational status, thus enabling timely warnings for equipment, controlling operational risks, and enhancing operational efficiency.

Intelligent Park

Through intelligent security, system connections, and paperless practices, LuxcaselCT Yancheng effectively reduces paper usage and enhances management efficiency.

LuxcaselCT Yancheng establishes device monitoring, efficiency analysis, execution management, tools

and efficiency, and optimizes the production management process.

LuxcaselCT Yancheng is committed to reducing mechanical production delays and material risks, cultivating digital talent, and improving the accuracy of data applications, thereby supporting decision-making.

By utilizing data analysis for R&D information retrieval and interpretation, LuxcaselCT Yancheng enhances its R&D efficiency and overall work effectiveness.

03

A Low carbon Approach to Preserving the Eco friendly Legacy

Green and low carbon development stands as an important direction

carbon peaking by and carbon neutrality by and the goals of Building a Beautiful China and Developing a Circular Economy

environmental responsibilities we contribute to low carbon and green



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Luxshare Precision places great importance on environmental management and addressing climate change risks throughout its operational processes. We proactively align ourselves with China's "14th Five-Year Plan" and carbon neutrality goal by implementing and enhancing our environmental management and climate risk management systems.

Environmental Management System

Luxshare Precision strictly adheres to national laws and regulations such as the *Law of the People's Republic of China on Environmental Impact Assessment* and the *Cleaner Production Promotion Law of the People's Republic of China*
of environmental management procedures, including the
Procedure, the *Control Procedure of Environmental Factor Identification and Assessment*, and the *Operation Procedure of Environmental Safety and Health Policy*. Through the standardization, systematization, and normalization of these environmental management procedures, we promote the construction of an increasingly sophisticated environmental management system, dedicating ourselves to the practice of green and environmental friendly operations.

As of the end of the Reporting Period

Total number of subsidiaries under Luxshare Precision certified by ISO 14001 Environmental Management Systems was

Accumulative number of subsidiaries awarded national or provincial or municipal Green Factory was

Factories that were newly awarded national or provincial or municipal Green Factory reached

Climate Risks and Opportunities

(TCFD), we have disclosed our work plans and outcomes on aspects of *governance strategy risk management and metrics and targets*". For details, please refer to *Climate Risk and Opportunity Identification and Response Strategy*.

Governance

- Sustainable Development Advancement Center, and joined by each factory to comprehensively promote and relevant goals are achieved.
- The Strategy Committee under the Board of Directors is responsible for the deliberation of the risk identification, target and strategy formulation, etc., to ensure the implementation of the Company's climate strategy.

Strategy

- Identifying climate risks and opportunities based on the guidelines of TCFD, in consideration of Luxshare Precision's business operations.
- Conducting relevant policy review based on the identified results to understand the importance and future development trend of various climate risks and opportunities in the macro environment.
- strategy and financial planning over time and under different scenarios through qualitative climate scenario analysis.

Risk Management

- With identification, selection and assessment of Luxshare Precision's potential climate risks every year, risk management departments devise their countermeasures, which are subject to deliberation of the Strategy Committee under the Board of Directors, who will develop additional countermeasures if necessary.
- Categorizing various climate risks according to probability of occurrence and impact, and the management takes countermeasures against risks with high importance and urgency.

Metrics and Targets

- validated and approved by the SBTi.
- Setting phased climate targets and committing to achieving carbon neutrality no later than 2050.

Honor

CDP Climate Change Rating

C > B > A

2021 2022 2023

Climate Action Transparency Index (CATI)

	Overall Ranking	Industry Ranking
	Overall Ranking	Industry Ranking
	Overall Ranking	Industry Ranking

Over three successive years, Luxshare Precision's exceptional management of carbon emissions across its entire value chain and its dedication to supply chain decarbonization have garnered significant acclaim, resulting in consistent improvement in rankings.

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Carbon Reduction Targets and Action Pathway

In order to effectively mitigate global warming, Luxshare Precision took the initiative to establish carbon reduction pathway requirements.

With the "carbon peaking and carbon neutrality goals" as the guiding principle, and incorporating baseline carbon inventory results and its own business development status into strategic considerations, Luxshare

A A A A A

Carbon Neutrality Roadmap

low carbon design

Create eco friendly

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Luxshare Precision places great importance on energy conservation and emission reduction. We have established internal work procedures such as the *Operation Procedure of Greenhouse Gas Control,* the *Control Procedure of Energy Conservation and Consumption Reduction*, and the *Greenhouse Gas Operation Guidelines* as the basis for our work. Throughout the year, we focus on initiatives related to smart energy, energy conservation upgrades, and the use of clean energy. These initiatives are implemented across all our practices across the industry.

Greenhouse Gas Emissions

Scope 1 Greenhouse Gas Emissions (tCO_2e)	
Scope 2 Greenhouse Gas Emissions (tCO_2e)	
Greenhouse Gas Emission Intensity (Scope 1 and Scope 2) (tCO_2e/RMB 1million)	

[1] Figures for 2023 have not been verified.

[2] The figures presented herein have been verified and differ from those disclosed within the 2022 sustainability report.

[3] Changes in factory boundaries due to acquisitions, merger and other business activities.

ISO

Third party Greenhouse





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Intelligent Energy Management

Luxshare Precision draws on its technical advantages to organically combine energy management and intelligent park management, and continues to promote the construction of IOE (Internet of Energy) intelligent energy management platform. Through the implementation of this platform, our Kunshan Factory has achieved

analysis and management tasks. Kunshan Factory is scheduled to implement a Centralized Group Control

Features of IOE Intelligent Energy Management Platform

- Pinpointing opportunities for optimizing energy efficiency in water, electricity, and gas usage by analyzing resource utilization across various floors and business units, taking account of peak, intermediate,
- stations and air conditioning stations, using AI algorithms to calculate the optimal operating combinations and reduce energy consumption

Alarm and Work

- Reading equipment alarm information and promptly alerting management personnel, providing information on faulty equipment and potential causes

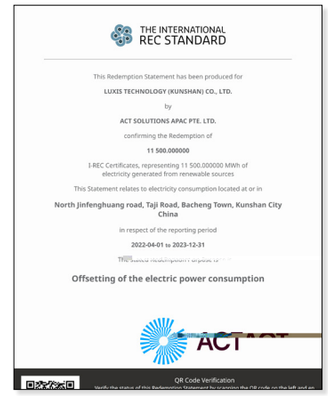
operational safety

preview, historical video playback, access control systems, and coordinated security measures with operational and maintenance procedu (hist)6.6 (38 09 1 pr)2038 09 1 ( )7l2 5B7019.3030 019 /TT0 1 enance procedu (hist)6.6 (38-017.471 217.471 scn38-017.471-du (hist)6.6-nce pr)13 (oce-(/TT0 1 ena-ontr)13 -8.242

- Detailed records of equipment operation, maintenance, and repairs enable comprehensive and traceable
- Paperless management from storage to delivery, effectively improving warehousing efficiency and reducing paper usage

Utilization of Renewable Energy

Renewable energy utilization is the critical pathway for Luxshare Precision to achieve its carbon neutrality goal. Through measures such as rooftop PV, direct purchase of green electricity, investments in Clean Energy Fund, and procurement of green certificates, we aim to persistently increase the proportion of clean energy usage and reduce carbon dioxide emissions.


THE INTERNATIONAL REC STANDARD

This Redemption Statement has been produced for

LUXIS TECHNOLOGY (KUNSHAN) CO., LTD.

by

ACT SOLUTIONS APAC PTE. LTD.

confirming the Redemption of

11 500.000000

I-REC Certificates, representing 11 500.000000 MWh of electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

North Jinfenghuang road, Taji Road, Bacheng Town, Kunshan City China

in respect of the reporting period

2022-04-01 to 2023-12-31

Offsetting of the electric power consumption

ACT

QR Code Verification

outperforming the target of "

clean energy utilization rate by 2025". As at the end of the Reporting Period, overall installed rooftop photovoltaic capacity reached .

In addition, we continued to participate in green energy

development. During the Reporting Period, the Company

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In managing the utilization of water resources[1] in our daily operations, we adhere rigorously to all local regulations governing water usage, water recycling, and wastewater discharge quality across our operational locations. Building upon the previous year's actual water consumption and our corporate development strategy, we devise annual water resource management action plans. We strictly regulate wastewater discharge within our factories and consistently pursue water recycling

wastewater discharge and minimize our impact on surrounding aquatic ecosystems.

Water Resource Utilization

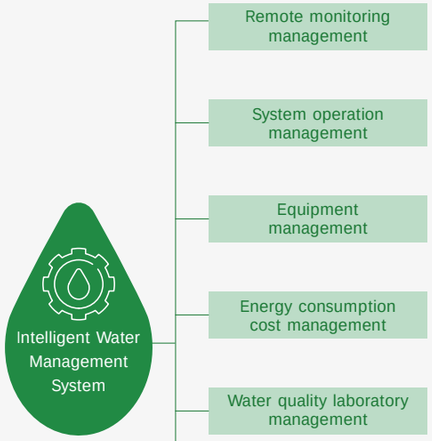
We continuously monitor and account for production and domestic water intake, drainage, and overall water balance, tracking usage patterns to minimize wastage in our factories. Some factories have adopted intelligent water management systems to promptly identify and address irregularities in water

repurposing rainwater for landscaping irrigation, and implementing reclaimed water reuse schemes, thereby maximizing the reuse of water resources.

reclaimed water usage rate of



Features of Intelligent Water Management System



The Company has established the *Operational Procedures for Sustainable Water Management* to strengthen water resource management, in addition to advancing towards obtaining certificate of AWS International Water Stewardship Standard. Adhering to AWS management requirements, each subsidiary gathers relevant water data to analyze risks and opportunities related to water usage, and then integrates the results with strategic water resource planning, setting five dimensions of sustainable water management objectives and proactively implementing key management initiatives to enhance water utilization efficiency.

Objectives	Initiatives
Water Management	
● Elevating and refining water resource management standards and capabilities	● Aligning with AWS requirements and enhancing water resource management practices to obtain AWS certification
● Boosting employee awareness on water conservation	●
● to raise environmental consciousness among employees and the public	● Posting related promotional content
● Fostering green supply chain management	● Encouraging supplier disclosure of data and removal
Water Balance	
● Enhancing water resource utilization rate, reducing withdrawal and consumption	● and promoting water reuse in production
● Controlling water consumption per unit of product	
Water Quality	
● Ensuring compliance with effluent water quality standards	● Regularly monitoring water quality
● Frequency of monitoring effluent water quality	
Water□Sanitation□and Hygiene □WASH□	
● Guaranteeing adequate WASH provisions for employees	● Continuously providing suitable WASH facilities for employees
● Enhancing WASH provisions for visitors	● Adding visitor hygiene amenities
Important Water□Related Areas	
● Improving cleanliness and aesthetics of important	● Regularly cleaning water bodies and assisting relevant departments in water management efforts

[1] Luxshare Precision primarily draws its water resources from municipal supply systems, which are utilized for various purposes including domestic consumption, indirect cooling of refrigeration equipment integral to the manufacturing process, and a limited quantity

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For details of the measures taken by piloting factories in the field of sustainable water management in 2023 and their specific quantitative performances, please refer to *the Announcement - 2023 Lanto Electronic Sustainable Water Management Plan* and *the Announcement - 2023 Luxshare Electronic Technology Sustainable Water Management Plan*.

During the Reporting Period, , and 4 subsidiaries of Luxshare Precision have initiated relevant certification processes with the ambition to attain the AWS Gold Level Certificate by 2024.



Lanto Kunshan and Luxshare Electronic Kunshan Awarded the First ever Chinese language

conditions at each factory annually and utilize the "Aqueduct" water risk tool developed by the World Resources

effectively enhancing water use efficiency.

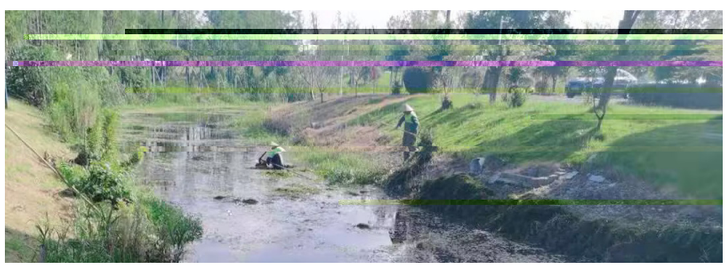
Publicity to and Cooperation with Stakeholders

With unwavering attention to the needs and suggestions of our stakeholders regarding water resource management, we employ multifaceted strategies such as training sessions, collaborative exchanges, and comprehensive water usage surveys to jointly address water stress and associated risks alongside our stakeholders.

- We conduct water consumption analysis and surveys for suppliers/service providers to our pilot factories, mandating annual water quality reports from those whose annual water consumption exceeds 10,000 tons.
- Carry out AWS certification promotion activities to discuss sustainable water management cooperation issues, and encourage suppliers/service providers of our pilot subsidiaries to participate in AWS certification
- Affairs (IPE) -- in 2023, Luxshare Precision collaborated with two of our suppliers to remove their water-related violation records on the website of IPE.

Water saving Promotion and

- Actively cooperate with the local government in water usage declaration, water balance test, industrial water reuse survey and other work
- laboratory that conducts routine water quality tests
- Attend water conservation employee training
- Work with relevant departments to protect
- Develop the *Citizen's Guide to Water Conservation Practices*
- awareness campaigns through the use of water conservation labels, promotional posters, and educational articles on our official social media channels
- Provide WASH training to employees



Week

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Wastewater Management

In strict adherence to the *Water Pollution Prevention and Control Law of the People's Republic of China* and other relevant laws and regulations, Luxshare Precision has formulated the *Operating Procedure of Waste* to regulate wastewater management across all production sites, ensuring discharge water quality meets national and local standards. To mitigate wastewater generation and pollutant emissions, we relentlessly enhance daily management practices and continuously upgrade our water treatment technologies at various production bases to minimize our impact on receiving waters.

Wastewater Management Initiatives

Operational Maintenance

- Ensuring normal and stable operation of wastewater treatment facilities, eliminating any leakage or other malfunctions.

Process Upgrades

- Persistent advancement in wastewater treatment processes, embracing technologies such as reverse

Equipment Enhancement

- treatment devices, phosphorus removal systems, and integrated wastewater treatment systems.

Moreover, we mandate that each factory undergoes wastewater discharge monitoring per year by external agencies to continually evaluate the performance and effectiveness of our wastewater management technologies and infrastructures.

Case Recycling of Reclaimed Water from Cutting and Grinding Processes at

recycled by Luxshare Electronic Kunshan, who redirects wastewater from thinning and slicing processes back into the reverse osmosis system, replacing tap water as the feed water source in production lines

Case Zero Discharge of Industrial Wastewater Pollutants at Luxcase Factory

Luxcase Factory has been committed to a zero discharge initiative since 2019 for industrial wastewater pollutants. By consistently adopting advanced wastewater treatment technologies, it aims to enhance the overall recycling rates of industrial wastewater and waste acids.

Wastewater Reuse

Wastewater processed utilizing ultraviolet sterilization system and Polymer Film Evaporation Equipment (PFET) heavy metal wastewater treatment equipment is reused twice within the production lines, while a small portion of the concentrated water, after evaporation treatment, is entrusted to qualified

crystalline salts. In 2023, Luxcase Factory significantly curtailed industrial wastewater discharge and achieved a water reuse



Acid Waste Reuse

In 2023, Luxcase Factory completed the construction of acid reuse infrastructure for an anode line. Leveraging anion resin exchange technology in its acid purification apparatus,

phosphoric acid. Furthermore, through trial implementation of processes such as Dual Purification Unit (DPU) filtration for aluminum and trace metal elements, as well as evaporator

chemical polishing acids.

As of the end of the Reporting Period

The total number of factories generating industrial wastewater in Luxshare Precision was

The number of factories achieving zero discharge of industrial wastewater was

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Luxshare Precision persistently advances pollution discharge/emission management environmental system, rigorously controlling pollutant discharges, optimizing resource utilization, and diminishing the environmental impact of its production and operational activities. We continuously escalate investments in pollution prevention and control technologies and projects to boost the efficient recycling of resources, thus steadily transitioning towards green manufacturing.

Waste Management

In strict adherence to the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*, we have formulated the *Waste Control Operating Procedure* outlining the guiding principle of "categorization, centralized storage, unified treatment" for waste management. This comprehensive approach involves classifying, storing, compliantly disposing, and recording all production waste to minimize its environmental impact.

In 2023, we introduced an electronic information management system for waste management developed in reference to UL 2799 standards. This system captures details including waste types, weight, conversion methods, disposal vendors, and processing procedures. All our factories utilize this system to collect, make

achieving substantial enhancements in waste management efficiency.

Overall Procedures of Waste Management

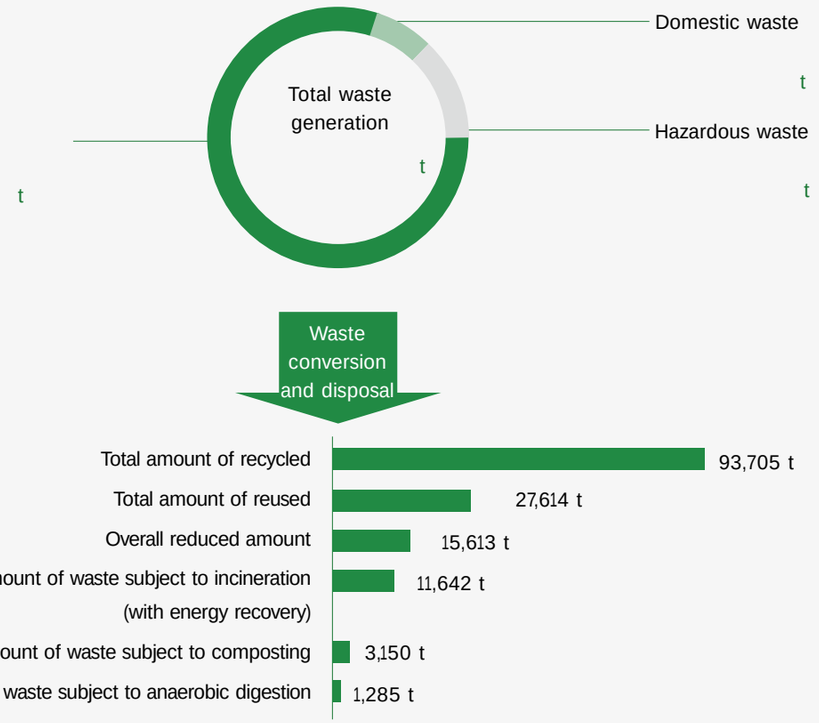
Solid waste generated in the production process shall be identified and classified in accordance with the
and the *Solid Waste Identification Standard* (GB-34330) and other national standards.

Storage facilities shall be built in accordance with the *Pollution Control Standard for Storage and Disposal Sites of General Industrial Solid Wastes* (GB-18599) and the *Pollution Control Standard for Hazardous Waste Storage* (GB-18597) to prevent waste from causing secondary pollution to the surrounding environment, soil and groundwater.

In strict accordance with the requirements of the Environmental Protection Bureau, solid waste shall be disposed by a qualified third party.

All factories are required to set up solid waste recording account and record detailed information such as waste category, production volume, transportation mode and treatment mode.

During the Reporting Period, Luxshare Precision's waste management data were as follows:



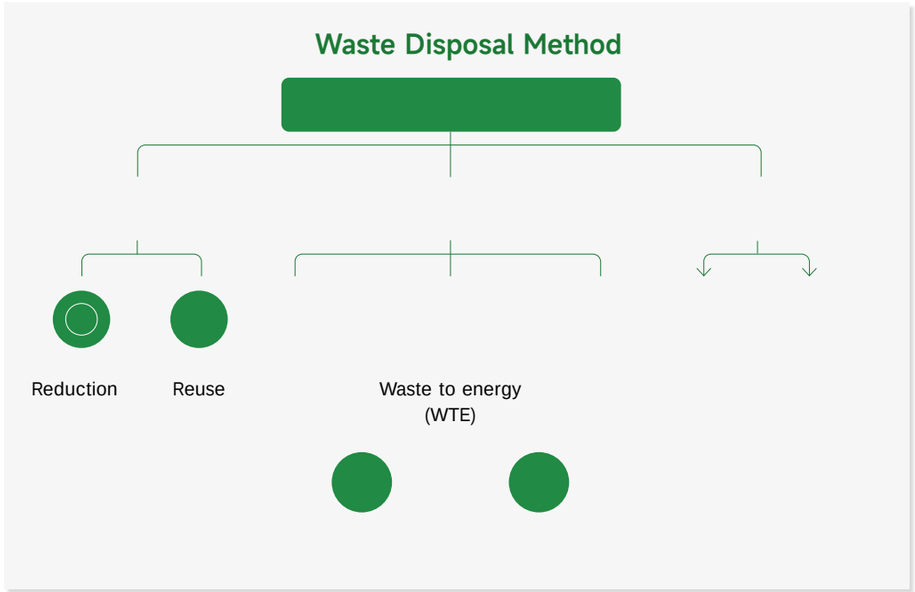
Zero Waste to Landfill

We actively promote an advanced waste management philosophy of zero landfill across all our factories,

implementing targeted improvements accordingly. While striving to reuse internally and downsize the usage of materials such as plastics, metals, paper cartons, coils, and pallets, we also encourage waste treatment service

in a bid to advance waste minimization, recycling, and harmless disposal.
Company achieved an average waste transformation rate of

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We adhere rigorously to the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and other national laws and regulations. Each year, we conduct regular environmental monitoring audits across all our factories to ensure compliance regarding emissions of nitrogen oxides, sulfur oxides, particulate matter, and other air pollutants. Our factories are equipped with online data systems to dynamically monitor air quality, and we implement measures such as activated carbon adsorption upgrades for Volatile Organic Compounds (VOCs) and the adoption of electric forklifts to minimize emissions of waste gases during production and operation. Moreover, we stringently manage raw materials to guarantee the exclusion of ozone-depleting substances as required by laws and regulations.

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Within the framework of an increasingly popular global consensus on environmental protection, Luxshare Precision understands that green products are not only a necessary option for the development of manufacturing in the future, but also a vital tool for promoting corporate green transformation and upholding social conscience. We vigorously promote comprehensive lifecycle management of chemical substances, adhering to the core principles of resource conservation and environmental protection, while actively expanding into clean technology domains to jointly forge a sustainable future.

Green Chemicals

Luxshare Precision places significant emphasis on the potential adverse impacts of chemicals on both the environment and human health. We proactively implement green chemical projects, working with suppliers to comprehensively manage chemical substances involved in production processes and product compositions, striving to minimize associated risks.

Lifecycle Management of Hazardous Substances

We continuously monitor the latest domestic and international regulations related to hazardous substance

conventions such as *Stockholm Convention on Persistent Organic Pollutants*

POPs Directive *EC on Waste Electrical and Electronic Equipment WEEE* *California Safe Drinking*

These efforts enable us to thoroughly identify and control hazardous substances within our processes and products. We have updated our *Management Standard for Restricted Substances of Materials and Finished Products* to Version 35, which stipulated a total of 77 prohibited substances, 264 restricted substances and 76 declared substances.

Newly Added Prohibited and Restricted Chemical Substances

Endocrine disrupting chemicals (EDCs)
4-tert-Butylphenol
Allergenic dyes
Brominated Flame Retardants (BFRs)
Hydrogen fluoride (HF)
Dechlorane Plus

(2-benzothiazolylthio)methyl thiocyanate
4-Chloro-3-methylphenol
Ethyl ethoxyacetate
Acrylamide
Siloxanes
Copper (Cu)

Throughout the updating process of the *Management Standard for Restricted Substances of Materials and Finished Products*, we consistently anticipate potential risk factors by developing proactive strategies for managing potential harmful chemical substances before they are formally regulated under relevant laws and regulations. In doing so, we exceed legal requirements by preemptively incorporating certain chemicals into our internal prohibited and restricted uses policy.

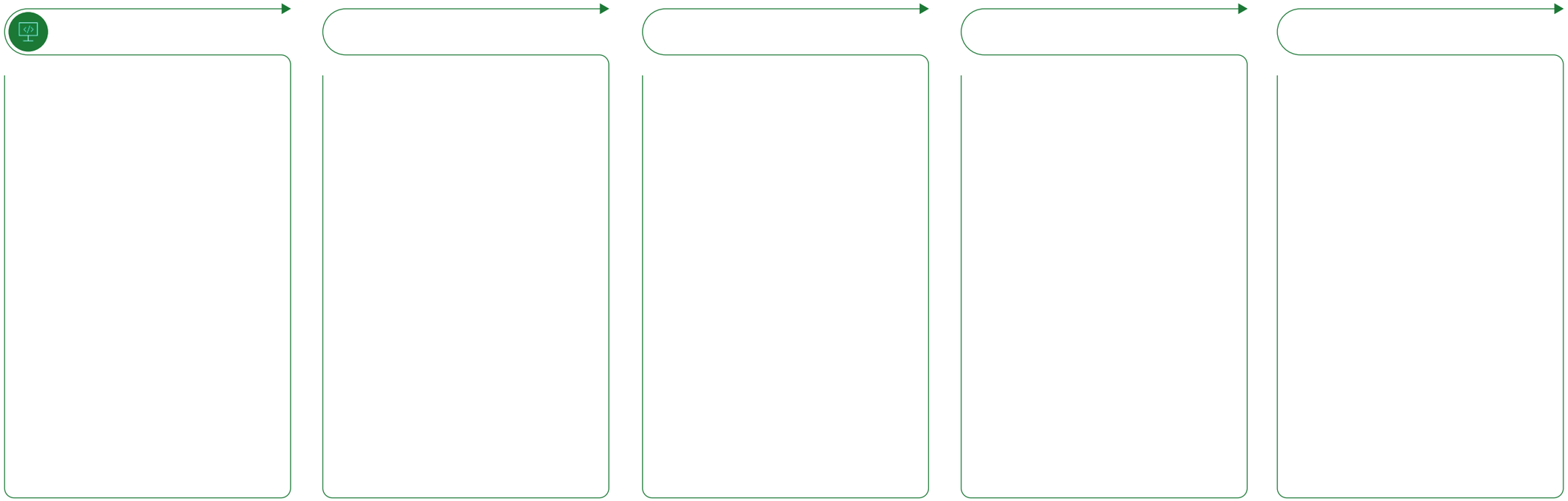
Paraffins (MCCPs)	Proposed restriction under REACH Annex XVII	controlled	Included in the restricted list	2014
Lead and its compounds Cadmium and its compounds Mercury and its compounds	Regulation (EU) 2023/1542 In batteries: The concentration of lead and its compounds does not exceed and its compounds shall not mercury shall not exceed	August 18, 2024	In batteries: The concentration of lead and its compounds shall be less than and its compounds shall not If there's any accidental presence of mercury in batteries, by concentration.	2019
Lead and its compounds	Regulation (EU) 2023/923 Concentration of lead is less than of vinyl chloride (PVC)	2024	Concentration of lead in organic materials (e.g., plastics, rubbers, inks, coatings, paints) is less than	2014
Hexabromocyclododecane (HBCDD)	EU POPs Regulation Concentration is no more than 100 ppm	Scheduled for control	Included in the restricted list	2014
(DMFA)	REACH Annex XVII, Entry 76 Concentration in substances or	December 12, 2023	Completely banned	2022
C9-C14 Perfluorocarboxylic Acids (C9-C14 PFCAs) and their salts substances	REACH Annex XVII, Entry 68 Total concentration of C9-C14 PFCAs and their salts in the substance, the mixture, or the article is below 25 ppb Total concentration of C9-C14 below 260 ppb.	February 25, 2023	Completely banned	January 1, 2023

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Hazardous Substance Management Process

In adherence to the IECQ Hazardous Substance Process Management (HSPM) requirements, we have established a comprehensive lifecycle management system for hazardous substances across our products, encompassing meticulous risk identification and tiered control measures for chemical substances inherent to both the products and manufacturing processes. During the Reporting Period, a total of 22 subsidiaries attained the QC 080000 hazardous substances process management system certification.

Whole Process Management of Hazardous Chemical Substances in Products



Regarding the management of hazardous chemicals, Luxshare Prevision rigorously adheres to pertinent domestic laws and regulations such as the *Regulation of the People's Republic of China on the Administration of Chemicals Subject to Supervision and Control* and the *Regulations on the Safety Management of Hazardous Chemicals.* We have also formulated internal management policies such as the *Chemical Control Operating Procedures* to systematically regulate the handling of chemicals throughout the procurement, transportation, warehousing, storage, usage, emergency response, and waste disposal processes.

Through the EHS Information System, we conduct rigorous approvals for chemical purchase requests and the introduction of new chemicals within the factories, and control the procurement and storage of restricted substances, highly toxic chemicals and chemicals with serious occupational health and safety hazards in strict accordance with laws and regulations in the locations of operation. We stringently regulate storage conditions,

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Luxshare Precision places great emphasis on the daily safe management of chemicals, with an overarching goal of fully phasing out all chemicals of concern. We implement the applicable standards of chemical safety at home and abroad and the customer's relevant

have been devised and implemented to proactively seek alternatives and reduce or eliminate the use of such substances.

Our ongoing efforts include the continuous evaluation of the hazardous nature of chemicals used in our production and operational activities, proactive initiatives to decrease chemical quantities, and substitution programs targeting specific chemicals for which reduction or replacement plans have been tailored.

Scheduled Phase out			
2015	phthalate (BBP), Dibutyl phthalate (DBP), and Diisobutyl phthalate (DIBP)	All Materials	Full Replacement
2019	Lead and Its Compounds	Copper Alloy Materials	Full Replacement
2019	Antimony trioxide	Wire/Cables	Full Replacement
2021	VOC	Cleaning Agents	Partial Replacement
2022	Decabromodiphenyl Ethane	All Materials	Full Replacement
2022	Triphenyl phosphate	All Materials	Full Replacement
2022	Tributyl phosphate	All Materials	Full Replacement
2023	PFBS and PFBS -Related Substances	All Materials	Full Replacement
2023	PFHxA, its Salts, and PFHxA-Related Substances	All Materials	Full Replacement
2023	EDCs	All Materials	Full Replacement
2029	Substances of Concern in Components/Parts Exempted under RoHS Directive	All Materials	Partial Replacement

Recycled Materials

In adherence to the principles of resource conservation and environmental protection, Luxshare Precision persistently integrates the 4R philosophy throughout its operations to minimize material usage.

Case Aluminum Scrap Exchange Program at Suzhou Luxshare Technologies

Suzhou Luxshare Technologies has partnered with vendors to exchange aluminum scrap for new aluminum raw materials at a set ratio, thus reducing new material purchases and waste generation. During the Reporting Period, this initiative successfully exchanged 15,992 kg of aluminum scrap.

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Clean Technology Opportunities

As a leading electronic manufacturing company, Luxshare Precision is committed to fostering a sustainable, smartly interconnected future. We collaborate with partners to drive innovation and transformation in clean technologies, offering cleaner products and services that support green consumption and lifestyles.

Proactively seizing clean technology opportunities, we have strategically ventured into sectors such as

. Our focus is on R&D and commercialization of clean technology products such as
storage systems heat dissipation systems high

. Through this relentless pursuit, we aspire to

and solutions to catalyze our society's transition

			清
Energy Efficiency	Luxshare Precision specializes in enhancing energy efficiency in electric vehicles through advanced technologies and solutions. By developing optimized electrical energy transmission systems and products, we improve charging efficiency and safety performance, boosting energy utilization rates.	Liquid-Cooled High-Power Charging Cable This innovative product incorporates a liquid circulation channel between the cable and charging gun, using a power	

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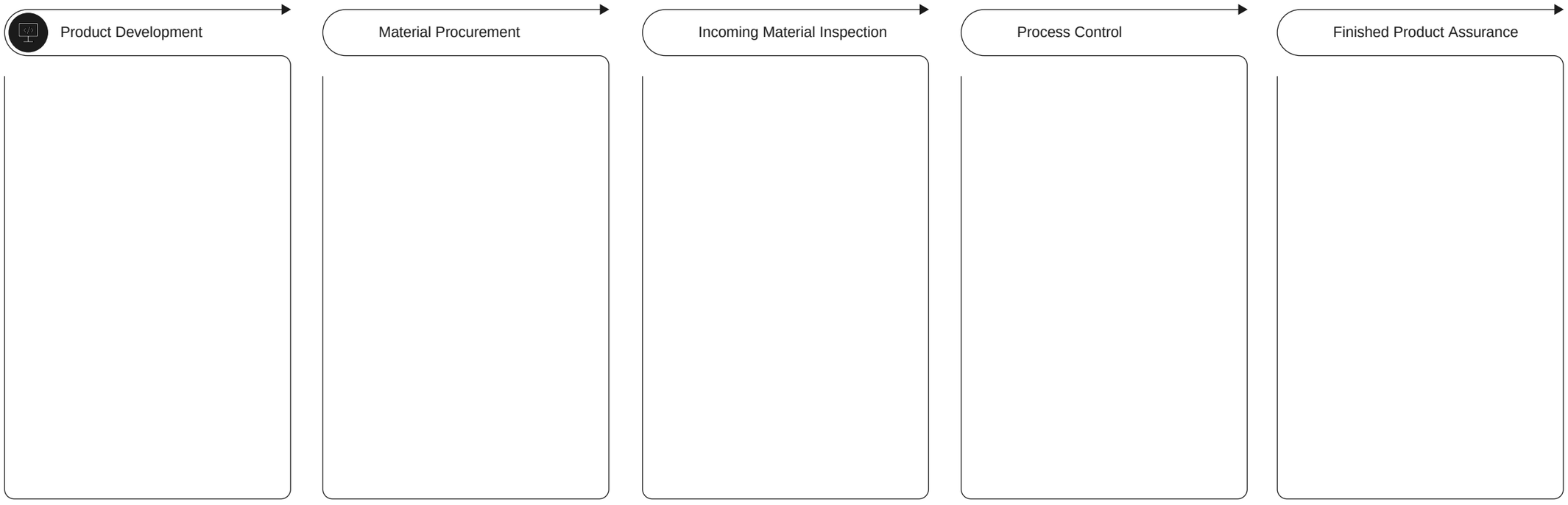
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Risk Identification and Control

EHS Risk Management

The Company has formulated the *Group EHS Audit Management Measures* and the *Hazard Identification and Risk Assessment* and Control Procedures to actively identify, investigate, respond to, and manage hazard sources. We comprehensively consider factors such as safety management, risk disaster levels, and production layouts to classify various EHS risks. We then implement dynamic risk management and conduct EHS audits accordingly.

During the Reporting Period

The domestic and overseas factories where we completed audits reached over

The number of spot checks conducted was

Supervised the completion of rectifications over

For identified EHS risk sources, we organized safety drills and other activities to enhance employees' awareness of occupational health and safety risks and improved their risk responses.



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We have formulated regulations such as the , the *Medical Health and Occupational Disease Prevention Operating Procedures*, and the *Accident (Incident) Reporting, Investigation and Handling Control Procedures*
response processes to provide standardized guidelines for responding to and dealing with health and safety incidents. We also have 24-hour open clinics to provide timely assistance to employees in need.

Division of Duties in Work□Related Injury Handling

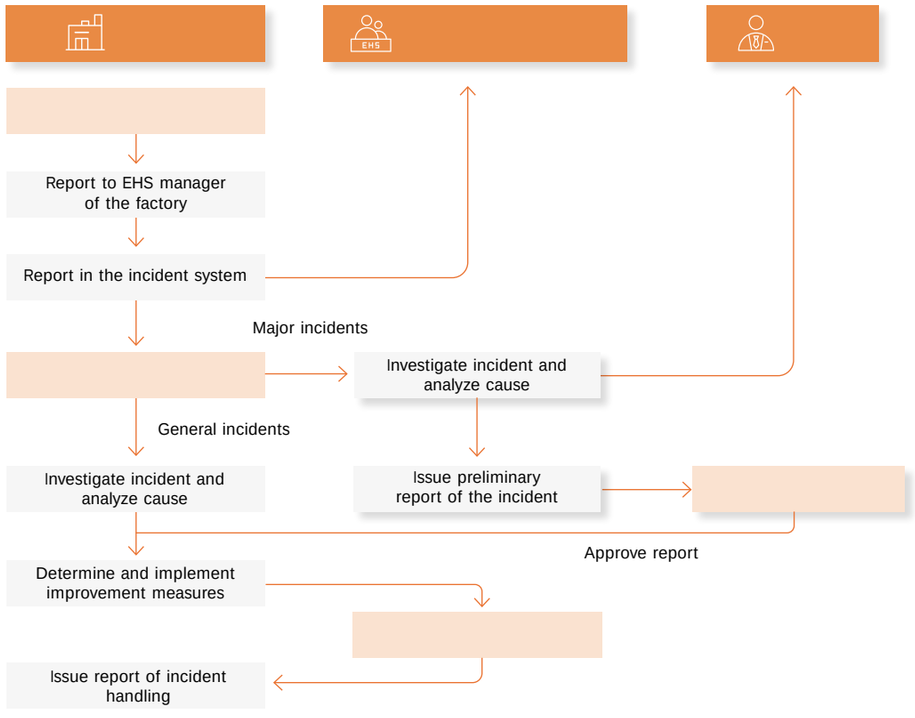
- Evacuate and protect the employees
- Announce the incident within 2 hours
- Assist in accident investigation

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EHS Accident Management Process

We continuously reinforce the EHS management responsibilities of our factory leaders. In the event of an accident, the responsible personnel must immediately report it through the EHS management system, and report to local government regulators within a specified time based on the incident grade. To prevent reoccurrence, each factory must analyze the accident's root cause and formulate and implement corresponding rectification measures. Luxshare Precision requires all BG/BU directors to sign an EHS Management Responsibility Letter. This had been achieved by the end of the Reporting Period.

Incident Reporting and Handling Process



During the Reporting Period

T

Luxshare Precision invested in occupational health and safety management for approximately

RMB million

Training and Care

We regularly conduct various occupational health and safety training sessions across all factories. In addition to offline training, we have also launched EHS courses on the online learning platform "i School" for employees to enhance their EHS awareness.

During the Reporting Period

The Company's various EHS training sessions reached a total of

hours

Participants

person times

EHS Management Training

To help all EHS management personnel clearly understand their responsibilities and improve their EHS management capabilities, we provide safety management trainings at company, department, and position levels to enhance the Company's overall EHS management standards.

Case Luxshare Precision Held EHS Emergency Management Training

In September 2023, the EHS Management Committee organized an annual emergency management training session for EHS management personnel and safety officers from five

practical drills, this training enhanced all participants' ability to respond to various emergencies.









05

promote the transition into a high quality green and low carbon



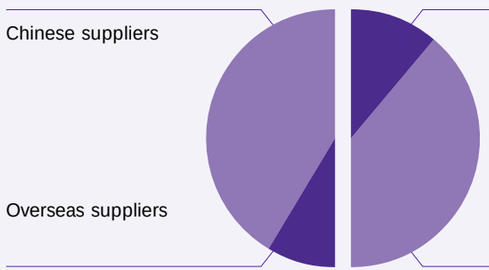
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Luxshare Precision has formulated a series of management systems and procedures, such as , to establish the high standards for supplier behaviors in areas such as labor rights and environmental responsibility. The Company implements full life cycle management of suppliers through three stages:

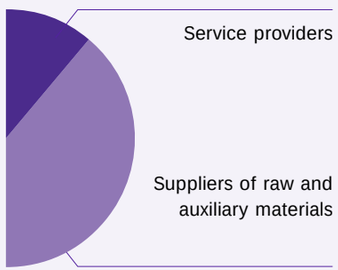
During the Reporting Period, we added provisions for the introduction and referral process of temporary suppliers in the *Supplier Management Operating Procedure* suppliers of the Company) and implement corresponding processes, which furtherly improves the Company's supplier management system.

Number of Suppliers in □□□□

Categorized by Region



Categorized by Type



Development Access

Luxshare Precision formulates an annual admission review plan for potential suppliers and conducts strict qualification reviews of suppliers by ISO-approved auditors, in accordance with the admission standards stipulated in , and other procedures.

Annual Supplier Admission Review Plan

- Investigate the supplier's qualifications, finances, organization, capabilities, systems, and inspection conditions
- Investigate the supplier's production equipment, testing equipment, technical process capabilities, quality control and environmental control capabilities
- Audit the supplier's management system

Requirements of System Certification for Supplier Admission

▸ At least certified in one of ISO 9001, IATF 16949, and ISO 13485	▸ Certified in ISO 9001 ▸ Certified in IATF 16949 or has established an IATF 16949 certification introduction plan

Tiered Management

After the admission of new suppliers, the Company adopts a monthly performance evaluation method to continuously grade and manage suppliers, in order to ensure product and service quality as well as supply chain stability. We conduct a comprehensive scoring from multiple dimensions such as

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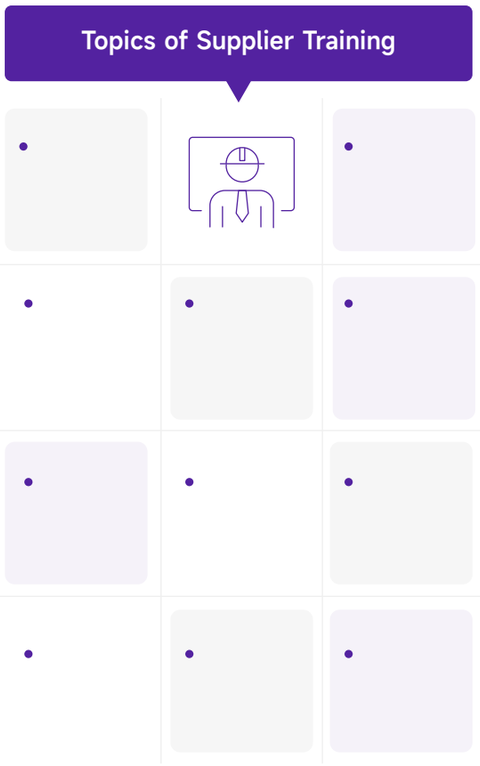
Evaluation and Audit

methods, with audit criteria consistent with the admission review, so as to regularly assess whether qualified suppliers meet compliance requirements. In 2023, we continued to promote , with nearly of suppliers already included in the system for management, comprehensively enhancing the efficiency of auditing, ensuring the retrievability and traceability of records, and promoting the systematization and standardization of the Company's annual supplier audits.

Supplier Training

Luxshare Precision values supplier capability building. We communicate with suppliers through one on one exchanges quarterly business reviews specialized trainings workshops supplier conferences, and other methods to jointly identify areas for improvement and discuss optimization directions.

Topics of Supplier Training



During the Reporting Period

- The number of supplier training sessions organized by Luxshare Precision was
- Had a cumulative attendance of participants



Environmental and Social Responsibility Management

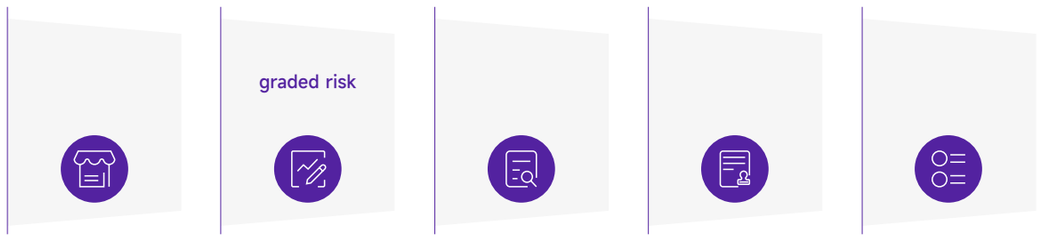
Luxshare Precision places great emphasis on the environmental and social responsibility management of its supply chain. We require suppliers to comply with the framework of *Business and Human Rights*, the RBA Code of Conduct, all applicable laws and regulations, as well as the *Supplier Code of Conduct, Supplier Corporate Social Responsibility Management Operating Procedure*, and other internal management regulations. We also issue to all suppliers, ensuring through . Any violation of relevant management regulations may jeopardize the cooperative relationship between the supplier and the Company, and even lead to termination of the partnership at the worst.

During the Reporting Period

- The signing rate of the *Letter of Guarantee on Responsible Business Alliance Code of Conduct* by new suppliers was

In 2023, Luxshare Precision completed the development of the GSCM information management system which included a Social Environmental and Responsibility (SER) auditing module. This module enables online management of processes such as information collection risk assessment evaluation and auditing of suppliers, supporting the Company's efforts to digitize and systematize supplier CSR management while , as well as .

Functions of SER Module



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Management System	• ESG Management System • Training • Communication		

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Conflict Minerals Management Process

Conflict minerals management advocacy and compliance → Sign the *Letter of Guarantee on Responsible Business Alliance Code of Conduct*, etc. → All credentials are met → Promote warehousing and file building of the supplier

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Due Diligence

Luxshare Precision conducts reviews of materials and product compositions to identify all suppliers in the Company's supply chain that may be involved in the use of 3TG and cobalt minerals, and uses RMI's Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) to conduct due diligence audits on the identified suppliers, assisting them in removing SORs that have not passed RMAP certification.

Certification of Luxshare Precision's 3TG Suppliers Using SORs



In 2023, we included the conflict minerals due diligence process into the . After identifying suppliers in the supply chain that may be involved in the use of 3TG and cobalt minerals, we used this system to distribute, collect, and consolidate CMRT and/or EMRT questionnaires for suppliers, identified and confirmed SORs that have not participated in RMAP certification, and issued timely warnings. We continuously followed up, evaluated, qualified, further enhancing our conflict minerals management capabilities.

Luxshare Precision CMRT Due Diligence Results

3TG Related Suppliers Performing the Corresponding Procedures

H minerals policy

Having conducted due diligence on their upstream suppliers

We combined and provided by RMI to investigate the 3TG in the Company's supply chain and ensuring that all TG minerals in the Company s mass produced products are traceable consolidated SOR information with the RCOI database, we had identified the country location of providing 3TG to our suppliers and determined for 3TG minerals in Luxshare Precision's supply chain:

- Brazil, China, Ethiopia, France, Madagascar,
- Australia, Bolivia, China, Laos, Malaysia, Mongolia, Myanmar, Peru, Spain, the United Kingdom, Vietnam, etc.
- Philippines, South Africa, South Korea, Sweden, Uzbekistan, etc.
- China, Brazil, Vietnam, Bolivia, etc.

Risk Management

We comprehensively evaluate and define the risk level of suppliers based on the due diligence and RCOI survey results. For high risk suppliers, we will further conduct to more holistically more guidance and support to them, continuously following up, evaluating, and auditing their progress in SOR certification and mineral traceability, until verifying that all SORs involved in the supply chain are qualified. For non high risk suppliers, we provide , timely sharing the latest information and updates on conflict minerals with them to help enhance their conflict minerals management capabilities and awareness.

During the Reporting Period

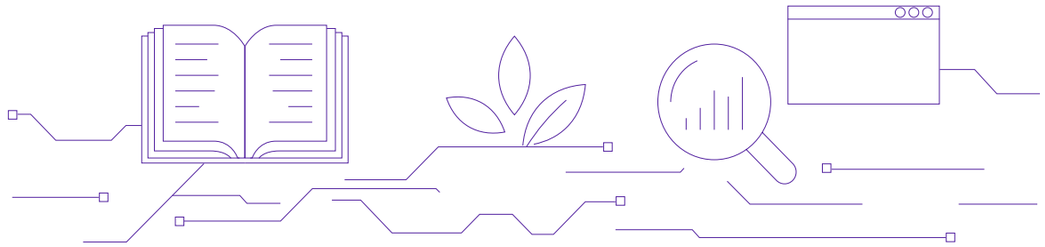
Conflict minerals related personnel training coverage rate was

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have launched
minimize the environmental impact of our entire value chain.

Environmental Compliance Management of the Supply Chain

To promote environmental compliance among our suppliers and improve the environmental compliance level throughout our supply chain, Luxshare Precision has established a specialized environmental compliance management strategy:



During the Reporting Period, Luxshare Precision's performance in respect of the Green Supply Chain Corporate Information Transparency Index (CITI):

- For overall ranking, in the ____ place
- For industry ranking, in the ____ place

During the Reporting Period, Luxshare Precision

- Assisted ____ suppliers in removing of environmental violation records
- Promoted ____ suppliers to disclose the PRTR information

Environmental Compliance Management Strategy

- Use the IPE database to track environmental compliance records
- Identify common environmental management risk sources

- Oversee our own personnel operation and urge suppliers to eliminate environmental management risk sources with effective actions

- Urge subsidiaries and suppliers to complete pollutant release and transfer registration (PRTR) in a timely manner
- Guide subsidiaries and suppliers to establish a standardized management system and optimize it regularly



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Luxshare Precision fully recognizes the significance of energy conservation and carbon reduction throughout its supply chain to achieve the Company's carbon reduction goals. Through supplier meetings, training, and other methods, Luxshare Precision continues to exert its zero-carbon influence in the supply chain management. In 2023, we

to collect from suppliers, simultaneously provided training and Q&A sessions on reporting operations. We also developed a research plan

encouraged suppliers to actively participate in carbon data verification and submit energy conservation cases. These

management and fulfill their commitments in developing a green supply chain.

In addition, we *Zero* , and engaged suppliers in the product carbon footprint data estimation, disclosure and application training provided by IPE, with an aim to promote suppliers to disclose carbon emission information on the IPE platform, and to catalyze the supply chain



Poster of the Green and Low carbon

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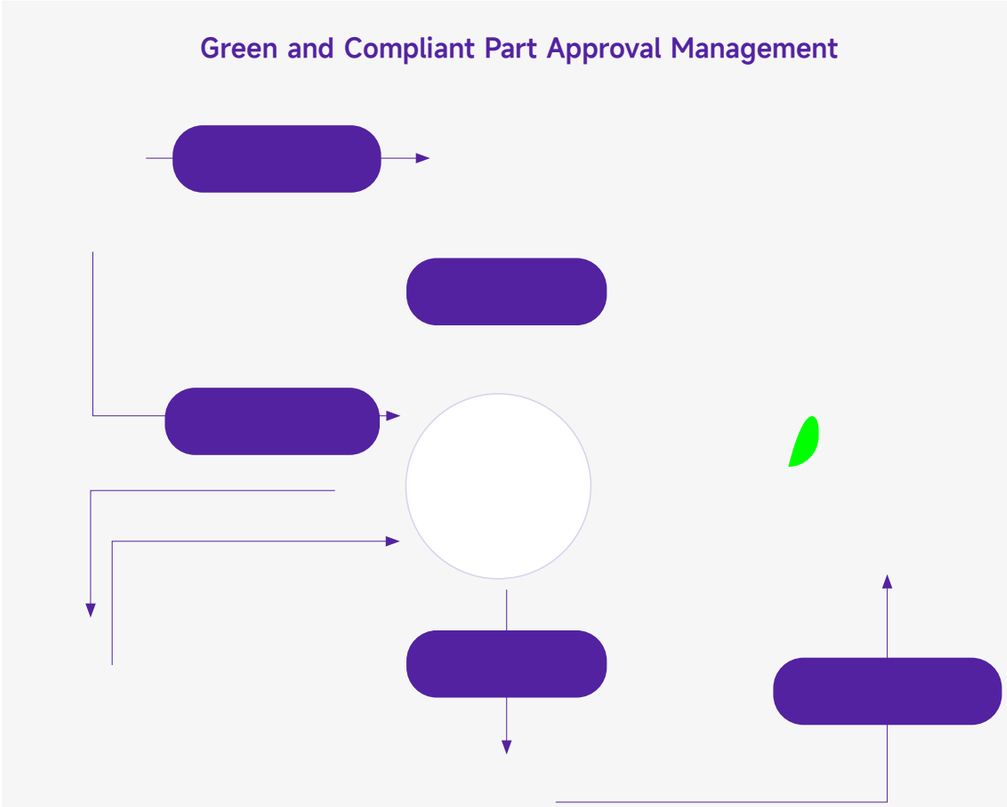
Hazardous Substance Management Requirements of the Supply Chain

As the connection point between customers and suppliers, Luxshare Precision understands that providing clear material requirements to suppliers is an important prerequisite for providing high quality and environmentally friendly products to customers. We set consistent standards for suppliers, so as to drive the suppliers to improve hazardous substance management and reduce supply chain risks.

Hazardous Substance Management Requirements of the Supply Chain

We continuously improve the functionality of , systematically manage hazardous chemical substances, as well as a database of the Company's requirements for control of hazardous substance for various materials, allowing for the standardized management of environmentally friendly materials submitted by suppliers. We are wake of new hazardous substances prohibition and restriction trend, and develop strategies (e.g. early layout and replacement) accordingly. We also communicate updates on relevant laws and regulations, industry trends, and the latest hazardous substance control requirements of Luxshare Precision to our suppliers to facilitate their learning and compliance.

Green and Compliant Part Approval Management



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Luxshare Precision actively participates in various industry associations, networks with the industry, and promotes industry development. At the same time, we also take the lead in developing communities, supporting disaster relief efforts and rural revitalization, caring for special groups, and making contributions to the buildup of a harmonious society.

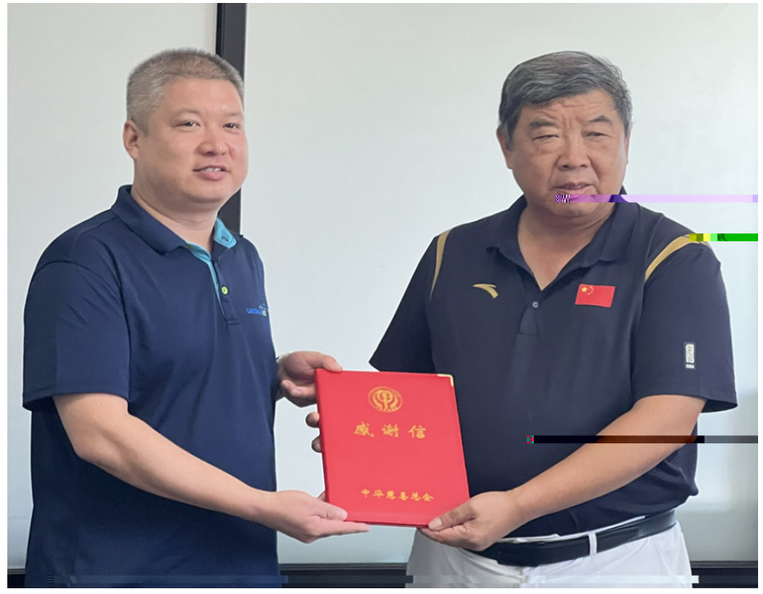
During the Reporting Period
The total investment the Company made in public charity activities was
RMB million

Drive the Development of the Industry

Luxshare Precision attaches great importance to product quality and is committed to providing customers with research results into applications. We have joined industry associations at home and from abroad, of the membership unit, the Company has driven the development of the industry. During the Reporting Period, the Company made contributions to the industry by jointly drafting industry standards, *Shielded Balanced Cable* and *Connector with Shielded Housing and Transmission Rate of Gbps at mm Pitch*

Support Public Charity Activities

The company is deeply concerned about the impact of natural disasters on the public. We actively practice our exemplary role and take immediate actions at the onset of disasters. We actively raise funds and support people promote rural revitalization and green development, and give full play to the role of the public welfare undertakings



The China Charity Federation Issued a Flood Disaster Relief Certificate

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Charity Foundation. The donation would be used to consolidate results obtained from poverty alleviation in Zhijin County, Guizhou Province, further expand the effect, help rural revitalization, and support production and living service assistance programs, and other public welfare assistance programs agreed upon by the three parties.

Upholding the traditional virtues of respecting and loving the elderly, employees of Luxcase Precision Technology (Yancheng) brought glutinous rice balls, lanterns, and gifts to the nursing homes and extended holiday greetings and deep care to the elderly living there on the Lantern Festival. This activity aims to make the elderly feel the warmth and care of the society, so that they can spend a warm and happy holiday time.



Kunshan Factory s Series Activities Energy Conservation Week

and Kunshan Tourist Resort Management Committee officially kicked off. During the event, the Company organized an array of activities, including "Old Clothes Recycling", "Creative Gallery" and "Donating Steps for Environmental Protection", with active response and participation by various departments.

Old Clothes Recycling This year marked the fourth anniversary of old clothes recycling activity with more than 128kg idle clothes and hat textiles collected in total

Creative Gallery The activity is open to all employees and their children to submit creative environmental paintings with an aim to educate people and advocate for a green lifestyle through artworks

Donating Steps for Environmental Protection Employees can convert their daily walking steps into charitable donations. Through the cooperation platform, the participating charitable organizations and enterprises will donate to the respective public welfare programs. More than 200 people participated in the event.





Series Activities of Energy Conservation Week

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Assurance Report

[illegible]

[illegible]

TÜV Rheinland (Shanghai) Co., Ltd., member of TÜV Rheinland Group, Germany (hereinafter "TÜV Rheinland", "We") has been entrusted by the management of Luxshare Precision Industry Company Limited (hereinafter "Luxshare Precision", "the Company") to conduct independent assurance on its 2023 Sustainability Report (hereinafter "the Report"). All contractual contents for this assurance engagement rest entirely within the responsibility of Luxshare Precision. Our task was to give a fair and adequate judgment on the Report.

The intended users of this assurance statement are stakeholders who have relevance to Luxshare Precision's overall Sustainability Performance and impacts of its business activities during year 2023 (1 January 2023 ~ 31 December 2023).

TÜV Rheinland is a global service provider of Corporate Social Responsibility (CSR) & Sustainability Services in over 65 countries, having qualified professionals in the field of Corporate Sustainability Assurance, Environment, Social and Stakeholder Engagement. We have maintained complete impartiality and independence during the assurance engagement, and we were not involved in the preparation of the Report contents.

[illegible]

TÜV Rheinland undertook the assurance work in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3) Moderate level of assurance.

[illegible]

Our assurance engagement was carried out in accordance with the AA1000AS v3, Type 1, Moderate level on Luxshare Precision's sustainability performance information and data disclosed in the Report. The following assurance criteria were used in performing the assurance work:

- In accordance with GRI Sustainability Reporting Standards (GRI Standards)
- Guidelines for the Social Responsibility of Listed Companies of the Shenzhen Stock Exchange
- The United Nations Sustainable Development Goals (UN SDGs)
- Adherence to the AA1000 AccountAbility Principles *of Inclusivity, Materiality, Responsiveness, and Impact.*

[illegible]

Our assurance activities included:

- Reviewing the company's management practices, processes, and performance to evaluate the sustainability management system, including the sustainability policy, corporate governance, compliance management, risk management, stakeholder communication, material issue analysis, and key performance.
- Conducting interviews with company management and managers responsible for gathering and analyzing information on sustainability performance.
- Reviewing and examining sustainability management practices and performance information and data to test the accuracy of such information and data based on a sample basis and applied analytical procedures.
- Collecting documentary evidence and assessing management representations to support adherence to the AccountAbility Principles.

[illegible]

TÜV Rheinland performed the assurance based on the scope of defined engagement agreement, and on a moderate level assurance under the AA1000AS for engagement. Information and performance data subject to assurance is limited to the contents of the Report.

Our assurance work did not cover financial report and its financial data, and other information not related to

[illegible]

- [illegible]
- [illegible]

[illegible]

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Key Performance Data

Environmental Performance Table

	MWh		
Gasoline	MWh		
Diesel oil	MWh		
Liquefied petroleum gas	MWh		
	MWh		
Renewable energy consumption	MWh		
Biomass energy (ethanol gasoline)	MWh		
	MWh		
Purchased municipal electricity	MWh		
Total PV power generation	MWh		
Purchased green electricity	MWh		
Purchased green certificates	MWh		
Purchased thermal energy	MWh		
Purchased cold energy	MWh		
Purchased steam	MWh		
PV power sold	MWh		
Total energy consumption	MWh		

Energy consumption intensity per unit of business revenue	MWh/RMB 1 million		
Electricity consumption intensity per unit of business revenue	MWh/RMB 1 million		
Annual electricity savings	MWh		
Installed photovoltaic capacity[3]	MW		
Total water withdrawal	ML		[4]
Surface water	ML		
Groundwater (renewable)	ML		
	ML		
Seawater	ML		
Extracted/entrained water/generated water	ML		
	ML		
Total water withdrawals in areas under water resources stress	ML		
Total water discharge	ML		
Total discharge to surface water	ML		

[1] The Company's main energy consumption sources are natural gas, gasoline, diesel, liquefied petroleum gas, power generated by PV power facilities, outsourced electricity from municipal power supply, outsourced clean energy and outsourced steam. Data of the energy consumption in 2022 was verified data.

[2] Data of the energy consumption in 2023 is based on the electricity and fuel consumption and relevant conversion factors provided by the *General Rules for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)*.

[3] Total installed photovoltaic capacity is the total installed rooftop photovoltaic capacity of the Company as of the end of the Reporting Year.

[4] During the Reporting Year, the Company verified and updated the data related to water withdrawal for 2022.

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Environmental Performance Table [Continued]

Category 10: Processing of Sold Products	tCO_2e		
Category 11: Use of Sold Products	tCO_2e		
Category 12: Scrap Processing of Sold Products	tCO_2e		
Category 13: Downstream Leased Assets	tCO_2e		
Category 14: Franchises	tCO_2e	/	/
Category 15: Investments	tCO_2e		
Greenhouse Gas Emissions	tCO_2e		
Gas Emissions	tCO_2e		
Gas Emission Intensity	tCO_2e /RMB 1 million		
Emission Intensity	tCO_2e /RMB 1 million		
Scope 1 Greenhouse Gas Emission Intensity	tCO_2e /RMB 1 million		
Intensity	tCO_2e /RMB 1 million		
Intensity	tCO_2e /RMB 1 million		
Total reduction of GHG emissions	tCO_2e		

Total exhaust gas emissions	t		
Boiler exhaust gas	t		
Kitchen fume	t		
Industrial exhaust gas	t		
	t		
Sulfur Oxides (SOx) emissions	t		
Persistent organic pollutant (POP) emissions	t		
hydrocarbon)	t		
Sulfuretted hydrogen emissions	t		[1]
Particulate matter emissions	t		
Tin and its compounds emissions	t		
Other exhaust gas emissions	t		
Overall waste generated	t		
	t		
Domestic waste generated	t		
Hazardous waste generated	t		

[1] In 2023, Luxshare Precision comprehensively checked the exhaust gas emissions from all production factories in the Reporting Year and past years, confirming that none of its factories emitted sulfuretted hydrogen. Therefore, the sulfuretted hydrogen data for 2022 was incorrect and has been modified.

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Environmental Performance Table (Continued)

Total amount of waste recovered	t		
Amount of hazardous waste recovered	t		
Amount of hazardous waste transferred for reuse	t		
	t		
	t		
Amount of hazardous waste transferred for recycling	t		
Amount of hazardous waste transferred to other recovery operations	t		
	t		
reuse	t		
	t		
	t		
recycling	t		
recovery operations	t		
Amount of domestic waste recovered	t		
Amount of domestic waste transferred for reuse	t		
Amount of domestic waste transferred for recycling	t		
Amount of domestic waste transferred for other recovery operations	t		

Total amount of waste directed to disposal (including those transferred)	t		
Amount of hazardous waste directed to disposal	t		
Amount of hazardous waste directed to disposal by incineration (with energy recovery)	t		
Amount of hazardous waste directed to disposal by incineration (without energy recovery)	t		
Amount of hazardous waste directed to disposal by landfill	t		
Amount of hazardous waste directed to disposal by other disposal methods	t		
	t		
disposal by incineration (with energy recovery)	t		
disposal by incineration (without energy recovery)	t		
disposal by landfill	t		
by other disposal methods	t		
Amount of domestic waste directed to disposal	t		
Amount of domestic waste directed to disposal by incineration (with energy recovery)	t		
Amount of domestic waste directed to disposal by incineration (without energy recovery)	t		
Amount of domestic waste directed to disposal by landfill	t		
Amount of domestic waste directed to disposal by other disposal methods	t		

1

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Social Performance Table

Total number of suppliers in the database	Supplier	9,524	10,680
Overseas suppliers	Supplier	1,667	1,869
Chinese suppliers	Supplier	7,857	8,811
Service suppliers	Supplier	2,143	2,403
Suppliers of raw and auxiliary	Supplier	7,381	8,277
Total number of employees	Person	232,585	236,932
Employees aged 29 or below	Person	112,074	114,915
Employees between 30 and 49	Person	118,379	120,244
Employees aged 50 or above	Person	2,132	1,773
Male employees	Person	132,253	134,768
Female employees	Person	100,332	102,164
Employees from Chinese Mainland	Person	183,649	187,784
Employees from Hong Kong, Macao and Taiwan regions	Person	1,319	1,350
Overseas employees (excluding employees from Hong Kong, Macao and Taiwan regions)	Person	47,617	47,798
Total number of indirect labor	Person	64,182	69,801
Total number of direct labor	Person	168,403	167,131

[1]	Person	232,585	236,932
Total number of temporary employees	Person	0	0
	Person	232,585	236,932
	Person	0	0
Total number of important associations participated in	Association	53	32
Amount of operating revenue	RMB 1 million		
Operating revenue growth compared with the previous year			
GRI Financial implications and other risks and opportunities due to climate change			
Investment in Clean Technology	RMB	Over 300 million	million
Investment goal in Clean Technology in 2024	RMB	Over 320 million	Over 300 million
Property all risks insurance coverage (i.e., the amount of the insurance payout)	RMB 10,000		
Annual premiums for property all risks insurance	RMB 10,000		
GRI Operations assessed for risks related to corruption			
Percentage of the subsidiaries conducting internal risk		100	100

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GRI Communication and training about anti corruption policies and procedures			
commitment/signing the letter of integrity notice	Person	232,585	236,932
letter of integrity commitment/signing the letter of integrity notice	Person	12	12
Chinese Mainland			
Hong Kong, Macao and Taiwan regions			
Overseas (excluding Hong Kong, Macao and Taiwan regions)			
integrity commitment/signing the letter of integrity notice	Person	232,573	236,920
Chinese Mainland			
Hong Kong, Macao and Taiwan regions			
Overseas (excluding Hong Kong, Macao and Taiwan regions)			
commitment/signing the letter of integrity notice			
integrity commitment/signing the letter of integrity notice			
Commitment	Supplier	9,424	10,540
Chinese Mainland			
Hong Kong, Macao and Taiwan regions			
Overseas (excluding Hong Kong, Macao and Taiwan regions)			
Service suppliers			
Suppliers of raw and auxiliary materials			
trainings	Person	232,585	236,932
	Person	12	12
Chinese Mainland			
Hong Kong, Macao and Taiwan regions			
Overseas (excluding Hong Kong, Macao and Taiwan regions)			
trainings	Person	232,573	236,920
Chinese Mainland			
Hong Kong, Macao and Taiwan regions			
Overseas (excluding Hong Kong, Macao and Taiwan regions)			
trainings		633,223	313,498
	Hour		
GRI Confirmed incidents of corruption and actions taken			
Times of corruption whistleblowing received	Event	16	12
Total number of confirmed incidents of corruption	Event	4	4
Total number of the confirmed events (among which the employees were fired or disciplined due to the corruption)	Event	4	3
Total number of the confirmed events (where the contract with business partners was terminated or not renewed due to the violations related to corruption)	Event	1	1

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Confirmed legal actions involving company and employee corruption	Event	0	0
Corruption litigation concluded involving the Company and employees	Times	0	0
Compensation amount of corruption litigation concluded involving the Company and employees	RMB		
GRI Legal actions for anti competitive behavior anti trust and anti monopoly practices			
lawsuit	Event	0	0
the Company	Event	0	0
conduct, antitrust and antitrust practices concluded involving the Company	RMB		
Turnover rate of indirect labor (Loss of employees include quitting, dismissed and fired employees)[1]			
(male)	Person	132,253	134,768
(male)	Person	4,791	3,988
(female)	Person	100,332	102,164
(female)	Person	3,708	2,536
GRI Worker training on occupational health and safety			
Total hours of EHS training	Hour		

Total number of employees receiving EHS training	Person	232,585	119,089
		925,624	349,882
Total hours of Board of Directors members receiving EHS training	Hour		
Total number of Board of Directors members receiving EHS training	Person	7	7
receiving EHS training		7	7
GRI Workers covered by an occupational health and safety management system			

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Proportion of employees in the operational sites with occupational health and safety management system having passed external audit			
GRI Work related injuries GRI Work related ill health			
Total working hours (Total working hours of all employees)	Million hours		
	Times	0	0
injuries	Times/Million hours		
	Times	0	1
consequences	Times/Million hours		
fatalities and serious injuries	Times	145	268
Total number of recorded employee injuries	Times	145	269
working hours	Times/Million hours		
Total hours of employee trained[2]	Hour		
Total hours of male employees trained	Hour		
Total hours of female employees trained	Hour		
Total hours of direct labor trained	Hour		
Total hours of indirect labor trained	Hour		

Average employee training hours[3]	Hour		
Average male employee training hours	Hour		
Average female employee training hours	Hour		
Average direct labor training hours	Hour		
Average indirect labor training hours	Hour		
		3,853,949	1,958,541
GRI Programs for upgrading employee skills and transition assistance programs			
Total training expense	RMB10,000		
	Person	1,635	860
Total number of internally certified instructors	Person	1,163	909
Percentage of indirect labor receiving regular performance and career development reviews			
Male indirect labor			[5]
Female indirect labor			
Total number of governance bodies' members	Person	12	12
	Person	6	6
Proportion of male governance bodies' members			
	Person	6	6
Proportion of female governance bodies' members			

[1]

"i School" system.

[2] During the Reporting Period, Luxshare Precision adjusted the contents and the statistical methods of some training programs.

[3] Average employee training hour is calculated by: Total training hours provided for the employees in this category/Total number of the employees in this category.

[4] The statistical scope of this indicator is the number of indirect labor who receive regular performance and career development appraisals and the percentage of them by gender. This indicator is not applicable to direct labor because performance appraisals of direct labor are conducted in a flexible manner.

[5] Due to calculation logic adjustments, the percentage of indirect labor receiving regular performance and career development reviews in 2022 has been corrected. The percentage of indirect labor receiving regular performance and career development reviews by gender = the number of employees in this category who receive regular performance and career development reviews /the number of employees in this category.

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below	Person	0	0
Proportion of governance bodies' members aged 29 or below			
between 30 and 49	Person	5	5
Proportion of governance bodies' members aged between 30 and 49			
above	Person	7	7
Proportion of governance bodies' members aged 50 or above			
previous risk management background	Person	0	0
Proportion of governance bodies' members with previous risk management background			
previous industry management background	Person	6	6
Proportion of governance bodies' members with previous industry management background			
previous law management background	Person	2	2
Proportion of governance bodies' members with previous law management background			
Proportion of employees aged 29 or below			
Proportion of employees aged between 30 and 49			
Proportion of employees aged 50 or above			
Proportion of male employees			
Proportion of female employees			
Proportion of disabled employees			
GRI Negative environmental impacts in the supply chain and actions taken GRI Negative social impacts in the supply chain and actions taken			
	Supplier	1,405	2,389
Percentage of new suppliers subject to CSR audit		100	100
	Supplier	1,624	2,451
	Supplier	527	800
potential negative environmental and social impacts confirmed	Supplier	0	1
Percentage of suppliers agreeing to improvements after assessments			
assessments	Supplier	0	1
Percentage of suppliers terminating relationships after assessments			100
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Event	0	0

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Summary of Honors

Huzhou Jiuding Electronic Co., Ltd.	"Little Giants"	
Luxshare Precision Industry (Jiangsu) Co., Ltd.		
Lanto Electronic Limited	2023 List of China's Top 100 Competitive Electronic Information Enterprises	
Lanto Electronic Limited	"Digital Quality Management Innovation and Practice" Case	
Lanto Electronic Limited	2023 Typical Case of Quality Improvement in the Electronic Information Industry	
Lanto Electronic Limited		
Luxshare Electronic Technology (Kunshan) Ltd.	Green Supply Chain Management Enterprise	
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.		
Luxshare Precision Industry (Enshi) Co., Ltd.		
Luxshare iTech (Zhejiang) Co., Ltd.	2023 Top 100 Competitive Electronic Information Enterprises	
Luxis Technology (Kunshan) Co., Ltd.		
Luxcase Precision Technology (Yancheng) Co., Ltd.	for Intelligent Manufacturing	
Luxcase Precision Technology (Yancheng) Co., Ltd.	Luxcase Precision 5G+AI Intelligent Full Connection Factory	
Luxis Precision Intelligent Manufacturing (Kunshan) Co., Ltd.		
Huzhou Jiuding Electronic Co., Ltd.	2022 Hidden Champion of Zhejiang Province	Provincial
Luxshare-ICT (Vietnam) Limited	2023 Typical Enterprise of Service for Laborers	Provincial
Luxshare-ICT (Van Trung) Company Limited	2023 Enterprise of Excellent Employee Welfare	Provincial
	Outstanding Award for Work Performance of Labour Security and Health	Provincial
Luxshare Precision Industry (Baoding) Co., Ltd.	Occupational Health Enterprise in Hebei Province	Provincial
Luxshare Precision Industry (Baoding) Co., Ltd.	Province	Provincial
Xuancheng Luxshare Precision Industry Co., Ltd.	Provincial Green Factory	Provincial
Luxshare Precision Industry (Jiangsu) Co., Ltd.	Provincial Demonstration Intelligent Workshop	Provincial
Lanto Electronic Limited		Provincial
Xiexun Electronic (Ji'an) Co., Ltd.	Pilot Manufacturing Cultivation Enterprise in Jiangxi Province	Provincial
Xiexun Electronic (Ji'an) Co., Ltd.	Expert Workstation in Jiangxi Province	Provincial
Xiexun Electronic (Ji'an) Co., Ltd.		Provincial
Xiexun Electronic (Ji'an) Co., Ltd.	The First Unit (Set) of Key Technical Equipment in Jiangxi Province	Provincial
ASAP Technology (Jiangxi) Co., Ltd.	Innovative Management Demonstration Enterprise in Jiangxi Province	Provincial
ASAP Technology (Jiangxi) Co., Ltd.	Single Manufacturing Champion Enterprise in Jiangxi Province	Provincial
ASAP Technology (Jiangxi) Co., Ltd.	Pilot Manufacturing Enterprise in Jiangxi Province	Provincial
Luxshare Electronic Technology (Kunshan) Ltd.	Top 100 Excellent Enterprises in Jiangsu Province	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	Manufacturing Enterprise as a Provincial Pacemaker of Per Mu Benefits	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	Top 100 Private Enterprises in Anhui Province	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	Top 100 Private Manufacturing Enterprises in Anhui Province	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	Top 100 Enterprises in Anhui Province	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	Top 100 Manufacturing Enterprises in Anhui Province	Provincial
Luxshare Precision Industry (Chuzhou) Co., Ltd.	"Double Top 100" Enterprises of R&D intensity in Anhui Province	Provincial
Merry Electronics (Suzhou) Co., Ltd.	2023 Typical Pilot Benchmarking Enterprise of Integration of Advanced Manufacturing and Modern Service Industries Industry	Provincial
Luxshare Automation (Jiangsu) Ltd.	Scientific and Technological Achievement Award of Jiangsu Association of Artificial Intelligence	Provincial
Merry Electronics (Huizhou) Co., Ltd.		Provincial
Merry Electronics (Huizhou) Co., Ltd.	sized Enterprises	Provincial

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Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Top 100 Private Manufacturing Enterprises in Jiangxi Province	Provincial
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Top 100 Private Enterprises in Jiangxi Province	Provincial
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Industrial Design Center in Jiangxi Province	Provincial
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Top 20 Cultural Enterprises in Jiangxi Province	Provincial
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Provincial Industrial Internet Platform	Provincial
Jiangxi Luxshare Intelligent Manufacture Co., Ltd.	Innovative Management Demoe73 17. P.0 0843 1005(o)12 (vilncome13.1theaElecS(v3TJ nic lnf (ur)0 T(aG3ns6.2 (erys3.1Zhej(o)1(609 TdTw 2(o)12 (vincial)]TJ -48.26 Td [PPr)13 (o)1r)13 (o)12.3 (v)6.ncial)]TJ -48.26 -2.609 Td [Jia	

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GRI Content Index

2-1 Organizational details	Company Profile			
2-2 Entities included in the organization's sustainability reporting	About this Report			
2-3 Reporting Period, frequency and contact point	About this Report			
2-4 Restatements of information	Reduction of Greenhouse Gas Emissions Key Performance Data			
2-5 External assurance	Assurance Report			

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GRI Content Index (Continued)

2-20 Process to determine remuneration	Corporate Governance			
2-21 Annual total compensation ratio	GRI Content Index	2-21-a 2-21-b 2-21-c	Confidentiality constraints	The Company actively promoted fair pay for employees, which was disclosed with some information omitted or deleted to protect employee privacy.
2-22 Statement on sustainable development strategy	Targets and Strategies			
2-23 Policy commitments	Protection of Rights and Interests			
2-24 Embedding policy commitments	Commitment for Critical Goals			
2-25 Processes to remediate negative impacts	Stakeholder Communication			
2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Communication			
2-27 Compliance with laws and regulations	Corporate Governance			
2-28 Membership associations	Industry Cooperation Giving back to the Society			
2-29 Approach to stakeholder engagement	Stakeholder Communication			
2-30 Collective bargaining agreements	GRI Content Index	2-30-a 2-30-b	Information unavailable/ incomplete	The Company complied with relevant laws and regulations and protect the legitimate rights and interests of employees, which cannot be fully disclosed due to the difficulty of accurate statistics.
3-1 Process to determine material topics	Material Issues Identification			
3-2 List of material topics	Material Issues Identification			
3-3 Management of material topics	Green and Low-Carbon Strategy Key Performance Data			
201-1 Direct economic value generated and distributed	Key Performance Data			
201-2 Financial implications and other risks and opportunities due to climate change	Green and Low-Carbon Strategy Green Product Exploration Key Performance Data			
201-3 Defined benefit plan obligations and other retirement plans	Remuneration and Benefits Assurance			
201-4 Financial assistance received from government	Corporate Governance			
GRI Market Presence				
3-3 Management of material topics	Remuneration and Benefits Assurance Talent Recruitment and Retention Talent Development			

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GRI Content Index (Continued)

202-1 Ratios of standard entry level wage by gender compared to local minimum wage	GRI Content Index	202-1-a 202-1-b 202-1-c 202-1-d	Confidentiality constraints	The Company adhered to the principle of "equal pay for equal work" and provided basic salaries which were not less than the local minimum wage, which are not disclosed due to confidentiality requirements.
202-2 Proportion of senior management hired from the local community	GRI Content Index	202-2-a	Confidentiality constraints	The Company continues to promote a level of management diversity and localization that is omitted from disclosure due to confidentiality requirements.
GRI Anti corruption				
3-3 Management of material topics	Corporate Governance			
205-1 Operations assessed for risks related to corruption	Corporate Governance Key Performance Data			
	Corporate Governance Supply Chain Management System Key Performance Data			
205-3 Confirmed incidents of corruption and actions taken	Corporate Governance Key Performance Data			
GRI Anti competitive Behavior				
3-3 Management of material topics	Corporate Governance			
	Corporate Governance Key Performance Data			
3-3 Management of material topics	Corporate Governance			
207-1 Approach to tax	Corporate Governance			
207-2 Tax governance, control, and risk management	Corporate Governance			
207-3 Stakeholder engagement and management of concerns related to tax	Corporate Governance			
	GRI Content Index	Luxshare Precision complied with the requirements of each operating site and submits tax information to the local tax authorities.		
3-3 Management of material topics	Reduction of Greenhouse Gas Emissions			
302-1 Energy consumption within the organization	Key Performance Data			
302-2 Energy consumption outside of the organization	GRI Content Index	302-2-a 302-2-b 302-2-c	Information unavailable/ incomplete	The estimation/statistics of energy consumption occurring in upstream and downstream activities are not yet well developed and therefore can't be accurately disclosed.

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GRI Content Index (Continued)

302-3 Energy intensity	Key Performance Data			
302-4 Reduction of energy consumption	Encourage Innovation Green Product Exploration Reduction of Greenhouse Gas Emissions Key Performance Data			
302-5 Reductions in energy requirements of products and services	GRI Content Index	302-5-a 302-2-b 302-5-c	Confidentiality constraints	Disclosure is omitted due to confidentiality requirements
3-3 Management of material topics	Water Resource Management			
303-1 Interactions with water as a shared resource	Water Resource Management			
	Water Resource Management			
303-3 Water withdrawal	Key Performance Data			
303-4 Water discharge	Key Performance Data			
303-5 Water consumption	Key Performance Data			
3-3 Management of material topics	Reduction of Greenhouse Gas Emissions Pollutant Discharge Management			
305-1 Direct (Scope 1) GHG emissions	Reduction of Greenhouse Gas Emissions Key Performance Data			
305-2 Energy indirect (Scope 2) GHG emissions	Reduction of Greenhouse Gas Emissions Key Performance Data			
305-3 Other indirect (Scope 3) GHG emissions	Reduction of Greenhouse Gas Emissions Key Performance Data			
305-4 GHG emissions intensity	Reduction of Greenhouse Gas Emissions Key Performance Data			
305-5 Reduction of GHG emissions	Reduction of Greenhouse Gas Emissions Key Performance Data			
	Pollutant Discharge Management			

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GRI Content Index (Continued)

	Pollutant Discharge Management			
3-3 Management of material topics	Pollutant Discharge Management			
	Pollutant Discharge Management			
	Pollutant Discharge Management Green Product Exploration			
306-3 Waste generated	Pollutant Discharge Management Key Performance Data			
306-4 Waste diverted from disposal	Pollutant Discharge Management Key Performance Data			
306-5 Waste directed to disposal	Pollutant Discharge Management Key Performance Data			
3-3 Management of material topics	Supply Chain Management System			
	Supply Chain Management System Key Performance Data			
	Supply Chain Management System Green Supply Chain			
3-3 Management of material topics	Talent Recruitment and Retention			
	Key Performance Data GRI Content Index	401-1-a	Confidentiality constraints	Only the annual turnover rate of indirect employees was

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401-3 Parental leave	Key Performance Data GRI Content Index	401-3-c 401-3-d 401-3-e	Information unavailable/ incomplete	The Company provides parental leave for all employees. As data management is still being improved, some indicators of this disclosure item will be omitted in the current year.
3-3 Management of material topics	Protection of Rights and Interests			
402-1 Minimum notice periods regarding operational changes	Protection of Rights and Interests			

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GRI Content Index （Continued）

413-2 Operations with significant actual and potential negative impacts on local communities	Giving back to the Society Exploration of Green Products Pollutant Discharge Management Key Performance Data			
3-3 Management of material topics	Supply Chain Management System			
	Supply Chain Management System Key Performance Data			
	Supply Chain Management System Green Supply Chain Conflict Minerals Management			
3-3 Management of material topics	Quality Management			
416-1 Assessment of the health and safety impacts of product and service categories	Quality Management			
products and services	GRI Content Index	416-2-a 416-2-b	Confidentiality constraints	The Company is committed to providing high quality and due to confidentiality requirements.
3-3 Management of material topics	Risk Control			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Risk Control Key Performance Data			

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Will you continue to pay attention to Luxshare Precision's future sustainability report?					
Which part of the report are you most interested in? (Please specify it)					
What additional topics do you want to learn but do not appear in the report? (Please specify it)					
What's your suggestion to future sustainability reports? (Please specify it)					

You can contact us in the following ways:

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