Building a Foundation of Integrit

Luxshare Precision has always adhered to the anti-fraud and anti-bribe r policy of "Integrity, Honesty, and Zero Tolerance for Corruption," integrating the concept of open and transparent integrity into its corporate culture and striving to maintain a credible and orderly market environment. We remain committed to opposing corruption by improving policies, strengthening management, and deepening education to continuously enhance employees' business ethics awareness and contribute to the construction of a good market order.

Luxshare Precision frmly opposes any form of corruption. To e fectively advance business ethics governance, the Company has estab om business ethics awarenance, thevingn ond sione Compaances n—open

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In August, Luxshare Xuancheng organized anti-corruption thematic training for 74 managers to convey the Company's clear stance against corrupt practices. During the training, pa r icipants viewed integrity education videos and listened to analyses of typical disciplina r violation cases along with warning education sessions, gaining a deep understanding of the consequences and impacts of such violations. This training fu r her strengthened employees' integrity awareness and legal concepts, conveying the behavioral requirements of 'fearing consequences in one's hea r , exercising caution in speech, and stopping actions when necessa r '.





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During the Repo r ing Period, Luxshare Precision:

Total hours of anti-corruption and business ethics training

483,181 hours

Coverage of employee anti-corruption training

100 %

COC exam pass rate

100 %

Signing rate of the *Employee's Letter of Integrity Commitment* equivalent documents

100 %

Signing rate of the *Letter of Integrity Commitment* for Supplier or equivalent documents

100 %

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We actively encourage employees and stakeholders to repo r any non-compliant behavior or violations of the ethics code through multiple channels, either in real-name or anonymous form, and have established a corresponding reward mechanism for whistleblowing. Upon receiving a repo r , the Company will establish a special investigation team based on factors such as the nature of the case and the potential scope of impact to conduct investigations in a professional, e f cient, and objective manner. BłϽĺšķ ƒŁġ ¿ġßũĬĺšķ ¼ġϽĺũĝ. ƒŁġ Ŀúšĝřĺšķ Ͻúƒġ ũĶ ĖłĐĺšġĐĐ ġƒĿĺėĐ Ͻġřúƒġĝ ėũşƀřúĺšƒĐ ϽġúėĿġĝ Ͻđƒχ.

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¿ġßũĬ ¿ġėġĺŬĺšķ
- Accepting repo r s

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- Assigning task forces
- Signing *of Investigation*

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- Evidence collection and ve r i f cation

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- Determing whether the allegation is substantiated
- Implementing reward and punishment mechanisms

To e f ectively protect the rights of whistleblowers, we have established the *Whistleblower Protection and Anti-Retaliation Policy*. This policy explicitly states that the Company maintains a zero-tolerance stance against any discrimination or retaliation targeting whistleblowers and commits to protecting those who repo r .

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- Strictly prohibit the unauthorized disclosure of whistleblower-related information
- Designate specialized investigators to handle the repo r s while keeping them con f dential

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- Require investigators to sign the *Statement of Case Investigation Personnel* con f ict of interest with the repo r ed individuals

ÃġϽĺũłĐřż aš ŬġĐƒĺķúƒġ úšĝ ^úšĝřġ ¿ġƒúřĺũš aš ėĺĝĝšƒĐ
- Repo r any instances of retaliation promptly to the facilities' top supe r isor and the Inspection and Investigation Division once they are identi fed
- Provide legal assistance to whistleblowers

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