

Luxshare Precision has established a governance framework for business ethics under the oversight of the Chairman of the Board and CEO. The Chairman is accountable to the Board of Directors and receives regular updates from the Discipline Committee.

Based on applicable laws and regulations related to business ethics, including the

and the Luxshare Precision has established a comprehensive suite of policies and procedures, including the *Luxshare Precision Global Business Conduct and Ethics Guidelines (COC)*, the *Luxshare Precision Supplier Code of Conduct*, the

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Reporting Management

The Company encourages employees and stakeholders to report any misconduct. We provide multiple reporting channels and establish rewards for reporting. Upon receiving a report, a specialized investigation team is assembled based on the case's size and nature, while safeguarding the legitimate rights and interests of all parties involved. During the Reporting Period, **handling rate of business ethics related complaints reached 100%**.

Reporting Channels

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

Phone: 0769-38800880

Email: justice@luxshare-ict.com

WeChat: 13144861180

QQ: 3413207068

Whistleblowing Management Flowchart



Whistleblower Protection

Luxshare Precision has adopted a strict "zero tolerance" policy toward discrimination or retaliation of any kind against whistleblowers. The Company has implemented the [redacted], aimed at safeguarding the privacy and rights of whistleblowers, avoiding conflicts of interest among investigators and offering legal assistance and additional protective measures, thereby protecting whistleblowers from retaliation.

Whistleblower Protection Measures

Protect the Privacy of Whistleblowers

- Strictly prohibit the unauthorized disclosure of whistleblower-related information
- Designate specialized Investigator to handle the reports while keeping it confidential

Avoid Conflicts of Interest among Investigators

- Require investigators to sign the [redacted] to ensure they have no conflict of interest with the reported individuals

Seriously Investigate and Handle Retaliation Incidents

- Report any instances of retaliation promptly to the facilities' top supervisor and the Director of the Discipline Committee once they are identified
- Provide legal assistance to whistleblowers

Anti-corruption Cultural Construction

The Company actively conducts comprehensive business ethics training programs covering all employees (include part-time and contractors ¹¹), and all suppliers, to foster an organizational integrity culture.

Training on Business Ethics and Cultural Development

Training Support

- Invite internal and external experts with professional expertise and experience to conduct trainings
- Organize and implement various training and knowledge-sharing programs for all employees, managerial staff, suppliers, and other stakeholder groups in China and international locations
- Arrange and encourage employees to study the most recent information and updates concerning anti-corruption and commercial bribery

Cultural Promotion

- Send the [redacted] to all employees via email every month.
- Send [redacted] to suppliers through [redacted] platform every month and during holidays
- Regular publish articles to promote awareness through "Integrity Luxshare" Block

Assessment and Management

- Employees are required to fill out and sign the [redacted] and the [redacted]
- Suppliers are required to fill out and sign the [redacted] and the [redacted]
- Integrate COC into the quarterly training and assessment for employees, and the assessment results will directly affect their performance appraisal and promotion opportunities

¹¹ In 2024, Luxshare Precision did not employ part-time or contract workers.

