

Ensuring Occupational Health and Safety

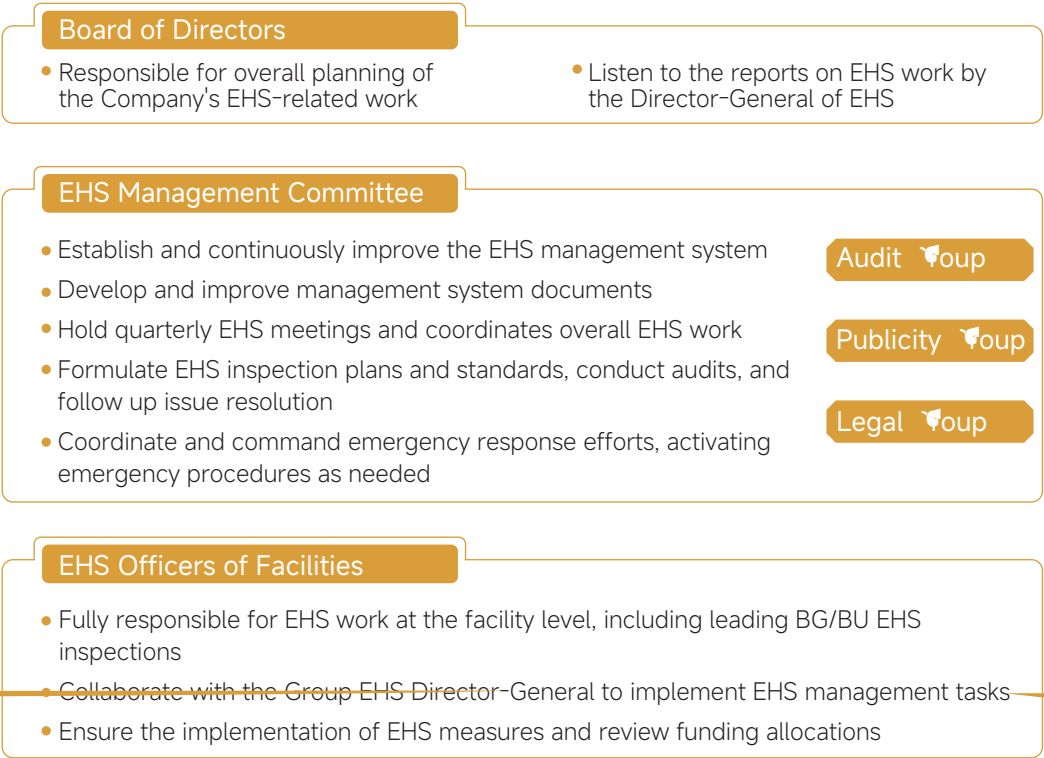
Luxshare Precision integrates occupational health and safety management into every aspect of our business operations, continuously optimizing the Environment, Health, and Safety (EHS) management system to create a work environment with "zero fatal accidents and zero occupational diseases".

EHS Management System

Luxshare Precision strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China and the Occupational Disease Prevention and Control Law of the People's Republic of China*. We have established and implemented an occupational health and safety management system that covers all employees²² and workplaces. The Company has developed unified standards, including the *Group EHS Manual, Group Occupational Health Management Procedures, and Group Incident Management Procedures*, to provide comprehensive occupational health and safety protection for employees.

The Company's EHS Management Committee oversees EHS matters and has formulated the *Group EHS Management Committee Operation Management Procedures* to ensure strict implementation and detailed management across subsidiaries. The committee includes employee representatives, forming an efficient centralized management structure that enhances the scientific rigor and transparency of the management system.

EHS Management Committee Structure



During the Reporting Period, Luxshare Precision:

-  **Zero** work-related fatality took place
-  Work-related injuries decreased by **24 % year on year**
-  Invested in occupational health and safety management approximately **300 million RMB**

Luxshare Precision has established an EHS intelligent management platform to standardize control measures and reporting processes. The platform leverages a digital management system to monitor the execution efficiency of EHS-related tasks across all facilities and establishes a standardized evaluation mechanism, driving the Company's EHS management toward systematic, intelligent, and standardized upgrades.

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The anode production line at Luxcase ICT Yancheng poses significant safety risks due to high temperatures and highly toxic chemical materials. To address this, Luxcase ICT Yancheng introduced a smart AI video surveillance system to monitor the operational status of overhead cranes on the anode production line. The AI technology detects the presence of human-like objects within the crane's movement range. Since the system's implementation, no safety incident occurred in the risk area, further strengthening the safety management.

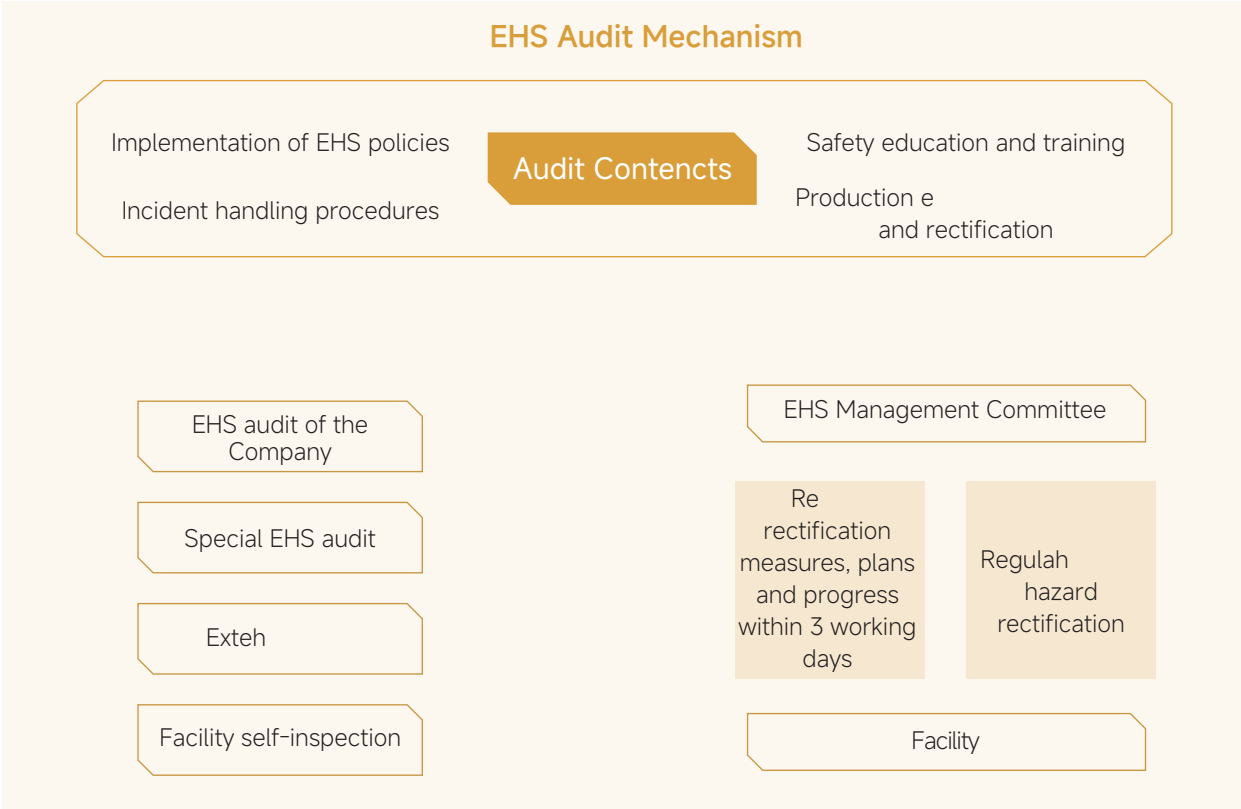
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The EHS electronic system of Jinxi Factory has achieved significant progress through visualization, integration, early warning, and other means. The system covers modules such as the organization, hazard management, and risk management. Additionally, the smart fire safety system provides real-time alerts for water protection system, ensuring the safety of employees.

²² Applies to all employees and other workers who are working at Luxshare Precision premises (such as suppliers and contractors, etc.).

EHS Risk Identification and Response

Luxshare Precision has formulated the *Group EHS Audit Management Measures* and the *Hazard Identification and Risk Assessment Control Procedures*, proactively identifying, investigating, and managing hazards by considering factors such as safety management, disaster risks, and production layout. We implement graded management of EHS incident risks, enabling dynamic risk monitoring and conducting EHS audits to prevent related incidents.

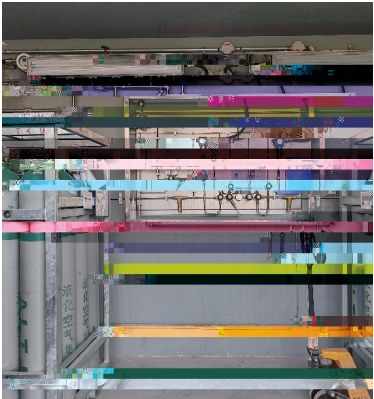


In 2024, Luxshare Precision conducted on-site EHS audits at 23 subsidiaries, including Luxcase ICT Yancheng and Luxshare Chuzhou, following the Company EHS audit rules. Through **closed loop mInIgement IpproIch of prevention process control continuous improvement**, the Company systematically strengthened its risk prevention and control capabilities.

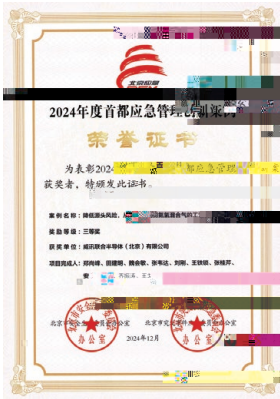


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In 2024, Luxis Beijing identified safety distance risks between the hydrogen supply station and internal/external roads at the original gas mixing station. To resolve this, Luxis Beijing implemented innovative measures by switching from on-site gas mixing to direct supply of inert nitrogen-hydrogen mixed gas from suppliers, effectively eliminating safety distance issues and flammable/explosive risks. This innovation earned the Beijing Emergency Innovation Case Award.



MiŖed Ŗİp İnjpplŖ İİŖİŖion



2024 CİpiŖİ Emergency Mİnİgement İnnŖŖİŖion Cİpe Ag İrd

Cİpe | LnjŖCİpe İCŖ Ŗİncheng ImplemenŖed Fnİİl Çrocepp DİŖİİİ ConŖol for ŖİŖİnİjm İcrİp

Titanium scrap may undergo chemical reactions and combust or explode when exposed to heat or open flames, posing safety hazards. Luxcase ICT Yancheng has established a full-process digital control system for titanium scrap, covering cleaning and transfer, oil drainage and cooling, briquetting, storage, and outsourcing. Key indicators such as titanium scrap weight, transfer time, and storage time are monitored to comprehensively enhance safety control capabilities.

Titanium Scrap Transfer Vehicle Control System

Titanium Scrap Removal System

Weighing System

