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## Protection of Rights and Interests

Luxshare Precision respects and protects the legitimate rights and interests of all employees, strictly complies with applicable laws and regulations in its domestic and international operations, and rigorously follows standards set by international labor conventions and initiatives, including *the Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization, the United Nations Guiding Principles on Business and Human Rights, the Responsible Business Alliance Code of Conduct, the Corporate Responsibility to Respect Human Rights: An Interpretive Guide, Global Sullivan Principles, and Social Accountability (SA 8000) Standard.*

To establish a sound management mechanism for safeguarding labor rights and interests, Luxshare Precision has formulated several policies and procedures, such as the *Social Responsibility Management Manual, the Employee Handbook, the Recruitment Management Measures, the Operating Procedures of Unforced Work, the Operating Procedures of Child Labor and Minor Labor Management, the Overtime Management Measures, the Management Procedures of Freedom of Association and Collective Bargaining, the Operating Procedures of Discrimination and Harassment Prevention, and the Diversity and Inclusion Management Procedures*, which regulate workplace behaviors, prevent illegal practices like forced labor, child labor, discrimination, and harassment, guarantee reasonable working hours with lawful compensation that includes overtime pay, and respect employees' freedom of association and collective bargaining rights, fostering an inclusive, diverse and equitable working environment. The Company has issued the *Luxshare Precision Statement on the Protection of Labor Human Rights*, affirming its commitment to upholding labor rights and interests. Meanwhile, we regularly conduct supplier CSR risk assessments and audits to strengthen the prevention and control of risks to labor rights and interests within the supply chain.

Luxshare Precision complies with relevant provisions of national laws and regulations regarding the minimum notice period for operational changes to fully protect the legitimate rights and interests of all stakeholders. As of the end of the Reporting Period, **Luxshare Precision had not been involved in any matters that require notification to stakeholders.**

### Labor Risk Management Mechanism

#### Identification

- Sort out various risks to labor rights and interests, such as forced labor, child labor, harassment, and discrimination, and establish targeted risk management systems.

#### Prevention

- Continuously improve preventive measures, such as verifying identities through ID checks, implementing attendance systems, and providing training on protection of rights and interests, so as to effectively prevent and control various risks to labor rights and interests.

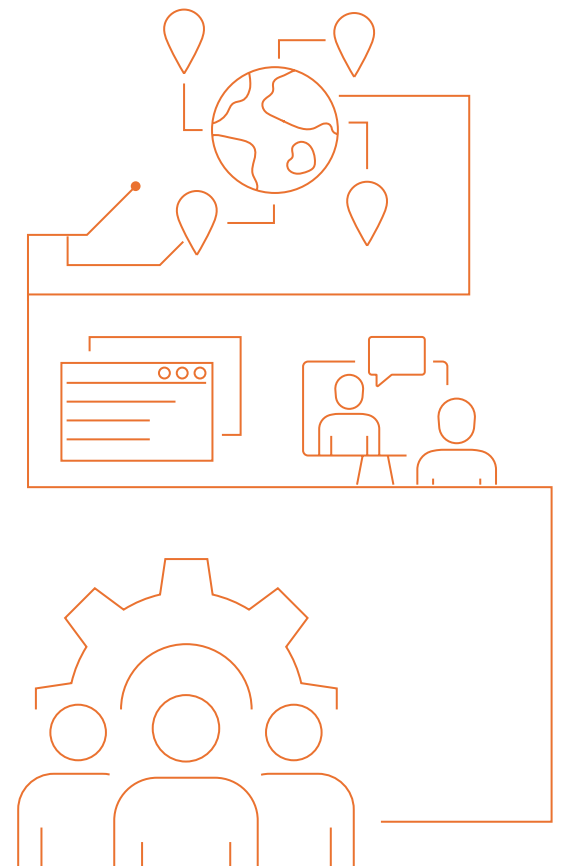
#### Supervision

- Establish a triple audit mechanism consisting of internal specialized audits, client audits, and external third-party audits (such as RBA) to achieve comprehensive supervision of labor-related issues.

#### Mitigation and Remediation

- Conduct investigations promptly in the event of violations of rights and interests or receiving related complaints and hold responsible parties accountable. Legal aid, financial compensation, psychological counseling and other assistance will be provided to those affected. Resolve complaints through measures such as training, disciplinary actions, providing support to the affected individuals, improving related infrastructure, and upgrading policies.

To effectively safeguard labor rights and interests, Luxshare Precision has established a labor risk management mechanism of "Identification - Prevention - Supervision- Mitigation and Remediation" with reference to the OECD Human Rights Due Diligence framework. In 2023, we set up a special working group serving the whole Company to develop a Self-Assessment Questionnaire (SAQ) and planned to fully implement the identification and self-assessment of labor risks in our factories in 2024. The working group is also responsible for overseeing and auditing the risk assessment in the factories, urging timely rectification of potential risks or non-compliant behaviors.



As of the end of the Reporting Period

**No incidents** involving violations of freedom of association and collective bargaining rights, forced labor, illegal slavery, child labor, or any form of discrimination were detected within Luxshare Precision's operations and supply chain.

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## Key Labor Rights Risk Management Measures

### Anti-harassment and Anti-abuse



- **Prohibit all forms of harassment**, such as psychological harassment, sexual harassment, and verbal harassment, and enforce workplace discipline in accordance with the *Employee Handbook* by imposing disciplinary actions against harassment, such as mandatory counselling, warnings, demotions, and dismissals.
- Encourage employees to report potential and actual harassment and abuse incidents to the Company's human resources administration or department heads.
- Conduct investigations promptly in the event of harassment or abuse incidents or upon receiving related complaints, and provide affected individuals with reasonable assistance, such as legal aid, financial compensation, and psychological counseling.

### Anti-discrimination



- During the recruitment and other employment processes such as job applications, promotions, rewards, training, job assignments, wages, benefits, disciplinary actions, and termination of employment, **no discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, nationality, marital status, or gender identity shall be permitted.**
- Conduct investigations promptly in the event of discriminatory incidents or upon receiving related complaints, and provide affected individuals with reasonable assistance, such as legal aid, financial compensation, and psychological counseling.

### Working Hours

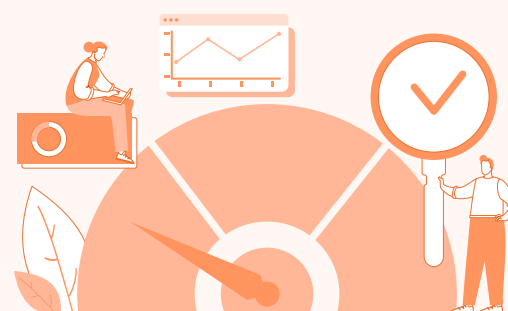


- **It is prohibited to compel employees to engage in production, manufacturing, or related meetings or activities outside of working hours.**
- When employees need to work overtime temporarily, arrange overtime and rest periods in accordance with the *Working Hours Management Procedures*.
- Continuously monitor employees' working hours through **attendance systems and registration of working hours by designated personnel.**
- Conduct investigations promptly in the event of violations of reasonable working hour policies or upon receiving related complaints, and provide reasonable assistance to the affected individuals. In cases where employees' health is compromised due to significantly excessive working hours, promptly assist them in obtaining medical assistance and bear the corresponding medical expenses.

### Child Labor Prevention



- **Verify employees' ages** through **manual checks of ID cards**, relevant certificates issued by local public security agencies, etc., and manually inspect and identify potential child labor during routine work.
- Encourage all employees to timely report illegal employment of child labor through suggestion boxes, phone calls, or emails to the Company's administrative department and central management department.
- In accordance with the provisions of labor law, immediately cease the work of any child labor upon discovery, arrange for their health examination by specialized institutions, promptly return them to their guardians, and assist them in continuing their compulsory education.



### Freedom of Association and Collective Bargaining



- Ensure that workers exercise their organizational rights in an environment free from violence, pressure, fear, intimidation, and threats, and **provide facilitative conditions for the establishment of trade unions or other forms of employee organization** to enable them to perform their duties promptly and effectively.
- Conduct investigations promptly in the event of infringements of relevant rights and interests or upon receiving related complaints, and provide reasonable legal assistance to the affected individuals.

### Overtime Compensation



- Comply with the requirements for overtime pay/allowances stated in the *Employee Handbook* and **legally provide employees with overtime compensation.**

### Forced Labor



- Sign labor contracts with workers in accordance with the law, and clarify employment conditions.
- **It is strictly prohibited to collect deposit in any form from workers.** Furthermore, unless required by law, it is not allowed to possess, destroy, conceal, or confiscate their documents.
- Conduct prompt investigations upon discovering forced labor incidents. While holding responsible parties accountable, ensure that affected individuals are provided with reasonable assistance, including legal aid, financial compensation, and psychological counseling.

### Responsible Restructuring



- Engage in friendly negotiations with employees in the event of layoffs, ensuring that they are informed of adjustment plans.
- Prior to formal negotiation, cooperate with sister companies to **provide reemployment opportunities** for employees, under the premise of respecting the employee's preferences.
- If mutual agreement is reached upon the termination of employment, the Company will provide **severance pay** to the employees.
- The Company also implements skill enhancement training programs for all employees to **help them enhance their capabilities to obtain reemployment** and increase the probability of employment.

### Occupational Health and Safety



- Adopt a hierarchical control principle to **identify, assess, and minimize potential health and safety risks, and provide appropriate personal protective equipment.**
- In the event of any incidents that jeopardize occupational health and safety, provide medical assistance to employees promptly.

### Data Privacy and Information Security



- **Strengthen management and control of information security through the use of data governance platforms**, enhance the overall awareness of information security among all employees, strictly protect personal information privacy and corporate trade secrets, and achieve zero loss and zero leakage.