

Luxshare Precision has established a Code of Conduct for its employees. 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 *Luxshare Precision Global Business Conduct and Ethics Guidelines (COC)*, the *Luxshare Precision Supplier Code of Conduct*, the *Luxshare Precision Code of Conduct for Suppliers*, and the *Luxshare Precision Code of Conduct for Customers*, 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 *Luxshare Precision Code of Conduct for Suppliers*, and the *Luxshare Precision Code of Conduct for Customers*.



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,

Reporting Channels

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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 零容忍政策，旨在 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



Anti-corruption Cultural Construction

The Company actively conducts comprehensive business ethics training programs, to foster an organizational integrity culture.

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



Anti-unfair Competition

Luxshare Precision steadfastly upholds a fair
frameworks of the jurisdiction
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