

# Sustainability Addendum to Huawei 2024 Annual Report



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## Report Profile

### Report Description

Since 2008, Huawei Investment & Holding Co., Ltd. ("Huawei", "the company", or "we") has voluntarily released an annual sustainability report to disclose our sustainability philosophies and practices. In 2023, to better meet the requirements of internal and external stakeholders, Huawei decided to combine the sustainability report with the company's annual report, and authorized its business domains and regional subsidiaries to release independent sustainability reports based on their specific business and compliance requirements. We have continued this approach for 2024.

### Scope of Report

The 2024 Annual Report of Huawei and this addendum (collectively "this report") cover all entities that Huawei either has control of, or a significant influence over, in terms of financial and operational policies and measures. Unless otherwise specified, this report describes the economic, environmental, and social performance of Huawei and its subsidiaries worldwide during the reporting period from January 1, 2024 to December 31, 2024. All data contained herein is derived from Huawei's official documents and statistical reports.

### Preparation Basis

The sustainability-related content in this report was prepared with reference to the Global Reporting Initiative (GRI) Standards. Huawei engaged SGS, a third-party agency, to independently verify the reliability, fairness, and transparency of the report and to issue an assurance statement.

### Get the Report

This report was released in both Chinese and English in March 2025. (The 2023 report was released in March 2024.) The Sustainability Addendum is only available online. You can view or download the report at <https://www.huawei.com/en/sustainability/sustainability-report> or scan the following QR code:



### Feedback

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# Sustainability Impacts, Risks, and Opportunities

We believe that proactively identifying and assessing sustainability impacts, risks, and opportunities (IROs) can help enterprises formulate targeted policies and measures, reduce operational risks, seize new business opportunities, and develop sustainably.

## Examples of Sustainability Impacts, Risks, and Opportunities

Material Topic	Impacts, Risks, and Opportunities	Policies and Actions	Sustainability Strategy
Cyber security and privacy protection	The rapid expansion of digital assets has increased network exposure, heightening cyber security and privacy risks. Emerging technologies introduce new threat vectors, and the complexity of hardware and software supply chains continues to grow. As a result, ensuring cyber security and privacy protection remains an ongoing challenge.	Huawei strives to tackle the challenges and seize the opportunities that accompany technological transformations through managerial improvement, technological innovation, and open collaboration. We work hard to hone our competitive edge in security, take concrete steps to manage related risks, and work alongside our customers, suppliers, and partners to strengthen cyber security and privacy protection capabilities. Through these actions, we are committed to creating a better life for all in the future digital and intelligent world.	Security and Trustworthiness
Combating climate change	According to the World Meteorological Organization's <i>Global Annual to Decadal Climate Update (2024–2028)</i> , there is an 80% likelihood that the annual average global temperature will temporarily exceed 1.5°C above pre-industrial levels for at least one of the next five years. This is a stark warning that we are getting closer to the goals set in the <i>Paris Agreement</i> on climate change, which means that more action is urgently needed to reduce greenhouse gas emissions.	We continue to take managerial and technical measures to drive green innovation and practices. We also engage with upstream and downstream partners to reduce environmental impacts and work together to build a greener supply chain. Our innovative ICT solutions can also help other industries reduce their carbon emissions.	Environmental Protection
Supporting stable communications	ICT infrastructure does more than just enrich communications and day-to-day life. It also plays a crucial role in disaster prevention, disaster relief, and major event support. However, frequent natural disasters and conflicts are causing damage to ICT infrastructure, affecting people's communications, work, and lives.	Huawei has established two Global Technical Assistance Centers (GTACs) and six regional Technical Assistance Centers (TACs). More than 6,000 Huawei engineers work side by side with our customers and partners to support ICT networks worldwide 24/7.	Security and Trustworthiness

Material Topic	Impacts, Risks, and Opportunities	Policies and Actions	Sustainability Strategy
Resource use and circular economy	Global resources are limited, and the overexploitation and waste of resources caused by traditional economic models have exacerbated resource shortages. Many countries and regions have developed policies and regulations to promote the development of a circular economy. Adopting a circular economy is not only a matter of compliance, but also a way to spur corporate innovation and create new business opportunities.	We are moving to a less resource-intensive and more sustainable mode of development. Our actions include selecting more eco-friendly materials, minimizing the use of raw materials and single-use plastics, making products more durable and easier to disassemble, and improving our product recycling system.	Environmental Protection
Renewable energy	The production and use of renewable energy can reduce the environmental damage caused by traditional energy development and cut air and water pollution. Smart photovoltaics (PV) projects such as agrivoltaics and hydro-solar hybrids can also promote economic development in remote and rural areas.	Regarding energy consumption, we prioritize renewable and low-carbon energy in our own operations to support the implementation of our environmental protection strategy. Regarding energy supply, Huawei Digital Power is committed to integrating digital and power electronics technologies, developing clean energy, driving energy digitalization, and helping customers produce and use renewable energy more efficiently. Our ultimate goal is to facilitate energy transition and provide green power for the intelligent world.	Environmental Protection
ICT talent development	In the digital economy, ICT talent plays an instrumental role in driving digitalization and unleashing digital productivity, but the world currently faces a growing shortage of ICT talent. International Data Corporation (IDC) predicts that by 2026, more than 90% of organizations worldwide will feel the pain of the IT skills crisis.	Huawei is committed to promoting technological innovation and collaboration between industry, academia, and research institutes. As such, we have worked hard to build a sustainable ICT talent ecosystem and enable the robust development of the ICT industry through a broad array of talent programs. These programs include the Huawei ICT Academy, Huawei ICT Competition, Huawei Certification, Huawei Talent Job Fair, and partnerships with leading global institutions.	Healthy and Harmonious Ecosystem
TECH4ALL	The rapid development of digital and intelligent technologies is bringing huge opportunities to individuals, communities, and industries. But according to the ITU, about one third of the global population remained offline in 2024, with 1.8 billion of those living in rural areas, and were thus unable to benefit from digital dividends.	Since the launch of our TECH4ALL initiative in 2019, Huawei has implemented digital inclusion projects alongside more than 60 partners around the world, focusing on four areas: education, environment, health, and development. Through these efforts, we are committed to bridging the digital divide and promoting social inclusion and sustainable development.	Digital Inclusion

Material Topic	Impacts, Risks, and Opportunities	Policies and Actions	Sustainability Strategy
Stakeholder engagement	As global stakeholders are paying increasing attention to sustainability, many countries and regions have raised new requirements on the disclosure of corporate sustainability information. These include the EU's <i>Corporate Sustainability Reporting Directive</i> (CSRD) and Canada's Bill S-211 ( <i>Fighting Against Forced Labour and Child Labour in Supply Chains Act</i> ). This has increased pressure on individual companies to improve their external disclosure mechanisms, increase transparency, strengthen stakeholder engagement, and improve customer, consumer, and investor trust.	Huawei has established a layered sustainability reporting mechanism. In addition to our Group-level annual report (which includes a dedicated chapter on Sustainable Development), Huawei has authorized its business domains and regional subsidiaries to release independent sustainability reports based on their specific business and compliance requirements.	N/A
Business ethics	Operational compliance provides a solid foundation on which Huawei can survive and continue serving and contributing to the world. Huawei has always been dedicated to compliance with applicable laws and regulations in the places where it operates. Despite these efforts, we may still feel the impact of the complex legal environments of some countries and regions. For example, there may be a lack of clarity or transparency in regards to local laws or ambiguity surrounding legal systems or law enforcement.	Huawei will continue, as always, to learn from industry best practices and take preventive measures to address risks. The certainty of legal compliance is our best bulwark against the uncertainty of the external environment.	Healthy and Harmonious Ecosystem
Supply chain sustainability and due diligence management	Huawei is a global company that works in the business domains of communications networks, IT, smart devices, cloud services, digital power, and intelligent automotive solutions. We have worked extensively with over 10,000 suppliers and partners, so our impact on society and the environment extends far beyond our own operations. This makes supply chain sustainability and due diligence management one of our key concerns.	Huawei is serious about the societal and environmental impact of our global procurement and supply chain. We work closely with our customer and partners, and have incorporated corporate social responsibility (CSR) requirements into both our Quality First strategy and activities that take place across the entire value chain. We offer premium prices to suppliers that offer higher quality in a bid to encourage them to improve their sustainability performance. We have also integrated CSR requirements into our global procurement processes, from material and supplier qualification, selection, and appraisal to performance management and procurement fulfillment.	Healthy and Harmonious Ecosystem

Material Topic	Impacts, Risks, and Opportunities	Policies and Actions	Sustainability Strategy
Respecting human rights	The UN Global Compact (UNGC) is a call to companies to align their strategies and operations with universal principles related to human rights, labor, environment, and anti-corruption, and take actions that advance societal goals and the implementation of the SDGs.	Huawei has been a UNGC member since 2004 and a member of the Responsible Business Alliance (RBA) since 2018. We are committed to the <i>United Nations Guiding Principles on Business and Human Rights</i> and standards released by the International Labour Organization.	Healthy and Harmonious Ecosystem
Occupational health and safety	Huawei operates in more than 170 countries and regions, and our employees come from all over the world. As a result, Huawei must handle a wide variety of threats to employee health and safety, including natural disasters, epidemics, regional conflicts, and traffic accidents.	At Huawei, employees are the heart of our organization. We are committed to creating a safe, healthy workplace for all of our employees in compliance with the ISO 45001 and ISO 14001 management systems. At the same time, we strive to meet or exceed the requirements of local laws and regulations, as well as those of stakeholders including governments, customers, and employees.	Healthy and Harmonious Ecosystem
Biodiversity and ecosystems	Biodiversity is the very foundation of human survival and development. According to the UN's 2019 <i>Global Assessment Report on Biodiversity and Ecosystem Services</i> , around one million species already face extinction, many within decades. Multiple factors such as climate change and the invasion of alien species are leading to unprecedented changes in biodiversity and ecosystems.	Huawei has been working with customers and partners around the world to provide smarter, more comprehensive, and more efficient monitoring and management solutions for protected areas using digital technologies, helping protect ecosystems such as forests, wetlands, and oceans.	Digital Inclusion
Community responsibilities and local contributions	By integrating the concept of community involvement into an organization's decisions and activities, the organization can minimize or avoid negative impacts and maximize the benefits of those activities and sustainable development within the community.	Huawei is committed to serving as an active and productive member of the communities where we operate. We actively fulfill our corporate social responsibilities, and continually innovate in digital technologies to make a positive impact. Our efforts are helping an increasing number of people access the digital world, and driving the digital transformation and sustainable development of local communities.	Healthy and Harmonious Ecosystem

Material Topic	Impacts, Risks, and Opportunities	Policies and Actions	Sustainability Strategy
Diversity and inclusion	Huawei has about 208,000 employees from 166 countries and regions. Bringing in more talent from local communities is crucial to Huawei's long-term stability and business success. We also view this as a key contribution we make to local communities.	Huawei's <i>Resolutions on Strengthening Localization Efforts</i> states that localization is an important part of Huawei's long-term strategy. Guided by this corporate strategy, Huawei's subsidiaries and business units are required to adopt tailored localization policies for different countries based on a number of factors such as customer requirements, the local legal environment, and the local talent supply, so that locally-hired talent can take on more responsibilities and grow faster. This helps us develop a diverse team built upon mutual trust.	Healthy and Harmonious Ecosystem

## Stakeholder Engagement

The purpose of a company is to engage all its stakeholders in shared and sustained value creation. Stakeholder engagement helps companies reduce risk, stimulate innovation, and continuously improve sustainability performance. Huawei's primary stakeholders include customers, consumers, employees, suppliers, partners, governments, regulators, non-governmental organizations (NGOs), industry organizations, specialist agencies, the media, and local communities. Huawei has established multiple channels for stakeholder engagement, including visits, consultations, surveys, exchanges, interviews, and projects, which are conducted either regularly or on-demand. This helps us promptly understand stakeholders' concerns and requirements, which are an important input as we identify and manage our material topics related to sustainability.

### In 2024, we identified the following major stakeholder concerns:

Stakeholders	Communication Channels and Frequency	Major Concerns
Customers and consumers	Customer satisfaction surveys: Annual Customer communication and visits: On-demand Huawei Fan Club for consumers: Periodic Customer audits, surveys, and joint projects: Periodic	<ul style="list-style-type: none"> <li>Combating climate change</li> <li>Resource use and circular economy</li> <li>Cyber security and privacy protection</li> <li>Supporting stable communications</li> <li>Environment, occupational health and safety (EHS)</li> <li>Respecting human rights</li> </ul>

Stakeholders	Communication Channels and Frequency	Major Concerns
Employees	Employee surveys (e.g., organizational climate surveys): Annual Manager Feedback Program (MFP): Annual Meetings with employee representatives: Periodic Reflection sessions: Periodic Hotlines and public mailboxes for filing complaints, providing suggestions, reporting misconduct, and making an appeal: Periodic Open Days with managers and experts: Periodic	<ul style="list-style-type: none"> <li>Resource use and circular economy</li> <li>Community responsibilities and local contributions</li> <li>Respecting human rights</li> <li>Stakeholder engagement</li> </ul>
Suppliers and partners	Supplier sustainability audits: Periodic Supplier sustainability conferences: Annual Supplier training: Periodic Joint sustainability programs: Periodic	<ul style="list-style-type: none"> <li>EHS</li> <li>Business ethics</li> <li>Supply chain sustainability management</li> <li>Community responsibilities and local contributions</li> </ul>
Governments and regulators	Meetings with governments and regulators on policies: On-demand Public consultations from governments and regulators: On-demand Government and inter-government conferences: On-demand Governmental sustainability programs: On-demand Government and regulator surveys and interviews: On-demand	<ul style="list-style-type: none"> <li>Combating climate change</li> <li>Resource use and circular economy</li> <li>Human rights and environmental due diligence</li> <li>Reporting and transparency</li> </ul>
NGOs, industry organizations, and specialist agencies	Industry conferences, forums, and work groups: On-demand Standards conferences: On-demand Joint sustainability programs: On-demand Academic research programs: On-demand	<ul style="list-style-type: none"> <li>Combating climate change</li> <li>Biodiversity and ecosystems</li> <li>Human rights and environmental due diligence</li> <li>Reporting and transparency</li> </ul>
Media	Press conferences: On-demand Exclusive interviews: On-demand Inviting the media to Huawei's conferences and events: On-demand	<ul style="list-style-type: none"> <li>ICT talent development</li> <li>TECH4ALL</li> <li>Renewable energy</li> <li>Cyber security and privacy protection</li> </ul>
Communities	Local employment and procurement: Periodic Participation in community projects: Periodic Running social contribution programs: Periodic Interaction through Huawei's websites and social media accounts: Periodic	<ul style="list-style-type: none"> <li>Cyber security and privacy protection</li> <li>Supporting stable communications</li> <li>Human rights and environmental due diligence</li> <li>Business ethics</li> </ul>

## Huawei's membership in sustainability organizations



## Caring for Employees

At Huawei, employees are the heart of our organization. We have established a talent management mechanism that fosters mutual growth and shared success between the company and employees. We continuously work to improve our workplace environment and have developed a comprehensive employee health and safety assurance system. When it comes to employment, working hours, compensation, and benefits, we are committed to complying with applicable laws, regulations, and international standards. We value diversity within our workforce and provide equal and ample opportunities for employees to learn and grow.

### Employee Health and Safety

Huawei has integrated EHS management into all of its business domains, and continues to innovate and make management improvements in this area, so as to lay a solid foundation for occupational health and safety management. Huawei has established a layered EHS authorization and responsibility management organization in all of its facilities around the world, improved related policies and systems, strengthened EHS management responsibilities at each level, and fostered a strong, positive culture where safety is rewarded. We are committed to creating a safe, healthy workplace for all of our employees in compliance with the ISO 45001 and ISO 14001 management systems. At the same time, we strive to meet or exceed the requirements of local laws and regulations, as well as those of stakeholders including governments, customers, and employees. In addition, we encourage suppliers to share EHS responsibilities through training, best practice sharing, industry forums, and supplier performance benchmarking.

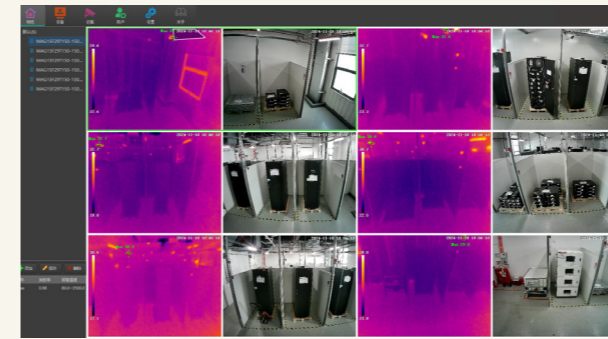
### AI and new equipment enable EHS management

#### AI-enabled risk identification:

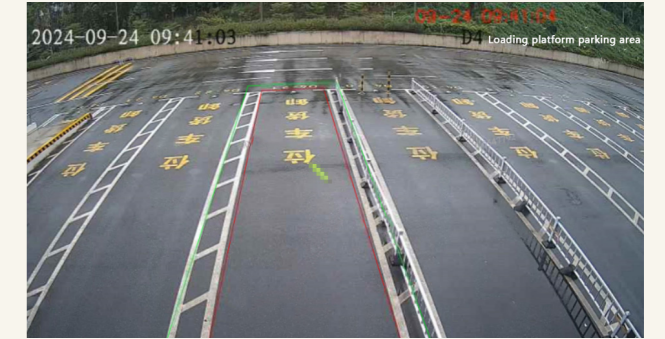
Huawei has been exploring the use of AI in EHS risk management to prevent accidents and hidden dangers. We have worked with industry partners on AI-assisted risk identification projects in a number of key fields, such as manufacturing, delivery, and R&D. Together, we have developed an integrated safety solution for benchmark labs and manufacturing workshops and an advanced intelligent safety management system based on a scientifically-informed, hierarchical risk management system. This system covers the entire process from safety risk source standardization and situation awareness to real-time risk monitoring and warning and emergency response, making it possible to send accurate risk alerts and quickly locate and respond to risks. With the support of AI, our risk management is now more informed and responsive than ever.

#### Development and application of new equipment:

Huawei has been applying innovative methods such as simplified module installation and pre-installation before climbing towers, which has helped cut the average time working at height by about two hours, significantly reducing safety risks. Electric winches are now employed to lift equipment. This means only two people are needed to lift a piece of equipment as heavy as 150 kilograms, which greatly improves operational safety. In addition, lifting platforms are now used to transport servers and cabinets, significantly reducing the risk of injury.



Digital power: An infrared imaging system monitors battery storage areas for overheating and triggers alarms to cut off power.



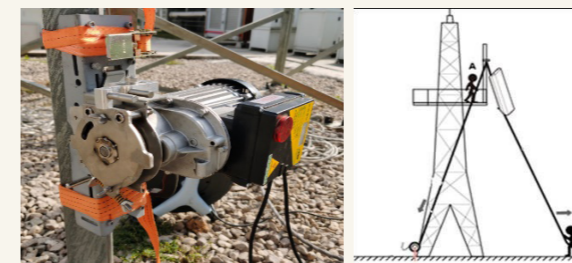
Manufacturing: An AI-based imaging system automatically identifies and sounds alarms for vehicle and personal safety incidents on an unloading platform.



Delivery: An AI-based video system automatically checks whether workers are wearing personal protective equipment (PPE), making AI-assisted operations a reality.



Delivery: A smart safety helmet requests support and sounds alarms, while a cloud platform provides real-time feedback.



Delivery: An electric winch replaces manual lifting of heavy objects.



Delivery: A lifting platform assists with server installation and disassembly.

### EHS emergency drills and training: Building a line of safety defense

Huawei attaches great importance to occupational health and safety. We take measures such as holding drills and training to improve employees' ability to react swiftly and effectively in the event of an emergency. This helps ensure employee safety, maintain stable operations, and quickly recover affected business activities.

In 2024, we organized emergency drills within many departments across the company to improve emergency response capabilities. For example, our manufacturing department organized 148 drills for fire safety in buildings and specialty gas and chemical leakage, with nearly 105,000 participants, helping build a line of defense for EHS. Our R&D department conducted emergency evacuation drills in their labs, and our delivery department organized emergency rescue drills for working at height.

In addition to drills, we have established a hierarchical training course architecture. In 2024, our manufacturing department provided 144 safety lectures, 46 capability improvement training sessions, and 3 sessions on industry insights, covering important domains such as lithium-ion batteries, gas, and specialty equipment. We developed a total of 152 coursewares throughout the year and provided 30,000 training opportunities. We also engaged with our partners in the delivery domain on how to use virtual reality (VR) for EHS training and explored new training methods to improve employee safety awareness and capabilities.



Manufacturing: Emergency evacuation drill on a Huawei campus



Delivery: Emergency rescue drill for working at height



R&D: Emergency evacuation drill at a lab



Procurement and delivery: Communicating with partners on the use of VR for EHS training

### Employee Training and Development

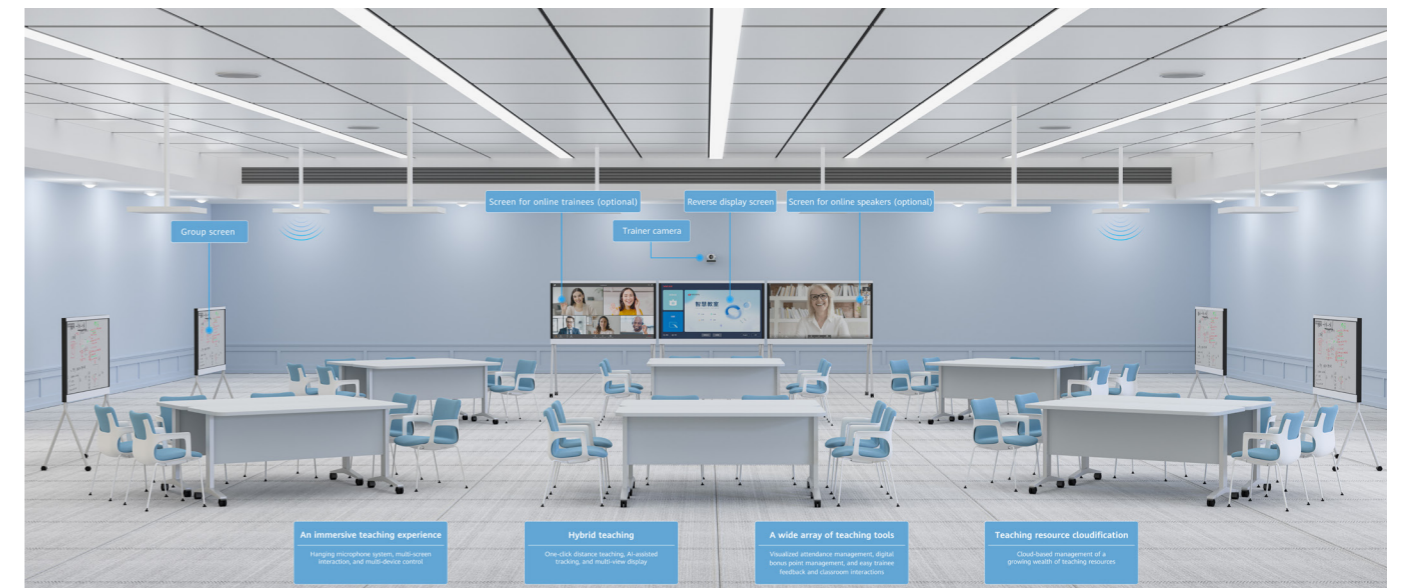
At Huawei, we consider our employees to be outstanding talent when they are qualified for their positions. Employees can choose to become professionals if they want to take on challenges that tackle uncertainty and constantly push their limits. They can also take up specialist positions if they want to pursue excellence in one position for an extended period of time. Regardless of their chosen positions, everyone is valued and their contributions will be respected.

For professionals, Huawei offers two distinct career paths: the manager path and the expert path. They can advance while switching between these two paths. Our employees are given plenty of training and mobility opportunities during career development. We have implemented a mechanism for department-initiated talent transfers and an internal talent market for free mobility. Both are intended to drive employee mobility and help our employees become more versatile in multiple disciplines. In 2024, more than 10,000 employees moved into positions that gave them more room for career development through the internal mobility mechanism. We also offer employees a global platform where they have the chance to work and grow in different domains and locations.

At Huawei, we believe that the brightest minds can develop even brighter ones. As such, we select business professionals and managers with successful hands-on experience as trainers or coaches to provide personalized training for employees at different stages of their careers. For new employees, we have new employee orientation and mentorship programs. For those who have already worked for some time in their positions, there are programs to help them hone their expertise. For managers, we have management capability development programs.

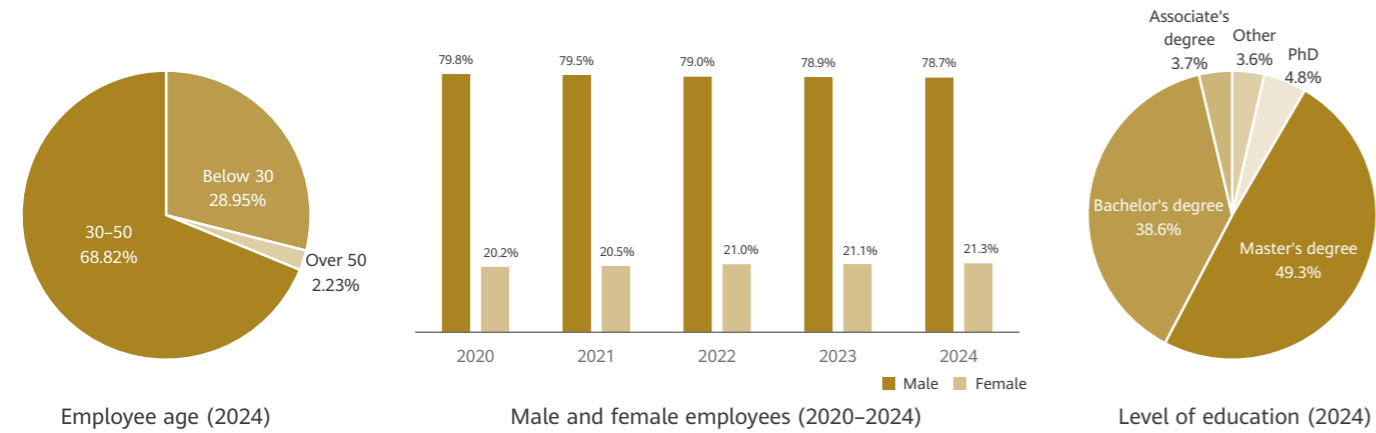
Huawei provides comprehensive, systematic learning resources and platforms to help employees self-learn and grow. Our iLearning digital and intelligent platform provides a diverse array of courses that allow employees to learn necessary knowledge and skills online anytime, anywhere. We have also developed more than 20,000 internal and external knowledge forums and communities, where our employees can share and exchange ideas with peers and experts from different domains and engage in online, interactive, and self-directed learning.

In 2024, we carried out a wide range of training activities. Employees across the company spent an average of 65.5 hours in training delivered by more than 27,000 trainers. Our smart classroom solution 2.0, which was upgraded with AI and the latest digital technologies, supports hybrid teaching to boost efficiency and quality. The solution features a digital class coordinator, offers a diverse array of teaching tools, and migrates teaching resources to the cloud, delivering an immersive learning experience.



## Diversity and Inclusion

Huawei values diversity and inclusion within its workforce and is committed to creating a positive, open, and diverse workplace in which all employees enjoy equal opportunities. By the end of 2024, Huawei had about 208,000 employees from 166 different countries and regions, and 54.1% of them were in R&D.



Huawei is committed to complying with applicable regulations such as the *Universal Declaration of Human Rights*. Our *Caring for Employees Policy* lays out the principles and requirements that cover areas like child labor, forced or involuntary labor, health and safety, diversity, non-discrimination, humane treatment, working hours, compensation and benefits, freedom of association, privacy protection, and learning and development. We never engage in or support any form of discrimination based on race, social origin, caste, religion, disability, gender, sexual orientation, marital status, political opinions, age, or any other condition that could give rise to discrimination. When it comes to important matters such as hiring, remuneration, access to training, promotion, and termination or retirement, we have well-designed measures in place to prevent such discrimination.

We have released the *Business Conduct Guidelines (BCGs)*, and require every employee to study, understand, and sign them. These Guidelines describe the legal and ethical requirements that employees must comply with when engaging in business activities. This means that in addition to abiding by applicable laws and regulations, employees should also have a strong sense of social responsibility. Anyone who is found to have violated the BCGs will be subject to disciplinary action, including termination of employment and legal action if necessary.

We value diversity within our workforce and respect the lifestyles of all of our employees. We aim to create an environment that makes it easy for everyone to practice and follow their beliefs and customs, whatever they may be. For example, we have prayer rooms on our campuses, and halal food is available in our cafeterias. For nursing mothers, we provide lactation rooms. We also provide facilities like cafes, gyms, and libraries. These facilities help us provide quality services that meet the diverse needs of our employees.

We have also established employee communication mechanisms as part of our efforts to create an open, inclusive workplace that encourages mutual respect and diversity. Every year, we gather our employees' opinions and suggestions through our organizational climate survey, Manager Feedback Program (MFP), the manager open day program, and more. Employees can also report violations, file complaints, and seek assistance through multiple channels such as the dedicated complaint mailbox of our Committee of Ethics and Compliance (CEC) and our HR service hotline. Huawei keeps the source of all reported information strictly confidential and prohibits any attempts to threaten or retaliate against those who report issues within the company.



Huawei is committed to providing employees with a first-class work environment and work experience, and creating a positive, lively, equal, and inclusive organizational climate.

## Supply Chain Responsibilities

Huawei is committed to the *UN Guiding Principles on Business and Human Rights* and is serious about the societal and environmental impact of our global procurement and supply chain. We have teamed up with customers and suppliers to further the sustainable development of our global supply chain. We have incorporated CSR requirements into both our Quality First strategy and activities that take place across the entire value chain. We offer premium prices to suppliers that offer higher quality in a bid to encourage them to improve their CSR performance. We have also integrated CSR requirements into our global procurement processes, from material and supplier qualification, selection, and appraisal to performance management and procurement fulfillment.

### Procurement CSR Management System

Huawei has established its procurement CSR management system based on the *OECD Due Diligence Guidance for Responsible Business Conduct* and the *IPC-1401 Corporate Social Responsibility Management System Standard*. We require all of our suppliers to comply with all applicable laws and regulations. We also encourage them to adopt globally recognized industry standards and promote diversity so as to improve their own CSR management.



We have drafted the *Huawei Supplier Social Responsibility Code of Conduct* and the supplier CSR agreement in accordance with the *RBA Code of Conduct* and the *Joint Alliance for CSR (JAC) Supply Chain Sustainability Guidelines*, which must be followed by all Huawei suppliers. These documents cover labor standards, health and safety, environmental protection, business ethics, and management systems. Huawei also requires its suppliers to convey the same requirements to their own suppliers. We see the use of child labor or forced labor as red-line issues, and have zero tolerance for any behavior that crosses CSR red lines. In 2024, none of our suppliers were found to have crossed any CSR red lines regarding the use of child labor or forced labor.

In accordance with the latest *RBA Code of Conduct 8.0*, we updated the *Huawei Supplier Social Responsibility Code of Conduct* and the supplier CSR agreement in 2024 to strengthen our management requirements for forced labor and due diligence.

To support the strategic goal of sustainable procurement, we regularly deliver CSR training to all procurement members. This training covers the agreements, red lines, processes, and audit practices related to CSR in procurement. CSR requirements are incorporated into the performance indicators of all teams in our procurement department.

### Supplier Risk Rating and Auditing

Huawei continually conducts supply chain due diligence using a risk-based approach. We work with suppliers to identify CSR impacts, risks, and opportunities, and take action to prevent and mitigate CSR risks and reduce negative impacts. Every year, we assess our major suppliers, which represent 90% or more of our procurement spending, and assign each supplier one of three risk ratings (high, medium, or low). We develop an annual sustainability audit plan to deal with suppliers that are

#### Huawei's CSR red lines in procurement

1. Use of child labor
2. Use of prison labor (including using prisons as suppliers or subcontractors) or forced labor (including restricting personal freedom or detaining personal identity documents)
3. Violence, physical punishment, sexual harassment, illegal body searches, cross-gender body searches, and other similar behavior
4. Salary payments below the local minimum wage
5. Negligence that leads to major fires or explosions
6. Working conditions that seriously endanger personal health and safety or lead to fatal field incidents
7. Illegal emissions of any hazardous or toxic wastes, including waste water, gas, and residue
8. Negligence that leads to media crises or serious mass disturbances, such as collective labor disputes, mass brawls, mass poisoning, unnatural deaths, or other incidents causing casualties
9. Unsafe and unhealthy working environments that lack effective measures to prevent potential health and safety accidents, or diseases that may be caused due to exposure in workplaces (e.g., collective infections)
10. Corruption or dishonest acts that violate the requirements of "no bribery, no gifts, no conflicts of interest, no falsification, no cutting corners, no fraud, and keeping promises".

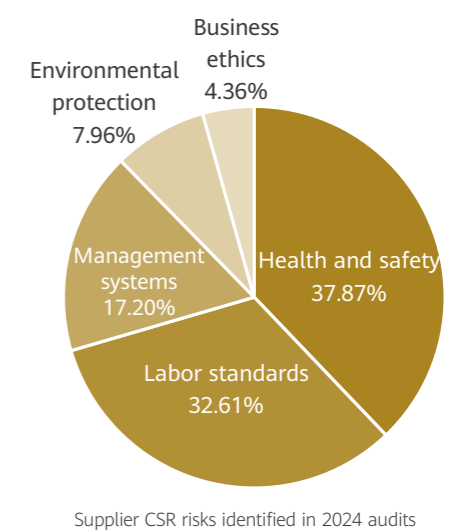
assessed as posing medium or high risk. In addition, we perform onsite assessments on all potential suppliers to examine their sustainability systems. Companies that fail the assessment are not eligible for consideration to become Huawei suppliers.

We have developed our supplier CSR risk rating methodology based on suppliers' CSR performance and the effectiveness of their risk prevention and management system by focusing on five criteria: CSR performance rating, health and safety risk, environmental risk, labor risk, and audit results. We pay special attention to the progress of medium- and high-risk suppliers in these areas.

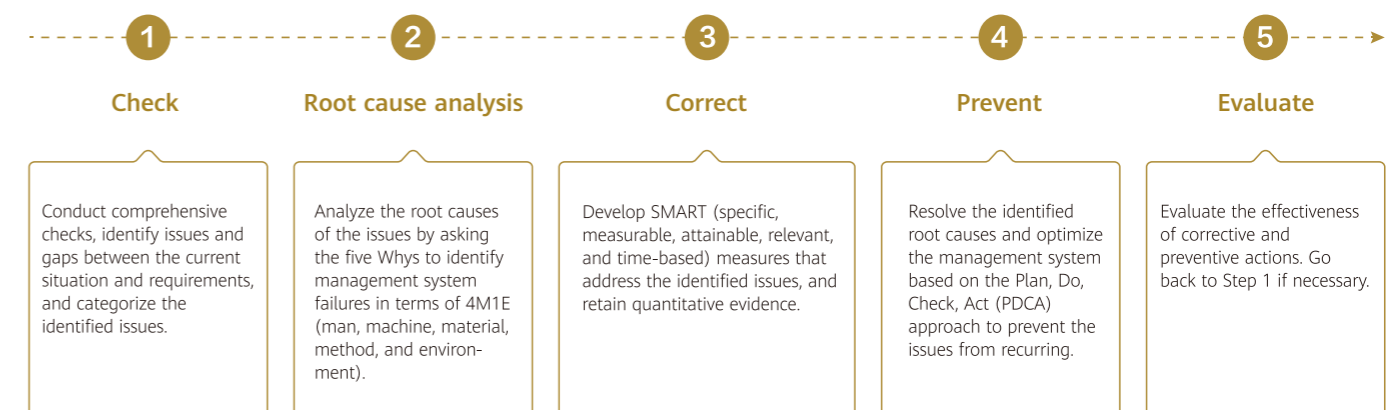


We have prepared and continue to update our *Supplier CSR Audit Checklist* in accordance with industry best practices. We conduct supplier CSR audits using internationally recognized methods such as onsite inspections, employee interviews, management interviews, documentation reviews, and online searches. We also use the Blue Map database developed by the Institute of Public and Environmental Affairs (IPE) to assess supplier compliance with environmental and safety requirements. In 2024, we worked with 14 suppliers to drive the resolution of identified environmental and safety compliance issues within a specified timeframe.

In 2024, we assigned CSR risk ratings to more than 1,600 major suppliers and organized 213 onsite CSR audits and more than 1,000 onsite EHS audits on engineering subcontractors.



If we find an issue during an onsite audit, we help the supplier resolve the issue through the CRCPE methodology (check, root cause analysis, correct, prevent, and evaluate). This methodology helps suppliers identify common problems and develop targeted solutions.



## Supplier Performance Management

Every year, Huawei appraises suppliers' sustainability performance as part of their overall performance appraisals. During this process, we also consider how they manage the sustainability of their own suppliers. Suppliers are classified into four grades (A, B, C, or D) based on their sustainability performance. In 2024, we appraised the sustainability performance of more than 1,600 major suppliers by looking at five criteria: environmental protection, carbon emissions reduction, labor management, EHS incidents, and management systems.

The amount of business we do with each supplier depends partly on their sustainability performance, which is also a factor considered in our tendering, supplier selection, portfolio management, and other processes. When suppliers are equally matched in other factors, those that perform better in sustainability are given priority in terms of the share of business or business opportunities. The reverse is true for low-performing suppliers. Depending on the situation, we may instruct suppliers with poor sustainability performance to resolve existing issues within a specified timeframe, reduce their share of business, offer them fewer business opportunities, or even terminate our business relationship.

## Supplier Capability Improvement

As part of our efforts to help suppliers improve their sustainability performance, we regularly provide them with sustainability training and coaching. We also encourage our suppliers to adopt industry best practices and embed sustainability requirements into their business strategies to reduce operational risk and boost efficiency.

In 2024, we provided six CSR training sessions for our suppliers, which covered a wide variety of topics including CSR standards, due diligence, EHS and production safety, environmental protection, and carbon emissions management. We also required supplier representatives who participated in the training to go on and train their own staff engaged in CSR management. This tiered training covered over 30,000 people.

To improve our suppliers' ability to identify and manage CSR risks, we provided dedicated CSR coaching to 19 major suppliers. This has helped them increase their sustainability score by 11% on average.

## Stakeholder Engagement and Cooperation

Huawei maintains close engagement and collaboration with industry stakeholders. Together with the upstream and downstream partners in our supply chain, we drive CSR standardization, perform CSR due diligence, and make continued efforts to improve CSR management and supply resilience. We work hand-in-hand with our partners to build a responsible supply chain.

In 2024, Huawei shared information on supply chain due diligence with several customers, including that related to supply chain traceability, forced labor, and due diligence on conflict minerals. We also recommended six suppliers for joint audits organized by the JAC.

### Huawei Supplier Carbon Emissions Reduction Conference: Jointly building a green, low-carbon, and sustainable value chain

In 2024, Huawei held its 4th Supplier Carbon Emissions Reduction Conference, themed "Green and Low-carbon Development for Shared Success", which was attended by more than 1,000 suppliers from around the world. During this conference, we heard from industry representatives who shared their best practices and discussed paths to

green and low-carbon development. Huawei shared its own sustainability philosophy and expectations in terms of carbon emissions reduction for our partners, and presented awards to seven suppliers who had demonstrated outstanding performance in carbon emissions reduction throughout the year.



Huawei Supplier Carbon Emissions Reduction Conference 2024

## Responsible Management of Minerals

Huawei is committed to and works to drive the responsible procurement of products containing raw materials, including tin, tantalum, tungsten, gold (3TG), cobalt, and mica. We have established a risk-based responsible mineral management system in accordance with the *OECD Due Diligence Guidance for Responsible Business Conduct* and the *Chinese Due Diligence Guidelines for Mineral Supply Chain*. The responsible management of minerals is an integral part of our procurement CSR management system, and has been embedded to supplier qualification, supervision, and auditing processes. As a downstream company in the mineral supply chain, Huawei does not directly purchase any minerals, and there are at least seven tiers between Huawei and mining companies. We require that our suppliers do not purchase conflict minerals, and ask them to cascade this requirement to their own suppliers, in order to prevent or reduce the risk that minerals contained in their products may directly or indirectly support human rights abuses, harm the environment or personal health and safety, or breed corruption. Huawei also actively works with global industry peers through industry initiatives like the Responsible Minerals Initiative (RMI) and the Responsible Critical Mineral Initiative (RCI). Together with partners up and down the supply chain, we conduct supply chain surveys, create a complete list of all related smelters, and push these smelters to apply for or maintain the Responsible Minerals Assurance Process (RMAP) certification.

In response to the RMI's call, we now identify suppliers of six conflict minerals: tin, tantalum, tungsten, gold (3TG), cobalt, and mica. According to the *Conflict Minerals Reporting Template* (CMRT) and the *Extended Mineral Report Template* (EMRT), we urge suppliers to identify and investigate all smelters within their supply chains, and our suppliers must require that no identified smelters purchase minerals from conflict-affected and high-risk areas (CAHRAs), and urge smelters that have not obtained the RMAP certification to get the certification within a specified timeframe when necessary.

For more details, visit:

Huawei Responsible Management of Minerals:

<https://www.huawei.com/en/sustainability/the-latest/stories/responsible-management-of-minerals>

Huawei Statement on Responsible Mineral Supply Chain Due Diligence Management:

<https://www.huawei.com/en/declarations/huawei-statement-on-responsible-mineral-supply-chain>




## Sustainability Targets and Metrics

No.	Category	Metric	Unit	Target	Actual Value		
					2024	2023	2022
1	Economic	Research and development expenses	CNY billion	/	179.7	164.7	161.5
2	Economic	Research and development expenses as % of revenue	%	> 10%	20.8%	23.4%	25.1%
3	Social	Total employees	count	/	208,000	207,000	207,000
4	Social	Male employees	%	/	78.7%	78.9%	79%
5	Social	Female employees	%	/	21.3%	21.1%	21%
6	Social	Employees aged below 30	%	/	28.95%	30%	31%
7	Social	Employees aged 30-50	%	/	68.82%	68%	67%
8	Social	Employees aged over 50	%	/	2.23%	2%	2%
9	Social	Employees in R&D	%	/	54.1%	55%	55.4%
10	Social	Average hours of training per year per employee	hours	/	65.5	63	66
11	Social	Employees receiving regular performance and career development reviews	%	100%	100%	100%	100%
12	Social	Security personnel receiving training in human rights policies or procedures	%	100%	100%	100%	100%
13	Social	Total expenditure on employee benefits worldwide (including social security and commercial insurance)	CNY billion	/	19.25	18.63	17.14
14	Social	Occupational health check coverage	%	100%	100%	100%	100%
15	Social	Violations of CSR red lines (such as child labor and forced labor)	count	0	0	0	0
16	Social	High- and medium-risk suppliers subjected to CSR audits	%	≥ 90%	100%	100%	100%
17	Social	Suppliers passing customer CSR audits	%	100%	100%	100%	100%
18	Social	Students trained by the Huawei ICT Academy	count	/	> 1,300,000	> 1,000,000	> 800,000
19	Social	Beneficiaries of TECH4ALL's education projects	count	/	> 510,000	> 400,000	> 220,000
20	Environmental	Protected areas covered by TECH4ALL's environment projects	count	/	58	53	46
21	Environmental	Average energy efficiency increase in Huawei's main products	multiplier	Average energy efficiency of main products in 2025/ Average energy efficiency of main products in 2019 (base year) ≥ 2.7	3.0	2.6	2.1



No.	Category	Metric	Unit	Target	Actual Value		
					2024	2023	2022
22	Environmental	Top 100 suppliers (by procurement spending) with carbon emissions reduction targets	%	100% by 2025	100%	100%	100%
23	Environmental	GHG emissions (Scope 1 and Scope 2) per CNY million of sales revenue	metric ton per CNY million	16% lower than 2019 levels (2.26 metric tons per CNY million) by 2025		1.95	2.35
24	Environmental	GHG emissions: Scope 1	t-CO <sub>2</sub> e	/		99,525	76,627
25	Environmental	GHG emissions: Scope 2 (market-based)	t-CO <sub>2</sub> e	/		2,346,200	2,300,924
26	Environmental	GHG emissions: Scope 2 (location-based)	t-CO <sub>2</sub> e	/		4,605,160	4,082,910
27	Environmental	GHG emissions: Scope 3	t-CO <sub>2</sub> e	/	To be provided after third-party verification. (Est. July 2025)	4,838,848	3,706,646
28	Environmental	Electricity from renewable energy (hydro, solar, etc.)	million kWh	/		720.76	412.08
29	Environmental	Electricity from clean energy (nuclear power, hydro, solar, etc.)	million kWh	/		2,872.90	2,209.33
30	Environmental	Total electricity consumption	million kWh	/		5,637.60	4,911.09
31	Environmental	Natural gas consumption	million m <sup>3</sup>	/		9.71	12.30
32	Environmental	Gasoline consumption	metric ton	/		822	865
33	Environmental	Diesel consumption	metric ton	/		415	1,037
34	Environmental	Steam energy consumption	metric ton	/		31,989	25,855
35	Environmental	Water consumption in the China Region	million metric ton	/		18.96	17.26
36	Environmental	Disposed e-waste from Huawei's ICT business	metric ton	/		20,933	16,785
37	Environmental	Landfilled e-waste from Huawei's ICT business	%	< 1.5%		0.47%	0.5%
38	Environmental	Disposed waste from Huawei's smart devices	metric ton	/		3,702	2,998
39	Environmental	Landfilled waste from Huawei's smart devices	%	0%		0%	0%
40	Governance	Level-1 cyber security incidents	count	0		0	0
41	Governance	Level-1 personal data leaks	count	0		0	0
42	Governance	EcoVadis sustainability score	points	/		81	68


## Contributions to the UN SDGs

Note: Unless otherwise stated, the page(s) listed in the following table refer to the page(s) of the 2024 Annual Report of Huawei Investment & Holding Co., Ltd.

UN SDGs	SDG Description	Huawei Practices	Page(s)
	End poverty in all its forms everywhere	<ul style="list-style-type: none"> <li>Huawei's ICT solutions have brought over 120 million people in remote and rural areas across more than 80 countries into the digital world, helping them connect with the outside world.</li> <li>Huawei is committed to serving as an active and productive member of the communities where it operates. We actively fulfill our corporate social responsibilities through a range of initiatives that benefit local communities. These include developing ICT talent, supporting SME innovation, offering devices with accessibility features, and providing clean power solutions. Through these efforts, we are contributing to a sustainable world.</li> </ul>	170, 178-185
	Ensure healthy lives and promote well-being for all at all ages	<p>One of the focuses of our TECH4ALL projects is helping senior citizens better adapt to the digital world, facilitating smooth communication for people with disabilities, and addressing the digital inequalities faced by underserved communities.</p> <p>Since 2020, Huawei has provided digital literacy training to more than 67,000 senior citizens. The HarmonyOS 5 Celia Voice Enhancement feature of our devices can enhance voice clarity using an algorithm developed based on deep learning. This feature is specifically designed for people with level-3 and level-4 speech disorders. Using AI to recreate their speech, the feature can help these people more clearly and easily express themselves in daily life, giving them more confidence in fully integrating into an inclusive society.</p>	65, 169
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> <li>Huawei has continued to deepen cooperation with partners such as UNESCO, national ministries of education, non-governmental organizations (NGOs), carriers, and third-party education institutions. By leveraging digital technologies, we have worked hard to help more remote and rural areas, as well as underserved communities, gain equal access to quality education. In support of UNESCO's initiatives for "greening education", Huawei has also been exploring how to make education greener and raise sustainability awareness among young people. By the end of 2024, Huawei's TECH4ALL education projects had been implemented in more than 850 schools worldwide, benefiting over 510,000 people, with a focus on K-12 teachers and students, unemployed young people, senior citizens, and remote and rural communities.</li> <li>Huawei works closely with universities, academic associations, and research institutes to cultivate digital talent that possesses global perspectives, hands-on experience, and capabilities to engage in interdisciplinary innovation. Through diverse initiatives such as partnerships with universities, intensive training, technology competitions, and developer activities, we strive to create a sustainable pipeline of skilled professionals for a digital and intelligent future.</li> </ul>	165-167, 180-185

UN SDGs	SDG Description	Huawei Practices	Page(s)
	Achieve gender equality and empower all women and girls	Huawei is committed to complying with applicable regulations such as the <i>Universal Declaration of Human Rights</i> . Our <i>Caring for Employees Policy</i> lays out the principles and requirements that cover areas like child labor, forced or involuntary labor, health and safety, diversity, non-discrimination, humane treatment, working hours, compensation and benefits, freedom of association, privacy protection, and learning and development. We never engage in or support any form of discrimination based on race, social origin, caste, religion, disability, gender, sexual orientation, marital status, political opinions, age, or any other condition that could give rise to discrimination. When it comes to important matters such as hiring, remuneration, access to training, promotion, and termination or retirement, we have well-designed measures in place to prevent such discrimination.	Page 7 of this Addendum
	Ensure access to affordable, reliable, sustainable and modern energy for all	<p>Huawei has integrated environmental protection requirements into our product planning, design, R&amp;D, manufacturing, delivery, and service processes. Through ongoing technological innovation, we continuously improve the resource and energy efficiency of our products and solutions. In 2024, the average energy efficiency of our main products was three times as high as in 2019.</p> <p>Our digital power business focuses on areas like clean power generation, mobility electrification, and green ICT energy infrastructure to drive the transition to green energy and the quality development of renewable energy. By the end of 2024, our digital power solutions had helped customers generate 1.4113 trillion kWh of green power and save 81.8 billion kWh of electricity, which was equivalent to cutting carbon dioxide emissions by more than 710 million metric tons.</p>	173-175
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> <li>Huawei is committed to connecting the unconnected and helping people in remote and rural areas connect with the outside world. In 2024, Huawei used its RuralStar solution to build an easy-to-deploy mobile network that provides affordable services in Muchila Village, Zambia. A solar power station was also established, which supplies electricity to the village's school, clinic, and households, lighting up the smart village.</li> <li>Huawei is committed to serving as an active and productive member of the communities where it operates. We actively fulfill our corporate social responsibilities through a range of initiatives that benefit local communities. These include developing ICT talent, supporting SME innovation, offering devices with accessibility features, and providing clean power solutions. Through these efforts, we are contributing to a sustainable world.</li> <li>At Huawei, employees are the heart of our organization. We are committed to creating a safe, healthy workplace for our employees. We continue to invest in employee benefits, and work hard to create a positive, lively, equal, and inclusive organizational climate, allowing employees to achieve a healthy work-life balance. Huawei welcomes talent from across the globe, provides them with promising career development paths, and offers a broad platform that fully empowers our employees to grow.</li> </ul>	170, 176-185, Pages 5-9 of this Addendum

UN SDGs	SDG Description	Huawei Practices	Page(s)
		<ul style="list-style-type: none"> <li>We value diversity within our workforce and respect the lifestyles of all of our employees. We aim to create an environment that makes it easy for everyone to practice and follow their beliefs and customs, whatever they may be. For example, we have prayer rooms on our campuses, and halal food is available in our cafeterias. For nursing mothers, we provide lactation rooms. We also provide facilities like cafes, gyms, and libraries. These facilities help us provide quality services that meet the diverse needs of our employees.</li> <li>We have drafted the <i>Huawei Supplier Social Responsibility Code of Conduct</i> and the supplier CSR agreement in accordance with the <i>RBA Code of Conduct</i> and the <i>JAC Supply Chain Sustainability Guidelines</i>, which must be followed by all Huawei suppliers. These documents cover labor standards, health and safety, environmental protection, business ethics, and management systems. Huawei also requires its suppliers to convey the same requirements to their own suppliers. We see the use of child labor or forced labor as red-line issues, and have zero tolerance for any behavior that crosses CSR red lines. In 2024, none of our suppliers were found to have crossed any CSR red lines regarding the use of child labor or forced labor.</li> </ul>	
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none"> <li>Every year, Huawei invests over 10% of its sales revenue into R&amp;D. In 2024, 54.1% of our workforce worked in R&amp;D, and our total R&amp;D spending reached CNY179.7 billion, representing 20.8% of our total revenue. Through years of innovation in fundamental domains, Huawei has become one of the world's largest patent holders. We currently hold more than 150,000 active granted patents.</li> <li>As an ICT infrastructure provider, Huawei's primary responsibility is to support the stable operations of customer networks and services. In 2024, more than 6,000 of our professional engineers worked side by side with customers and partners to safeguard global ICT networks 24/7 and provide rapid response and communications support for over 300 major events and natural disasters worldwide.</li> </ul>	71, 171-172
	Reduce inequality within and among countries	<ul style="list-style-type: none"> <li>The Huawei Tech4City Competition aims to empower young people to innovate for a more livable and sustainable Singapore. This event in Singapore has been held for three consecutive years, garnering over one thousand participants. The team that won the 2022 grand prize with their AI sign language translation application established a startup called FingerDance and joined the Huawei Cloud Incubator program after the competition. In 2024, FingerDance and SBS Transit, a leading public transport operator in Singapore, jointly launched the AI-powered Sign Language Virtual Assistant SiLVIA. This virtual avatar uses advanced AI sign language models to translate spoken or written languages into sign language. SiLVIA is being trialed at the North East Line Chinatown MRT Station in Singapore, helping hard-of-hearing commuters travel independently and safely on public transport.</li> </ul>	178-180

UN SDGs	SDG Description	Huawei Practices	Page(s)
		<ul style="list-style-type: none"> <li>Supported by Panama's Ministry of Education, Ayudinga Foundation runs a quality digital learning platform in Spanish based on Huawei Cloud, providing free courses for students in Panama and neighboring countries. Today, Ayudinga has become one of Latin America's major free online learning platforms, with more than 16 million users. Many volunteers jointly create learning content on the platform, and intelligent algorithms are used to push the right content to the right users.</li> </ul>	
	Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"> <li>As an ICT infrastructure provider, Huawei's primary responsibility is to support the stable operations of customer networks and services. In 2024, more than 6,000 of our professional engineers worked side by side with customers and partners to safeguard global ICT networks 24/7 and provide rapid response and communications support for over 300 major events and natural disasters worldwide.</li> <li>In December 2024, HUAWEI ADS won the 2024 Automotive Disciplined Innovation Award • Quality Innovation • Best Technology Product Award for its high security, high reliability, optimal user experiences, and industry-leading technologies.</li> </ul>	171-172, 66-67
	Ensure sustainable consumption and production patterns	<p>Huawei is committed to building a business model that incorporates circular economy practices and a closed-loop value chain. We consistently pursue more eco-friendly materials, greener processes, more durable products, and less waste throughout our product lifecycles in order to reduce the exploitation and consumption of natural resources and protect the ecosystem.</p> <ul style="list-style-type: none"> <li>In 2024, we properly recycled and disposed of 20,933 metric tons of e-waste from the ICT business, 0.47% of which was landfilled. We also properly recycled and disposed of 3,702 metric tons of waste from smart devices, none of which was landfilled.</li> <li>In 2024, Huawei introduced a special program to reduce plastic use in packaging, helping tackle global plastic pollution. We adopted a "Reduce, Eliminate, Reuse, and Recycle" strategy to promote a circular economy for plastics. We have also made reducing and eliminating plastic packaging a quality requirement, and incorporated this into our product design, procurement, manufacturing, logistics, and campus operations processes. In 2024, we cut the amount of plastic used in packaging by over 1,000 metric tons.</li> </ul>	175-176, Page 10 of this Addendum
	Take urgent action to combat climate change and its impacts	<p>For climate change mitigation, Huawei works continually to address environmental challenges through technological innovation, while promoting harmonious coexistence between people and nature. Our efforts focus on three key areas: advancing energy conservation and emissions reduction, promoting renewable energy, and contributing to a circular economy.</p> <ul style="list-style-type: none"> <li>We continuously improve the resource efficiency of our products and solutions. In 2024, the average energy efficiency of our main products was three times as high as in 2019.</li> </ul>	173-176, 180

UN SDGs	SDG Description	Huawei Practices	Page(s)
		<ul style="list-style-type: none"> <li>Our digital power business focuses on areas like clean power generation, mobility electrification, and green ICT energy infrastructure to drive the transition to green energy and the quality development of renewable energy. By the end of 2024, our digital power solutions had helped customers generate 1.4113 trillion kWh of green power and save 81.8 billion kWh of electricity, which was equivalent to cutting carbon dioxide emissions by more than 710 million metric tons.</li> <li>In August 2024, we successfully completed the first carbon-neutral maritime transportation pilot project from our supply center in Shenzhen to a warehouse in Rotterdam, the Netherlands, and the project was verified by a third-party certification body.</li> </ul> <p>For climate change adaptation, Huawei Cloud's Pangu-Weather Model helps Mitao Forecast, an NGO in Madagascar, provide accurate 10-day forecasts for typhoon paths. This gives fishermen more time to prepare for and handle extreme weather events like tropical storms, helping them stay safe and avoid property losses.</p>	

	<p>In China, Huawei teamed up with a carrier to explore the application of 5G in the marine industry and provide innovative solutions for the industry's digital and intelligent transformation. We jointly provided offshore 5G connectivity using an innovative solution featuring a combination of sites on coasts, islands, and wind farms; efficient resource sharing; and intelligent platforms. This solution addresses difficulties faced during site selection, power supply, and backhaul for offshore connectivity. We also made the offshore 5G network zero-carbon by combining renewable wind and solar resources and an AI-powered energy supply and storage optimization solution. These solutions enable offshore workers, tourists, and fishermen to communicate, socialize, and even start their own businesses at sea. A range of innovative B2B applications have also been deployed, such as marine IoT, smart waterways, and intelligent patrols, creating a lifeline for marine emergency communications. Furthermore, based on the zero-carbon 5G network provided by Huawei, the carrier has worked with local research institutes and universities to apply AI to wetland and ocean pollution analytics, contributing to coastal environmental protection. In 2024, Huawei and the carrier won the "Excellence in innovation for people &amp; planet" award with this innovative project at the TM Forum.</p> <p>Since 2021, Huawei has been working with BJFF, an association of hunters and anglers in Norway, to protect the nation's native wild salmon (Atlantic salmon). This project uses an AI-powered system comprising underwater cameras and an automated gate to identify and filter out invasive salmon, while allowing native fish to continue swimming upstream to spawn. In 2024, a second tunnel for sorting was added to the system in Kongsfjord River, allowing the solution to accurately and efficiently identify and filter out large numbers of invasive salmon.</p>	163, 168
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Conserve and sustainably use the oceans, seas and marine resources for sustainable development

UN SDGs	SDG Description	Huawei Practices	Page(s)
	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>In 2024, the Tech4Nature project in Mexico used video and audio AI algorithms to identify 60 species, including eight wild jaguars, in the country's Dzilam State Reserve.</p> <p>In Spain's Sant Llorenç del Munt i l'Obac Natural Park, another Tech4Nature project has used cameras to identify and protect wild Bonelli's eagles. By the end of 2024, more than 30,000 activity locations and movement patterns of the eagles had been identified. This has helped park administrators better analyze and reduce the impact of human activities on Bonelli's eagles, quickly and effectively handle potential environmental risks, and take protective measures.</p> <p>In China, Huawei teamed up with the Guangxi Chongzuo White-headed Langur National Nature Reserve to pilot a smart monitoring solution. The solution uses AI to identify and analyze video clips in real time, improving both monitoring efficiency and accuracy. By the end of 2024, the system had detected white-headed langurs more than 17,300 times, promoting smart biodiversity conservation in the nature reserve.</p>	167-169



## GRI Content Index

### Statement of use

Huawei Investment & Holding Co., Ltd. has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards. Unless otherwise stated, the pages listed in the following table refer to the pages of the *2024 Annual Report of Huawei Investment & Holding Co., Ltd.*

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2-4	Restatements of information	N/A	Restatements of information not involved
2-5	External assurance	Page 16 of this Addendum	External assurance statement
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2-6	Activities, value chain and other business relationships	Cover page	Who is Huawei
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2-8	Workers who are not employees	Information incomplete	Data of subsidiaries outside China is unavailable.

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2-9	Governance structure and composition		
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2-13	Delegation of responsibility for managing impacts	163-164	Sustainability management
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4. Strategies, policies and practices			
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5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	Page 4 of this Addendum	Stakeholder engagement
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201-2	Financial implications and other risks and opportunities due to climate change	Pages 2-4 of this Addendum	Sustainability impacts, risks, and opportunities
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305-5	Reduction of GHG emissions		
<b>Waste 2020</b>			
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308-2	Negative environmental impacts in the supply chain and actions taken	Pages 7-9 of this Addendum	Supply chain responsibilities
<b>Employment 2016</b>			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	107, pages 5-7 of this Addendum	Employee benefits, caring for employees
<b>Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system		
403-2	Hazard identification, risk assessment, and incident investigation	Pages 5-7 of this Addendum	Caring for employees
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 4 of this Addendum	Stakeholder engagement
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health	Pages 5-7 of this Addendum	Caring for employees
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8	Workers covered by an occupational health and safety management system	Pages 5-7 and page 10 of this Addendum	Caring for employees, sustainability targets and metrics
<b>Training and Education 2016</b>			
404-1	Average hours of training per year per employee	Page 10 of this Addendum	Sustainability targets and metrics
404-2	Programs for upgrading employee skills and transition assistance programs	Page 6 of this Addendum	Employee training and development
404-3	Percentage of employees receiving regular performance and career development reviews	Page 10 of this Addendum	Sustainability targets and metrics
<b>Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Page 7 of this Addendum	Diversity and inclusion

<b>Child Labor 2016</b>			
408-1	Operations and suppliers at significant risk for incidents of child labor	185-186, pages 7-9 of this Addendum	Respecting human rights, supply chain responsibilities
<b>Forced or Compulsory Labor 2016</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	185-186, pages 7-9 of this Addendum	Respecting human rights, supply chain responsibilities
<b>Security Practices 2016</b>			
410-1	Security personnel trained in human rights policies or procedures	Page 10 of this Addendum	Sustainability targets and metrics
<b>Local Communities 2016</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	178-185	Community responsibilities, ICT talent development
<b>Supplier Social Assessment 2016</b>			
414-1	New suppliers that were screened using social criteria		
414-2	Negative social impacts in the supply chain and actions taken	Pages 7-9 of this Addendum	Supply chain responsibilities

# External Assurance Statement



## ASSURANCE STATEMENT CN25/00001458

### SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SUSTAINABLE DEVELOPMENT CHAPTER IN HUAWEI INVESTMENT & HOLDING CO., LTD.'S 2024 ANNUAL REPORT AND THE SUSTAINABILITY ADDENDUM TO HUAWEI INVESTMENT & HOLDING CO., LTD.'S 2024 ANNUAL REPORT

#### NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC STANDARDS TECHNICAL SERVICES CO., LTD. (hereinafter referred to as SGS) was commissioned by HUAWEI INVESTMENT & HOLDING CO., LTD. (hereinafter referred to as HUAWEI) to conduct an independent assurance of the Chinese version of the *Sustainable Development Chapter in HUAWEI's 2024 Annual Report and the Sustainability Addendum to HUAWEI's 2024 Annual Report* (hereinafter referred to as the Report).

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all of HUAWEI's stakeholders.

#### RESPONSIBILITIES

The information in the *Sustainable Development Chapter in HUAWEI's 2024 Annual Report and the Sustainability Addendum to HUAWEI's 2024 Annual Report* and its presentation are the responsibility of the management and relevant functional departments of HUAWEI. SGS has not been involved in the preparation of any of the information included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance, with the intention of informing all HUAWEI stakeholders of the opinion.

SGS hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this Report.

#### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the AA1000 series of standards and ISAE 3000.

The assurance of this Report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
AA1000AS v3 Type 2	Moderate

#### SCOPE OF ASSURANCE AND REPORTING CRITERIA

The assurance engagement was conducted to evaluate the accuracy and reliability of the sustainability performance information included in the Report. Additionally, it assessed the extent to which the Report's content refers to the requirements of *GRI Standards 2021*.

#### ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees (on-site at the Administration Building, Headquarters of Huawei Technologies Co., Ltd., Bantian, Longgang District, Shenzhen, Guangdong, P.R. China); and online review and validation of documentation and records with relevant personnel of HUAWEI's affiliates where relevant.

#### LIMITATIONS AND MITIGATION

Financial data in the Sustainable Development Chapter in HUAWEI's 2024 Annual Report and the Sustainability Addendum to HUAWEI's 2024 Annual Report drawn directly from independently-audited financial accounts has not been traced back to source as part of this assurance process.



The greenhouse gas emission related data in the Report has been directly drawn from the data verified by an independent third party and has not been double verified in this audit.

This assurance engagement was restricted to the group level of HUAWEI and did not include traceability of original data from all subordinate institutions.

#### STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. SGS affirms our independence from HUAWEI, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

#### FINDINGS AND CONCLUSIONS

##### ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, the specified performance information included in the scope of assurance is accurate, reliable, and has been fairly stated in the *Sustainable Development Chapter in HUAWEI's 2024 Annual Report and the Sustainability Addendum to HUAWEI's 2024 Annual Report*.

##### CONCLUSIONS, FINDINGS AND RECOMMENDATIONS BASED ON GRI STANDARDS 2021

The assurance team concludes that the *Sustainable Development Chapter in HUAWEI's 2024 Annual Report and the Sustainability Addendum to HUAWEI's 2024 Annual Report* have referred to the requirements of *GRI Standards 2021*.

##### FINDINGS AND RECOMMENDATIONS

All observations pertaining to commendable practices, sustainable development activities, and managerial recommendations identified throughout the assurance process have been thoroughly documented in the *Internal Management Report on Sustainability Reporting Assurance*. This report has been officially presented to the relevant management divisions of HUAWEI to serve as a reference for their ongoing efforts towards continuous improvement.

Signed:

For and on behalf of SGS-CSTC

David Xin  
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Mar. 11<sup>th</sup>, 2025  
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