Sustainability Addendum to

Huawei 2023 Annual Report

CONTENTS

Report Profile

Every year since 2008, Huawei Investment & Holding Co., Ltd. ("Huawei", "the company", or "we") has voluntarily released annual sustainability reports and disclosed our sustainability performance as we believe that doing so facilitates communication, awareness, and interaction with our stakeholders and makes Huawei more transparent. Huawei will not release an independent sustainability report for the year of 2023. Relevant information will be available in the 2023 Annual Report of Huawei Investment & Holding Co., Ltd. ("2023 Annual Report") and the Sustainability Addendum at https://www.huawei.com/en/sustainability/sustainability-report.

The 2023 Annual Report includes information on the financial and operational policies and measures of all entities that Huawei either has control of, or a significant influence over. Unless otherwise specified, the report describes the economic, environmental, and social performance of Huawei and its subsidiaries worldwide during the reporting period from January 1, 2023 to December 31, 2023. All data contained herein is derived from Huawei's official documents and statistical reports.

The Sustainable Development chapter of the 2023 Annual Report and this Addendum are prepared with reference to the Global Reporting Initiative (GRI) Standards. Huawei engaged SGS, an external assurance provider, to verify the reliability, fairness, and transparency of the sustainability related content and to issue an independent assurance statement (see the External Assurance Statement).

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Examples of Sustainability Risks and Opportunities

No.	Risks and Opportunities	Measures	Sustainability Strategy
1	At the Digital Learning Week in 2023, UNESCO acknowledged that innovative digital technologies had demonstrated their potential to enrich and transform education. They will transform how we learn, enhance the quality of learning, make education more inclusive, and improve education administration and governance.	As part of our efforts to contribute to UN SDG 4 (Quality Education), Huawei is working with global partners, including education organizations, governments, universities, and carriers, and using digital technologies to make educational resources more accessible, including high-quality education for underserved communities and people in rural and remote areas.	Digital Inclusion
2	The World Meteorological Organization (WMO) has officially confirmed that 2023 is the warmest year on record. The 28th Conference of the Parties to the UN Framework Convention on Climate Change (COP 28) stressed that environmental and biodiversity conservation is key to slowing global warming and protecting vulnerable communities from climate impacts. The conference called on countries and regions around the world to associate climate action with environmental conservation.	Huawei is working closely with global environmental protection organizations, customers, and partners on projects that explore the use of ICT to protect forests, wetlands, and oceans, and increase the efficiency of biodiversity and natural resource protection and management.	Digital Inclusion
3	As digitalization accelerates, senior citizens and people with disabilities face increased difficulties adapting to digital lives, creating concerns that they may be left behind in the digital world.	Huawei is increasing efforts into accessibility, and working to provide more accessibility features for users with visual, hearing, physical, and cognitive impairments to help them use smart devices more easily and enjoy more convenient lives.	Digital Inclusion
4	According to ITU, 2.6 billion people around the world were still not connected to the Internet in 2023, meaning they cannot enjoy the benefits of the digital era.	Huawei's vision is to bring digital to every person, home and organization for a fully connected, intelligent world. By the end of 2023, Huawei's ICT solutions had brought connectivity to 90 million people in rural and remote areas in nearly 80 countries around the world.	Digital Inclusion

No.	Risks and Opportunities	Measures	Sustainability Strategy
5	As digital and intelligent transformation accelerates, the growing digital economy is amplifying cyber security risks. The increasing popularity of open source has led to the outbreak of zero-day vulnerabilities, and there have been record numbers of data leaks and rampant ransomware attacks and telecom fraud. Mitigating security risks in cyberspace is increasingly difficult.	Huawei has continued to make cyber security and privacy protection a top priority. We strive to tackle both the challenges and opportunities this new age presents through management transformation, technological innovation, and open collaboration. We are committed to fostering a better life for all in the future digital world by offering secure and trustworthy products, solutions, and services, and by taking concrete steps to manage related risks in our supply chain. We also share our experiences and capabilities with our suppliers and partners so that we can strengthen cyber security and privacy protection capabilities together.	Security and Trustworthiness
6	The information and communications products and services that run on ICT infrastructure do more than just enrich people's day-to-day lives. They are also crucial for disaster relief and major event support. However, network infrastructure disruptions are common in times of disasters and emergencies.	In 2023, 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 timely support for over 300 major events and disasters.	Security and Trustworthiness
7	Increasingly frequent and intense extreme weather events are already impacting every region on Earth. Rising temperatures will escalate these hazards further, posing grave risks.	Huawei believes that digital technology will be a key enabler of nature conservation, green development, and response to environmental challenges. We have already seen how digitalization and decarbonization can build upon each other to promote sustainable development.	Environmental Protection
8	Fossil fuels comprise 80% of current global primary energy demand, and the energy system is the source of approximately two thirds of global CO_2 emissions. If the current share of fossil fuels is maintained and energy demand nearly doubles by 2050, emissions will greatly surpass the amount of carbon that can be emitted if the global average temperature rise is to be limited to 2 °C.	At Huawei, we continue to increase the use of renewable energy in our own operations, and provide digital power solutions to support the green and low-carbon transformation of the energy industry. By the end of 2023, our digital power solutions had helped customers generate 997.9 billion kWh of green power and save 46.1 billion kWh of electricity, which is equivalent to avoiding 495 million tons of CO_2 emissions.	Environmental Protection

No.	Risks and Opportunities	Measures	Sustainability Strategy
9	Unsustainable energy and land use, consumption patterns, and production models have placed heavy burdens on our planet, which may eventually result in catastrophic consequences for humanity.	Huawei is pursuing more eco-friendly materials, more durable products, greener packaging, and less waste throughout our product lifecycles so that all resources can be efficiently used, reused, and recycled. For example, our trade-in program has helped extend the lifespans of 780,000 devices.	Environmental Protection
10	Huawei is a global company with employees from 162 countries and regions around the world. It is essential that we improve cross-cultural awareness among our management teams and employees at all levels and work to build a diverse workforce with mutual trust.	Huawei has always valued diversity and inclusion. In 2023, we promoted the course *Cognitive Diversity Theory: Why We Emphasize Diversity and Inclusion* for HR professionals through an internal website, and pushed it to HR teams at all levels and related domains.	Healthy and Harmonious Ecosystem
11	As global stakeholders attach more importance to sustainable development, new laws, regulations, and international standards have been released for the domain. This has created both new risks and new opportunities for enterprise operations.	Huawei will, as always, align with industry best practices, proactively identify and manage sustainability risks and opportunities, and continue improving our management system to ensure operational compliance and increase stakeholder satisfaction.	Healthy and Harmonious Ecosystem
12	The greatest social and environmental impact that a company has on the SDGs may be beyond the scope of the assets it owns or controls, with the greatest business opportunities being potentially further upstream or downstream in the value chain.	Huawei is serious about the societal and environmental impact of our global procurement and supply chain. We have incorporated corporate social responsibility (CSR) requirements into both our Quality First strategy and activities that take place across all of our 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 teamed up with customers and suppliers to further the sustainable development of our global supply chain.	Healthy and Harmonious Ecosystem
13	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 actively fulfills its responsibilities to local communities. We are committed to helping local communities benefit from the digital world by providing basic connectivity and digital technologies such as cloud and AI. In 2023, we operated over 300 social contribution programs worldwide as part of our community responsibilities.	Healthy and Harmonious Ecosystem

Stakeholder Engagement

Stakeholders	Communication Channels/Methods	Communication Frequency	Major Concerns
Customers and consumers	Customer satisfaction surveys	Annual	• Energy conservation and emissions reduction • Circular economy • Cyber security and privacy protection • Stable communications • Local talent cultivation
	Customer communication and visits	On-demand	
	Huawei Fan Club for consumers	Periodic	
	Customer audits, surveys, and cooperation	Periodic	
Employees	Employee surveys (e.g., organizational climate surveys)	Annual	• Employee development • Compensation and benefits • Low-carbon development and environmental protection • Local contributions
	Manager Feedback Program (MFP)	Annual	
	Meetings with employee representatives	Periodic	
	Reflection sessions	Periodic	
	Hotlines and public email addresses for filing complaints, providing suggestions, reporting misconduct, and making an appeal	Periodic	
	Open Days with managers and experts	Periodic	
Suppliers and partners	Supplier sustainability audits	Periodic	• Low-carbon development and environmental protection • Health and safety • Due diligence
	Supplier sustainability conferences	Annual	
	Supplier training	Periodic	
	Joint sustainability programs	Periodic	
Governments	Meetings on government policies	On-demand	• Climate change and carbon emissions • Cyber security and privacy protection • Digital transformation • Talent cultivation and local contributions
	Governmental public consultations	On-demand	
	Government and inter-government conferences	On-demand	
	Governmental sustainability programs	On-demand	
	Government surveys and interviews	On-demand	
NGOs, industry organizations, and specialist agencies	Industry conferences, forums, and work groups	On-demand	• Green and low-carbon development • Human rights and due diligence • Industry standards development
	Standards conferences	On-demand	
	Joint sustainability programs	On-demand	
	Academic research programs	On-demand	
Media	Press conferences	On-demand	• Technological innovation • Inclusive education • Equality
	Exclusive interviews	On-demand	
	Inviting the media to our conferences and events	On-demand	
Communities and the general public	Local employment and procurement	Periodic	• Biodiversity conservation • Information accessibility • Privacy protection • Stable communications • Human rights
	Involvement in community programs	Periodic	
	Social contribution programs	Periodic	
	Interaction through Huawei's websites and social media platforms	Periodic	

Key Sustainability Goals, Commitments, and Progress

● Achieved ◎ On track ○ Not achieved

No.	CSD Strategy	Key Goals and Commitments	Type	Progress in 2023	Status
1	Digital Inclusion	TECH4ALL's education programs benefit more than 400,000 people	Society	TECH4ALL's education programs have benefited 630 schools and more than 400,000 people, including K–12 students and teachers, unemployed young people, and senior citizens.	●
2	Digital Inclusion	TECH4ALL's environmental protection programs help conserve biodiversity more efficiently in more than 50 protected areas	Environment	Huawei's digital technologies have helped preserve biodiversity and sustainably manage and use natural resources in 53 of the world's protected areas.	●
3	Security and Trustworthiness	Zero level-1 cyber security incidents	Governance	Achieved.	●
4	Security and Trustworthiness	Zero level-1 personal data leaks	Governance	Achieved.	●
5	Security and Trustworthiness	At least 90% of incidents are fixed within one hour	Society	Achieved. Actual value: 98%.	●
6	Environmental Protection	Reduce the GHG emissions (Scope 1 and Scope 2) per million CNY of sales revenue by 16% by 2025 compared with 2019	Environment	In 2023, Huawei's GHG emissions intensity (i.e., Scope 1 and Scope 2 GHG emissions per million CNY of sales revenue) reached 1.95, representing a 13.8% decrease compared with the base year (2019).	◎
7	Environmental Protection	Increase the average energy efficiency of our main products by 2.7 times by 2025 compared with 2019	Environment	The average energy efficiency of Huawei's main products has increased 2.6 times since 2019 (base year).	◎
8	Environmental Protection	Ensure all of Huawei's top 100 suppliers (by procurement spending) will have set carbon emissions reduction targets by 2025	Environment	All of Huawei's top 100 suppliers and suppliers with high energy consumption had set carbon emissions reduction targets.	●
9	Environmental Protection	Huawei Chengdu Research Center campuses pass third-party carbon neutrality certification	Environment	In November 2023, Huawei Chengdu Research Center campuses passed third-party carbon neutrality certification.	●

● Achieved ◎ On track ○ Not achieved

No.	CSD Strategy	Key Goals and Commitments	Type	Progress in 2023	Status
10	Environmental Protection	Pilot the first green logistics solution for carbon neutrality	Environment	In October 2023, a batch of goods was shipped from Huawei's Dongguan factories to the European supply center, passing through Shenzhen and Chengdu and arriving in Budapest on October 20. The green logistics solution, which was piloted during this process, achieved end-to-end carbon neutrality, with its logistics and transportation services obtaining a carbon neutrality certification from an international third-party organization.	●
11	Environmental Protection	Less than 1.5% of e-waste from Huawei's ICT business is landfilled	Environment	We recycled and disposed of 16,785 tons of e-waste from our ICT business in compliance with applicable regulations, and only 0.5% of the e-waste was landfilled.	●
12	Environmental Protection	No e-waste from Huawei's smart devices is landfilled	Environment	We recycled and disposed of 2,998 tons of smart device e-waste in compliance with applicable regulations, and none of the e-waste was landfilled.	●
13	Healthy and Harmonious Ecosystem	Huawei employees receive over 60 hours of training on average	Society	Huawei employees received 63 hours of training on average.	●
14	Healthy and Harmonious Ecosystem	All of Huawei employees receive regular performance and career development reviews	Society	Achieved.	●

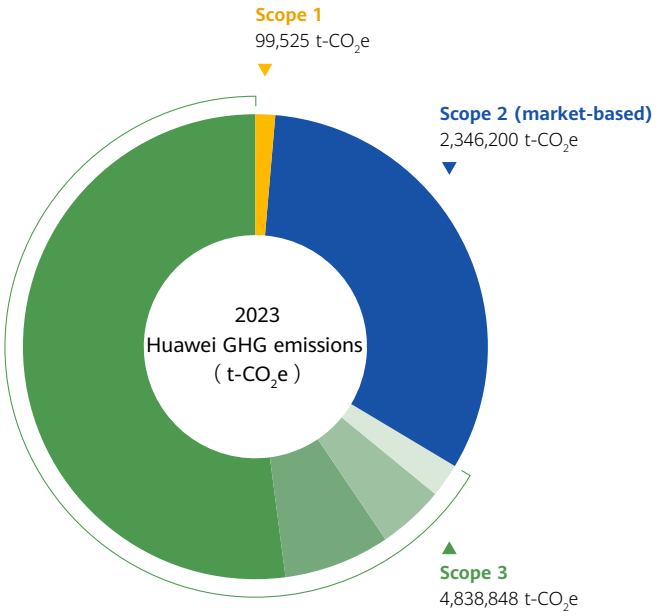
● Achieved ◎ On track ○ Not achieved

No.	CSD Strategy	Key Goals and Commitments	Type	Progress in 2023	Status
15	Healthy and Harmonious Ecosystem	All of security personnel receive training in human rights policies or procedures	Society	Achieved.	●
16	Healthy and Harmonious Ecosystem	Every year, Huawei invests over 10% of its sales revenue into R&D	Economy	In 2023, our total R&D spending reached CNY164.7 billion, representing 23.4% of our total revenue.	●
17	Healthy and Harmonious Ecosystem	Zero supplier violations of CSR red lines	Society	Achieved.	●
18	Healthy and Harmonious Ecosystem	Assess the sustainability performance of more than 1,600 major suppliers	Society	Achieved.	●
19	Healthy and Harmonious Ecosystem	Launched in 2021, the Seeds for the Future 2.0 program plans to invest US$150 million in digital talent development over a course of five years and benefit over three million more people	Society	By the end of December 2023, the Seeds for the Future 2.0 program had been implemented in more than 150 countries and regions, benefiting more than 3.4 million people.	●
20	Sustainability Management System	CDP rating for climate action: Leadership (A/A-)	Environment	CDP rating for climate action: Leadership (A)	●
21	Sustainability Management System	Zero outstanding CSD Committee tasks	Governance	All 11 outstanding tasks for 2023 were closed, including 5 related to the sustainability management system, 3 related to environmental protection, and 3 related to sustainability communication.	●

Advancing Energy Conservation and Emissions Reduction

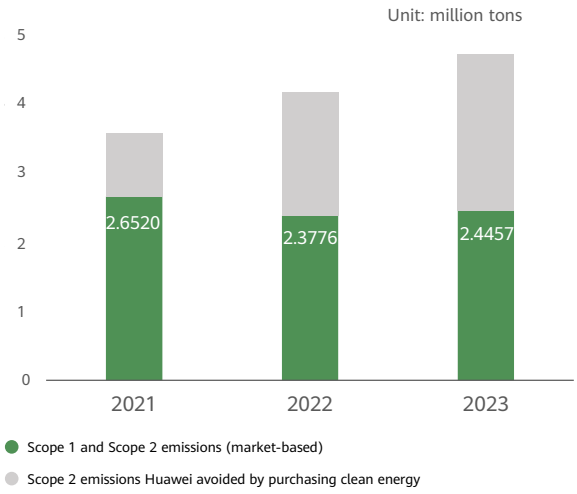
Huawei prioritizes low consumption, low pollution, and high efficiency throughout its own operations, striving to build resource-efficient and eco-friendly company campuses. We do everything we can to avoid resource consumption and carbon emissions at the source, use clean energy, including renewable energy, wherever we can, use energy and resources more efficiently through both technical and managerial measures, properly dispose of hazardous waste, and comply with environmental requirements. These efforts have enabled us to achieve more efficient, sustainable, and low-carbon campus operations.

Every year, Huawei compiles an inventory of and verifies GHG emissions sources within its organizational boundaries using the Operational Control Approach according to the scope, category and calculation methods defined in the *ISO14064-1:2018*, *GHG Protocol*, and *IPCC Guidelines for National Greenhouse Gas Inventories*.



2023 Huawei GHG emissions

Category	GHG Emissions ($t\text{-}CO_2e$)	%
Scope 1	99,525	1.37%
Scope 2 (market-based)	2,346,200	32.21%
Scope 3: Purchased goods and services	3,793,152	52.07%
Scope 3: Business travel	537,578	7.38%
Scope 3: Downstream transportation and distribution	337,311	4.63%
Scope 3: Other[1]	170,806	2.34%
Scope 3 (total)[2]	4,838,848	66.43%
Total[2]	7,284,573	100%



Huawei's GHG emissions (2021–2023) (Unit: $t\text{-}CO_2e$)

Category	2021	2022	2023
Scope 1	55,141	76,627	99,525
Scope 2 (market-based)	2,596,855	2,300,924	2,346,200
Scope 2 (location-based)	3,515,832	4,082,910	4,605,160
Scope 3	4,638,800	3,706,646	4,838,848

Notes:

Scope 1 covers direct GHG emissions from sources owned or controlled by Huawei.

Scope 2 covers indirect GHG emissions from the generation of purchased electricity or heat.

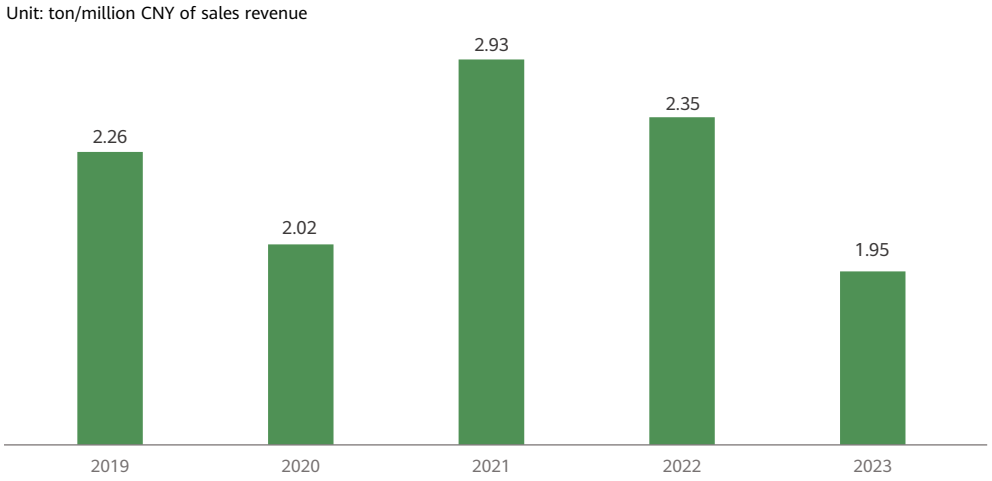
Scope 3 covers all other indirect GHG emissions that occur within Huawei's value chain.

[1] Other here includes emissions from fuel- and energy-related activities not included in Scope 1 or Scope 2, upstream transportation and distribution, waste generated in operations, and employee commuting.

[2] Figures may not add up to the totals due to rounding.

After exceeding the GHG emissions reduction target we set in 2016, Huawei set a new target in 2020: to reduce our GHG emissions (Scope 1 and Scope 2) per million CNY of sales revenue by 16% by 2025 compared with 2019.

In 2023, Huawei's GHG emissions intensity (i.e., Scope 1 and Scope 2 GHG emissions per million CNY of sales revenue) reached 1.95, representing a 13.8%[1] decrease compared with the base year (2019).



Huawei's GHG emissions intensity (Scope 1 & Scope 2)[2]

Huawei's total energy consumption (2021–2023):

Energy Type	Unit	2021	2022	2023
Natural gas	million m^3	9.92	12.30	9.71
Gasoline	ton	800	865	822
Diesel	ton	402	1,037	415
Electricity	million kWh	4,228.95	4,911.09	5,637.60[3]
Steam	ton	28,861	25,855	31,989

In 2023, we continued to increase the use of clean energy (including renewable energy) in our own operations. 51% of Huawei's total electricity consumption came from clean energy sources.

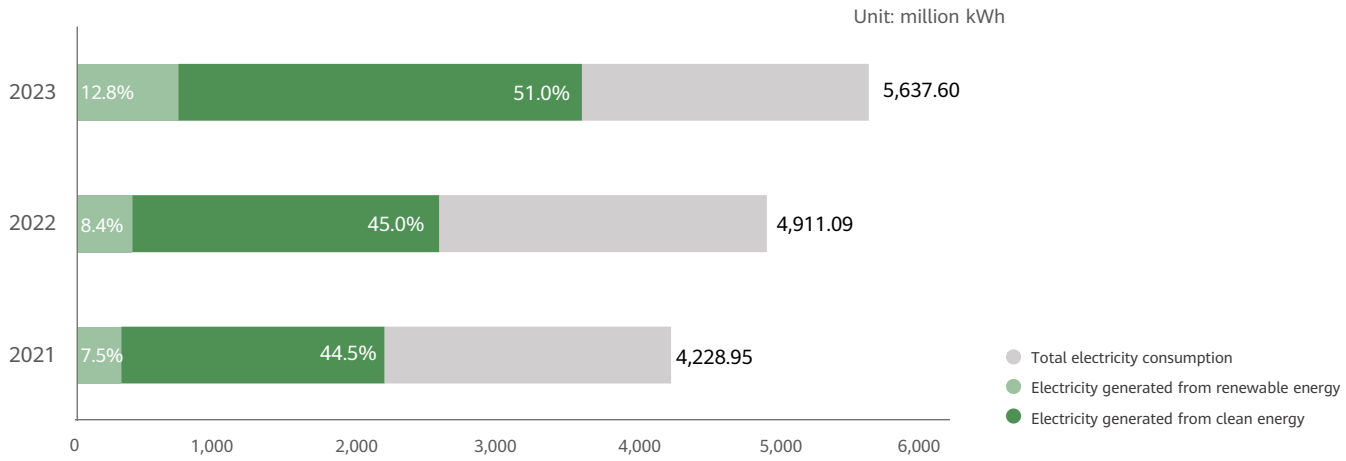
Amount of electricity generated from clean energy Huawei used worldwide (Unit: million kWh):

Category	2021	2022	2023
Total electricity consumption	4,228.95	4,911.09	5,637.60
Electricity from clean energy (nuclear power, hydro, solar, etc.)	1,881.74	2,209.33	2,872.90
Among which: Electricity from renewable energy	316.45	412.08	720.76

[1] This figure is calculated based on the original data and may vary from the result calculated based on the values shown in the figure due to rounding.

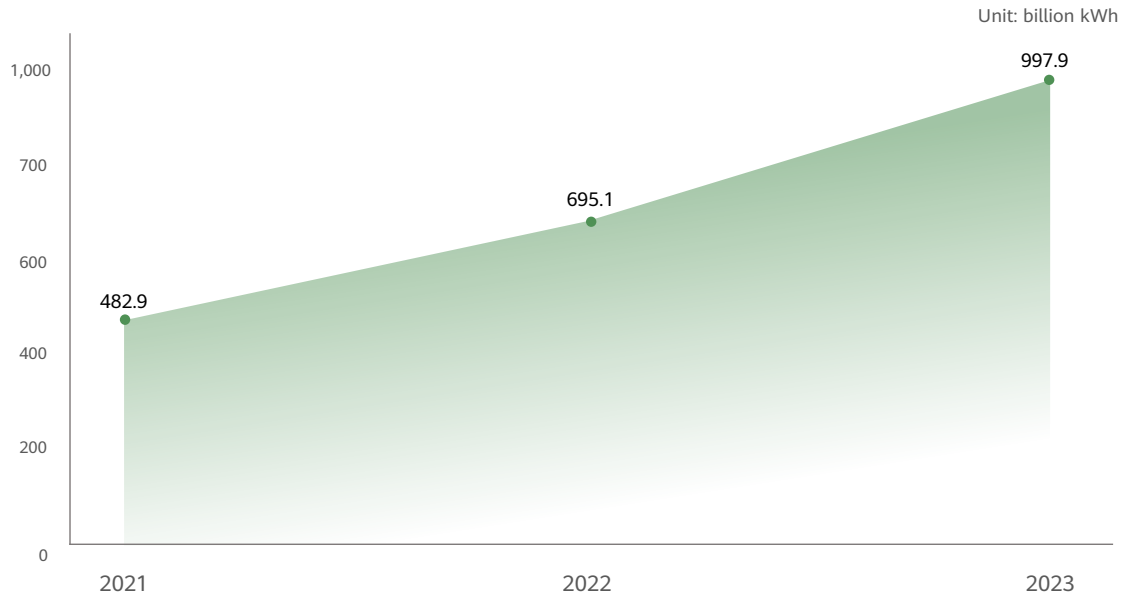
[2] GHG emissions intensity = Total GHG emissions / Sales revenue. Given the continuous growth and uniqueness of Huawei Cloud (operations-oriented), its performance regarding environmental protection is measured and disclosed separately. Therefore, Huawei Cloud is not covered by Huawei's GHG emissions intensity targets or progress.

[3] About 98% of Huawei's electricity consumption occurred at Huawei's facilities in the China Region and the remaining 2% occurred at Huawei's facilities outside China.



Proportion of electricity generated from clean energy (including renewable energy) compared with total electricity consumption at Huawei

On the energy supply side, Huawei Digital Power aims to drive a transition to renewable energy by focusing on clean power generation, mobility electrification, and green ICT power infrastructure. By the end of 2023, our digital power solutions had helped customers generate 997.9 billion kWh of green power and save 46.1 billion kWh of electricity, which is equivalent to avoiding 495 million tons of CO_2 emissions.



Green electricity generated with the support of Huawei's digital power solutions

Upgrading technologies to use less energy during daily operations

Huawei continues to take technological and managerial measures to reduce carbon emissions and formulate reasonable operation strategies. Our goals are to cut GHG emissions during manufacturing and operations of our campuses; reduce operations, maintenance, and management costs; and achieve cost optimization while ensuring sustainable development throughout our operations.

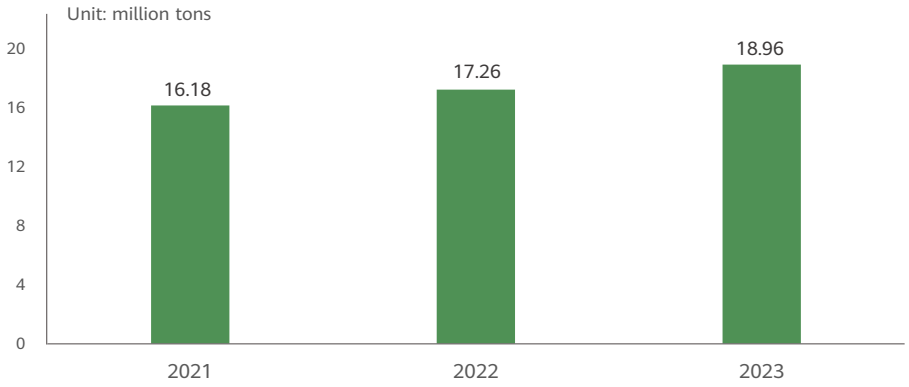
Examples of energy-saving and emissions reduction projects on Huawei's campuses in 2023

No.	Project	Solutions/Measures	Power Savings & Emissions Reduction[1]
1	Lighting system upgrade	• Replacing fluorescent lamps with LED lights • Managing energy savings of lighting systems and deploying smart lighting systems	Power savings: 5.51 million kWh CO_2e avoided: 3,070 tons
2	Heating, ventilation, and air conditioning system upgrade	• Operational improvements to basement ventilators • Chiller factory upgrade and energy saving management • Upgrading to water pumps with variable speed drives (VSDs) • Upgrading to exhaust fans with VSDs and improving fan controls • Optimizing dryer desiccant regeneration modes	Power savings: 3.09 million kWh CO_2e avoided: 1,722 tons
3	Energy savings from management and operation improvements	Managing energy savings in a fine-grained manner by adjusting field operation strategies and improving equipment and facility management, including deploying intelligent access control systems, phasing out obsolete equipment, and improving equipment and lighting system power-off controls.	Power savings: 118.78 million kWh CO_2e avoided: 66,134 tons
4	Energy savings for production equipment and facilities	• Adding tertiary pumps to separate chilled water supply for production equipment (reflow ovens) from that of campus air conditioning systems. • Reducing the speed and frequency of fan filter units (FFUs) in cleanrooms and upgrading the exhaust ventilation systems at factories • Replacing existing lamps with more energy-efficient ones • Using a digital energy consumption monitoring platform to better manage the energy savings of energy-intensive equipment, factory lighting systems, and public facilities in precision manufacturing cleanrooms.	Power savings: 15.71 million kWh CO_2e avoided: 8,747 tons
5	Energy savings for data center operations	Ongoing energy saving improvements at Huawei-built data centers over existing networks • Coordinating data center L1 and L2 operations to balance air volumes and increase temperature differences and replicating this improvement across entire networks • Deploying iCooling to air handling units (AHU) • Using high-pressure spraying systems for longer free cooling • Intelligent optimization and AI-powered operations simulation	Power savings: 50 million kWh CO_2e avoided: 27,840 tons
6	Green design	Self-heating burn-in test facilities; simplified, green temperature cycling designs; paperless labels; etc.	4.92 million kWh of electricity saved during temperature cycling and burn-in tests and tens of millions of pieces of paper saved on labels, which have cut annual carbon emissions by a total of 18,049 tons through green designs alone
7	Green packaging	Innovating in carbon reduction, deplasticization, and packaging material recycling technologies that could be used throughout the packaging lifecycle.	Annual carbon emissions reduction from packaging: 72,400 tons Waste reduction from packaging: 6,205 tons

[1] By the average grid emission factor in China (0.5568 kg CO_2/kWh)

Making full use of resources and reducing waste pollution

The majority of the water we consume on our campuses is used for greening, canteens, data centers, and air conditioning systems. In 2023, Huawei used 18.96 million tons of water in the China Region, up 9.8% year-on-year. This increase was largely attributable to the increasing amount of water used for greening due to the construction of new facilities.



Huawei's water usage in the China Region (2021–2023)

To better manage waste in our company facilities and minimize our impact on the environment, we hire certified waste disposal companies to classify and dispose of our waste as required and divert waste away from landfill. In 2023, over 99% of our solid waste was recycled or underwent resource recovery (e.g., incineration for power generation).

Waste Classification		Example	Disposal
Solid waste	Non-recyclable waste	Domestic waste	Government-designated suppliers regularly sort, remove, and incinerate the waste using harm-free methods.
	Canteen waste	Kitchen waste	Certified municipal suppliers dispose of the waste using harm-free methods.
	Recyclable waste	Cardboard, plastics, scrap metal, etc.	Designated suppliers regularly sort and remove the waste. The scrapping process applies to equipment scraps.
	Hazardous waste	Waste chemical containers	The waste is centrally stored in a designated area and then recycled and processed by companies certified by local environmental protection agencies.
	Construction waste	Waste from renovations, etc.	The waste is stacked in a designated area, and then centrally sorted, removed, and processed by construction companies.
Wastewater	Kitchen wastewater	Oily wastewater from canteens	After oil is removed through an oil separation tank, the wastewater is discharged into the municipal pipeline network through the domestic wastewater pipeline once it meets the discharge standards.
	Domestic wastewater	Wastewater from bathrooms, office pantries, sanitation, etc.	The wastewater is processed in a septic tank and then discharged into the municipal pipeline network through the domestic wastewater pipeline once it meets the discharge standards.
Waste gases	Kitchen waste gases	Cooking fumes from hobs	The gases are purified by UV photodissociation equipment and then discharged at a steady rate once they meet the discharge standards.
	Production waste gases	Waste gases generated from the production process	The gases are filtered by an activated carbon filter on the rooftop of the building in which the waste gases are produced and then discharged at a steady rate once they meet the discharge standards.

GRI Content Index – Reporting with Reference to the GRI Standards

Statement of use:

Huawei Investment & Holding Co., Ltd. has reported the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 with reference to the GRI Standards. Unless otherwise stated, the pages listed in the following table refer to the pages of the 2023 Annual Report of Huawei Investment & Holding Co., Ltd.

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Part II: Material Topics 2021

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Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	64–67	Research and innovation
203-2	Significant indirect economic impacts	Cover page, 156–188	Who is Huawei and sustainable development
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205-1	Operations assessed for risks related to corruption	70–72	Regulatory compliance
205-2	Communication and training about anti-corruption policies and procedures	70–72	

Materials 2016			
301-3	Reclaimed products and their packaging materials	172	Contributing to a circular economy
Energy 2016			
302-1	Energy consumption within the organization	Pages 9 to 13 of this Addendum	Advancing energy conservation and emissions reduction
302-2	Energy consumption outside of the organization	Pages 9 to 13 of this Addendum	
302-3	Energy intensity	Pages 9 to 13 of this Addendum	
302-4	Reduction of energy consumption	Pages 9 to 13 of this Addendum	
302-5	Reductions in energy requirements of products and services	Pages 9 to 13 of this Addendum	
Biodiversity 2016			
304-2	Significant impacts of activities, products and services on biodiversity	162–164	Conserving nature with technology
304-3	Habitats protected or restored	162–164	
Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Pages 9 to 13 of this Addendum	Advancing energy conservation and emissions reduction
305-2	Energy indirect (Scope 2) GHG emissions	Pages 9 to 13 of this Addendum	
305-3	Other indirect (Scope 3) GHG emissions	Pages 9 to 13 of this Addendum	
305-4	GHG emissions intensity	Pages 9 to 13 of this Addendum	
305-5	Reduction of GHG emissions	Pages 9 to 13 of this Addendum	
Waste 2020			
306-2	Management of significant waste-related impacts	172, Page 7 of this Addendum	Contributing to a circular economy; Huawei's key sustainability goals, commitments, and progress
306-3	Waste generated	172, Page 7 of this Addendum	
306-4	Waste diverted from disposal	172, Page 7 of this Addendum	
306-5	Waste directed to disposal	172, Page 7 of this Addendum	
Supplier Environment Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	171, 178–182	Environmental protection; Supply chain responsibilities
308-2	Negative environmental impacts in the supply chain and actions taken	171, 178–182	
Employment 2016			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	173–178	Caring for employees

Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	173–175	Employee health and safety
403-2	Hazard identification, risk assessment, and incident investigation	173–175	
403-3	Occupational health services	173–175	
403-4	Worker participation, consultation, and communication on occupational health and safety	173–175	
403-5	Worker training on occupational health and safety	173–175	
403-6	Promotion of worker health	173–175	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	173–175	
403-8	Workers covered by an occupational health and safety management system	173–175	
Training and Education 2016			
404-1	Average hours of training per year per employee	175–176	Employee training and development
404-2	Programs for upgrading employee skills and transition assistance programs	175–176	
404-3	Percentage of employees receiving regular performance and career development reviews	175–176	
Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	176–178	A diverse and inclusive workforce
Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	179, 187	Supply chain responsibilities; Respecting human rights
Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	179, 187	Supply chain responsibilities; Respecting human rights
Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	Page 8 of this Addendum	Huawei's key sustainability goals, commitments, and progress
Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	182–186	Community responsibilities
Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	178–182	Supply chain responsibilities
414-2	Negative social impacts in the supply chain and actions taken	178–182	

Contributions to the UN SDGs

UN SDG	SDG Description	Huawei Practices	Page (s)
	End poverty in all its forms everywhere	In 2019, Huawei launched the TECH4ALL initiative. Over the past five years, we have worked with more than 40 partners, including UNESCO and IUCN, and made substantial progress in TECH4ALL's four areas of focus: education, environment, health, and development. We have developed innovative applications and content using digital technologies, such as broadband connectivity and IoT, which have brought long-term positive changes to rural and remote areas, underserved communities, and environmental protection efforts. Huawei works closely with the communities in which it operates, and actively shares with them the company's latest achievements in digital technology. Our efforts aim to help more people enjoy the benefits of the digital world, and drive the digital transformation and sustainable development of local communities. In 2023, Huawei operated over 300 social contribution programs worldwide in a number of fields including innovation and infrastructure construction, ICT talent cultivation, gender equality, and environmental protection.	160–166, 182–186
	Ensure healthy lives and promote well-being for all at all ages	Huawei launched HarmonyOS 4, which comes with upgraded accessibility capabilities such as Smart Q&A, easy hearing aid connection, Senior mode, and Celia Call. These features help users with special needs and the elderly overcome accessibility challenges in their work and life, and give users more ways to communicate with the world. Through our TECH4ALL initiative, we strive to help senior citizens better adapt to the digital world, facilitate smooth communication for people with disabilities, and address the digital inequalities faced by underserved communities. By the end of December 2023, Huawei and its partners, such as the Seniors University of China, had provided training and coaching to more than 42,000 senior citizens in seniors universities, local community organizations, and nursing homes across 210 cities in China.	158, 164
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Huawei is working with global partners, including education organizations, governments, universities, and carriers, and using digital technologies to make educational resources more accessible, including high-quality education for underserved communities and people in rural and remote areas. By the end of 2023, Huawei's TECH4ALL education programs had benefited 630 schools and more than 400,000 people, including K–12 teachers and students, unemployed young people, and senior citizens.	160–162

UN SDG	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 *Universal Declaration of Human Rights*, and our *Caring for Employees Policy* lays out the principles and requirements that we believe a good employer must meet to ensure employee care. These principles and requirements cover 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 have put in place processes, systems, and baselines to ensure that our employee care policy is effectively implemented. When it comes to hiring, remuneration, access to training, promotion, and termination or retirement, we never engage in or support any form of discrimination based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination. Since 2020, Huawei has been running its Women in Tech flagship initiative, which focuses on three themes: Tech for Her, Tech by Her, and Tech with Her. A range of programs on these themes have been rolled out around the world to help more women improve their digital skills, provide platforms on which women can showcase their talents and capabilities, and drive a more equitable and inclusive digital world.	176–178, 186
	Ensure access to affordable, reliable, sustainable and modern energy for all	At Huawei, we increase the use of renewable energy in our own operations and help customers generate green power. By the end of 2023, our digital power solutions had helped customers generate 997.9 billion kWh of green power and save 46.1 billion kWh of electricity.	49–53, 171
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Huawei takes a positive, open, and diverse approach to human resources and welcomes talent from across the globe. We provide excellent work environments and development opportunities, coupled with reasonable rewards, allowing employees to pursue meaningful and promising careers. In 2023, the Universum survey of the World's Most Attractive Employers ranked Huawei 22nd in the IT category, while 44 Huawei subsidiaries were recognized as a Top Employer by the Top Employers Institute. We work with governments, partners, and international organizations around the world to organize a variety of activities that contribute to sustainable development goals, such as innovation and infrastructure construction, ICT talent cultivation, gender equality, and environmental protection. These activities will inject vitality into local digital economies and help create fertile soil for the ICT industry in the countries and regions where Huawei operates. The CSR agreements that we sign with suppliers are prepared according to the Responsible Business Alliance (RBA) Code of Conduct and the Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines. These agreements cover labor standards, health and safety, environmental protection, business ethics, and management systems. Huawei requires that all suppliers abide by the CSR agreements and convey the same requirements to their own suppliers. We consider the use of child labor or forced labor to be red-line issues, and we have zero tolerance for any behavior that crosses CSR red lines.	173–187

UN SDG	SDG Description	Huawei Practices	Page (s)
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Every year, Huawei invests over 10% of its sales revenue into R&D. In 2023, about 55% of our workforce worked in R&D, and our total R&D spending reached CNY164.7 billion, representing 23.4% of our total revenue. Huawei has one of the world's largest patent portfolios, and held a total of more than 140,000 active patents by the end of 2023. To achieve universal and meaningful connectivity by 2030, we need to invest more in the digital development of rural and remote areas in low- and middle-income countries. By the end of 2023, Huawei's ICT solutions had brought connectivity to 90 million people in rural and remote areas in nearly 80 countries around the world, giving local residents access to affordable devices, data, and services. The information and communications products and services that run on ICT infrastructure do more than just enrich people's day-to-day lives. They are also crucial for disaster relief and major event support. As an ICT infrastructure provider, Huawei's primary responsibility is to support the stable operations and services of customer networks. In 2023, 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 timely support for over 300 major events and disasters.	67, 165–168
	Reduce inequality within and among countries	Since the launch of Huawei's TECH4ALL digital inclusion initiative in 2019, we have implemented a number of projects that leverage digital technologies and multi-stakeholder partnerships to make the world more inclusive and sustainable. The major achievements are listed below. • TECH4ALL's education programs have benefited 630 schools and more than 400,000 people, including K–12* students and teachers, unemployed young people, and senior citizens. • Huawei has worked with seniors universities, local community organizations, and nursing homes to provide digital literacy training in 210 cities in China, benefiting more than 42,000 senior citizens. • By the end of 2023, Huawei's ICT solutions had brought connectivity to 90 million people in rural and remote areas in nearly 80 countries around the world.	156
	Make cities and human settlements inclusive, safe, resilient and sustainable	In 2023, 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 timely support for over 300 major events and disasters. In terms of road safety and security, Huawei believes that quality, safety, and security are the lifelines of automotive products. Huawei pursues a zero defect system that puts safety, security, and quality first, and integrates these requirements into all business processes, from R&D and testing, to manufacturing, supply, and procurement. In 2023, Huawei's intelligent driving and intelligent cockpit solutions won multiple industry awards, including three awards at the iVISTA Intelligent Connected Vehicle Challenge: Best Perception Award, Best Safety Award, and Special Automatic Emergency Braking Award, and three awards from AutoLab Golden Flame Award: Intelligent SUV of the Year, Best Interconnectivity Experience of the Year, and Best Commuting Experience of the Year.	63, 166–168

UN SDG	SDG Description	Huawei Practices	Page (s)
	Ensure sustainable consumption and production patterns	Huawei is pursuing more eco-friendly materials, more durable products, greener packaging, and less waste throughout our product lifecycles so that all resources can be efficiently used, reused, and recycled. Through our global recycling system, we work with scrap service providers to recycle the raw materials of e-waste in more than 170 countries and regions worldwide. In 2023, we recycled and disposed of 16,785 tons of e-waste from our ICT business in compliance with applicable regulations, and only 0.5% of the e-waste was landfilled. We also recycled and disposed of 2,998 tons of smart device e-waste in compliance with applicable regulations, and none of the e-waste was landfilled.	173, Page 7 of this Addendum
	Take urgent action to combat climate change and its impacts	As part of our long-standing pledge of "Tech for a Better Planet", Huawei uses innovative ICT solutions to address climate and environmental challenges, protecting our shared home. Our solutions focus on three areas: advancing energy conservation and emissions reduction, promoting renewable energy, and contributing to a circular economy. Huawei's non-stop efforts in environmental protection have won recognition from the environmental non-profit organization CDP, who once again placed Huawei on its 2023 "Climate A List" and awarded our company the title "Supplier Engagement Leader 2023".	168–173
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	The survival of Norway's native wild salmon (Atlantic salmon) is under threat from invasive species. Since 2021, Huawei has been working with Berlevåg Jeger-og Fiskerforening (BJFF), an NGO and association of hunters and anglers in Norway, to use innovative technologies against invasive species. We have deployed a system that automatically identifies and filters different types of salmon in the Storelva and Kongsfjord Rivers in northeastern Norway, with the one in the Kongsfjord River being solar-powered. The system has so far identified and captured more than 6,000 invasive salmon with an accuracy of over 99%. This helps Atlantic salmon and other local fish species swim upstream and complete their migratory spawning process without interference, and effectively conserves the local salmon ecosystem. In Pointe aux Feuilles on the eastern coast of Mauritius, the Tech4Nature program helped local NGOs restore coral reefs using digital technology. Nearly 25,000 coral fragments have been planted underwater, which helps restore the biodiversity of these ecosystems.	163–164
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	In 2020, Huawei and IUCN launched the Tech4Nature program. In China, Mexico, Mauritius, Switzerland, and Spain, we implemented multiple Tech4Nature pilots that explored the use of digital technology to protect ecosystems and endangered species. We also supported nearly 300 protected areas in earning the IUCN Green List certification through digital platforms. By the end of 2023, the Tech4Nature program had collected and analyzed more than 80,000 images and videos and over 600,000 audio recordings in Mexico's Dzilam State Reserve. This data helped identify 146 species, including seven wild jaguars. In China's Hainan Tropical Rainforest National Park, the program monitored the calls of Hainan gibbons. Audio recordings of the gibbons have been collected and transmitted in real time and individual gibbons now can be automatically identified.	162–163

External Assurance Statement

ASSURANCE STATEMENT

SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN HUAWEI INVESTMENT & HOLDING CO., LTD.'S SUSTAINABILITY IN 2023 ANNUAL REPORT

NATURE AND SCOPE 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 chapter on sustainability in HUAWEI's 2023 Annual Report (hereinafter referred to as "the Chapter").

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 Chapter 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 material included in the Chapter.

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

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Environmental, Social and Governance (ESG) & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally-recognized assurance guidance and standards, including:

- The principles of the reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards):
  - GRI 1: Foundation 2021 for report quality
  - GRI 2: General Disclosures 2021 for an organization's reporting practices and other organizational details
  - GRI 3: Material Topics 2021 for an organization's processes for determining material topics, its list of material topics and how it manages each topic
- Guidance on levels of assurance contained within the AA1000 series of standards

The assurance of this Chapter has been conducted according to the SGS ESG & SRA Assurance protocols (based on GRI Principles and guidance in AA1000)

Assurance has been conducted at a moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below, and evaluation of adherence to GRI Standards 2021 (Reference)

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 drawn directly from independently-audited financial accounts has not been traced back to source as part of this assurance process.

Data tracing was conducted at the headquarter level, with the original data of all subsidiaries not included.

The assurance process only involved interviews with the heads of relevant departments and certain employees at the headquarters, and review of relevant documents. No external stakeholder was involved in this process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

SGS is the world leader in inspection, testing and verification, operating in multiple countries and providing services that include management systems and service certification; quality, environmental, social and ethical auditing and training; and environmental, social and sustainability report assurance. SGS affirms its independence from HUAWEI, being free from bias and conflicts of interest regarding the organization, its subsidiaries, and its stakeholders.

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

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, the specified performance information included in the scope of assurance is accurate, reliable, and has been fairly stated. The assurance team believes that the Chapter was prepared with reference to the GRI Standards 2021.

Principles

Accuracy

HUAWEI's information in the Chapter was accurate and included both qualitative and quantitative information on multiple performance indicators for stakeholders.

Balance

The Chapter followed the balance principle and truthfully made sustainability disclosures as expected by stakeholders.

Clarity

The Chapter was presented in different formats, including text, figures, graphics and pictures, and contained case studies to make it easily understandable for stakeholders.

Comparability

HUAWEI disclosed performance indicators in 2023, including historical data for some indicators. Such data allows stakeholders to develop an intuitive and comparative understanding of HUAWEI's sustainability performance year by year.

Completeness

The Chapter covered the identified material topics and boundaries that reflect significant economic, environmental, and social impacts to enable stakeholders to assess the organization's performance during the reporting period.

Sustainability Context

HUAWEI presented its sustainability efforts related to economic, environmental, and social aspects and demonstrated its overall performance in the broader sustainability context.

Timeliness
Assurance showed that the reported data and information was timely and effective within the reporting period. HUAWEI has disclosed its sustainability report annually since 2008, which indicates the data is kept up-to-date.

Verifiability
The data and information in the Chapter can be traced and verified.

Management Approach
The Chapter disclosed the management approach of identified material topics.

General Disclosures
The Chapter disclosed information on some indicators in accordance with GRI 2: General Disclosures 2021.

Topic-Specific Disclosures
HUAWEI's topic-specific disclosures related to the material topics in economic, environmental, and social areas were made in accordance with GRI Standards 2021.

Findings and Recommendations
Good practices and recommendations for the sustainability chapter and management processes were described in the internal management report which has been submitted to HUAWEI management for continuous improvement.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director – Business Assurance
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Beijing, P.R. China

March 11th, 2024
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