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Sustainability Report 2021



CONTENTS

About This Report	03	Sustainability Management	15	Caring for Employees	48
Message from the CEO: Keep a Steady Pace with the Inspiration Ahead Mindset	05	OPPO Sustainability Strategy	16	Protection of Employees' Rights and Interests	49
Message from the COO: Upholding the Principle of Sustainable Development to Show Kindness for the World	07	Stakeholder Engagement	18	Remuneration and Benefits	51
About OPPO	09	Material Topics	19	Training and Development	52
		Operation and Compliance	20	Decent Working Environment	54
		Business Ethics and Compliance	21	Ecosystem Engagement	57
		Data Security and Privacy Protection	25	Sustainable Procurement	58
		Corporate Risk Management	29	Global Corporate Citizenship	62
		Virtuous Innovation	32		
		Technology and Product Innovation	33		
		Digital Inclusion	35		
		Digital Health	38		
		Environment Protection	39	Appendix	
		Green Products	40	Independent Assurance Report	69
		Green Operation	43	GRI Standards Index	70
				Reader Feedback	74

About This Report

This is the second annual sustainability report released by Guangdong OPPO Mobile Telecommunications Corp., Ltd. OPPO discloses its sustainability management to the public every year, upholding the principles of being significant, measurable, balanced, and consistent.

Reporting Standards

This report has been prepared in accordance with the Core option of the Global Reporting Initiative (GRI) Standards and with reference to other international standards including United Nations Sustainable Development Goals, the United Nations Global Compact, and the ISO 26000:2010 Guidance on social responsibility.

This report was compiled by identifying important stakeholders, laying out and analyzing critical sustainability topics, defining the scope of reporting, and collecting, compiling, organizing, and reviewing relevant documents.

Scope of the Report

This report mainly discloses the philosophy, significant progress, achievements, and future plans of Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries in terms of environment, society and governance (ESG). The information and data in this report cover the time period from January to December 2021 and the specific time of relevant statistics and cases have been indicated. For the sake of continuity and comparison, some data and information include statistics from previous years or our overseas sites.

Unless otherwise specified for certain materials, all policies, statements, and information in this report cover the actual business scope of Guangdong

OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries.

Unless otherwise specified, the CNY is the reporting currency.

Term of Address

For ease of presentation and reading, "OPPO", "the Company", and "we" all refer to Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries. "OnePlus" refers to OnePlus Technology (Shenzhen) Co., Ltd. which was merged with OPPO in June 2021 and has become a sub-brand under OPPO.

Information Sources and Reliability

All the information used in this report comes from Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries. The management of the Company are responsible for the authenticity, accuracy, and integrity of the information in this report.

Third-Party Review

Bureau Veritas Certification (Beijing) Co., Ltd. has independently reviewed the reliability of this report in terms of information sources and data handling methods. For more information about the review, please refer to Page 69.

Obtaining and Responding to the Report

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Message from the CEO



Tony Chen

Founder / President /
CEO of OPPO

Keep a Steady Pace with the Inspiration Ahead Mindset

The year 2022 marks the 18th year of OPPO, and this year is also the starting point for our company to enter into a new phase.

In recent years, the world has been changing more drastically than ever, everything is different from the past, including our lifestyle, mobility and work, and technology is playing an increasingly critical role in this transformation. Remote work has become more convenient thanks to communication technology. Digital technology has been crucial to pandemic prevention and control. Technological innovation, especially innovation in core technologies, has become more important than ever before. Meanwhile, life and health, as well as environmental protection have turned out to be the greatest shared concern of all human beings.

In the context of a brand-new era, we want to connect with global users in a new spirit. That's why we have unveiled OPPO's new brand proposition "Inspiration Ahead".

"Inspiration Ahead" has its roots in OPPO's "Benfen" value: keep doing the right thing and walking on the right path, the results will come no matter how long it takes or how hard it gets. I believe no matter what difficulties you are facing, the only solution to the problem is to keep moving forward. "Inspiration Ahead" is what OPPO believes and will be our attitude towards the future.

"Inspiration Ahead" not only represents our brand values in the future, it has been embodied in each of our products. From OPPO's first mobile phone launched in 2008 which had a smiley face on the

back, to the oscillating Skyline Ring Light of the Find 7 in 2014, and the slide-out hidden camera of the Find X in 2018 that amazed our customers — OPPO has always been communicating goodwill to the world through technology. At OPPO, we hope that every user can find a clear and specific sense of fulfillment, achievement, and happiness in OPPO's products.

More importantly, "Inspiration Ahead" is a common tenet of OPPO and all of those who climb with us.

In today's society, there are people who work hard for a better life, people who shoulder responsibilities with no complaints, people who are fearless in pursuing their dreams, and people who keep striving even in the face of adversity. Yet they are all ordinary people we see every day in our lives. We call them the "strivers" of our time.

Faced with various challenges and pressures in life, the strivers are always optimistic and confident. They care about long-term goals and believe as long as they work hard, life will get better and better. They believe in the power of walking among the like-minded and sharing and cooperating. They believe that their own progress will ultimately push society forward.

OPPO is also a striver with the Inspiration Ahead mindset. We hope to promote the development of the industry and society through technological innovation. We want to be the companion of every user on their way forward and empower them so that even when they are facing hardships, they can stay optimistic with the Inspiration Ahead mindset.

Innovation in technologies such as 5G, AI, and XR, is accelerating our journey towards a smart and connected society. Empowered by core technologies like sensors, connectivity, converged computing, and AI, the next decade will see more than tenfold growth. Waiting for us at the other end is an unprecedented leap in technology — one which brings us to a new era of integrated virtual and physical worlds driven by an all-encompassing range of intelligent, connected services. This is an era of entirely new possibilities, but also one of uncertainty.

No matter how technology evolves, OPPO's mission of "Technology for Mankind, Kindness for the World" remains unchanged. At OPPO, we always hope to build a better world and aspire to provide a wonderful smart life for our global users through better products and innovative technology.

Let us be modest and patient, determined and calm. Keep a steady pace with the mindset of Inspiration Ahead.



Message from the COO



Mac Zeng

OPPO Senior Vice President
/ COO

Upholding the Principle of Sustainable Development to Show Kindness for the World

Sustainable development is not only at the core of OPPO's "Benfen" culture but also in line with our long-term pursuit of an altruistic and win-win business outcome. As the times change, we at OPPO have continued to reflect on and implement sustainable development practices.

Becoming a healthier and more sustainable company

Starting from the year 2020, in order to achieve OPPO's strategic objective of sustainable development, we have developed a top-down sustainable development management framework — the Sustainability Management Committee.

For consistent Corporate Social Responsibility (CSR) management, we have started to kick off more

sustainable development projects and discussions in 2021. These include topics related to commercial ethics and compliance, risk management, technological and product innovation, greening product design, climate change adaptations, and protection of employees' rights and interests. The Sustainable Development Management Committee will regularly discuss and make decisions relating to these topics and assign certain staff to form a dedicated team to effectively implement the work related to sustainable development.

Based on our value of "Benfen", we will adhere to commercial ethics, comply with laws and regulations and lay these down as the basic norms for our corporate management. Regarding the interests of stakeholders, we will engage in two-way communication to know their concerns and continue to improve our management and practices accordingly.

Implementing sustainable development practices from five aspects

"Technology for Mankind, Kindness for the World" is OPPO's mission. This year, we at OPPO further specified our CSR strategy, focusing on five aspects, namely, operation and compliance, virtuous innovation, environment protection, caring for employees, and ecosystem engagement, to implement CSR practices.

We are working to build a compliant and harmonious operational environment, continue to strengthen our business risk management, and facilitate the healthy and sustainable development of our business. In addition, we at OPPO believe that our employees are the core asset of the company. We protect our employees' rights and interests, respect talents from different cultures, and strive to build a work environment that is free, equal, and harmonious.

Adhering to the concept of "virtuous innovation" in mind, we pay attention to the design for accessibility and the elders, so that everyone can truly benefit from the technology, and can feel the humanity and kindness of technology. Meanwhile, we at OPPO care about the changes in the field of health and wellbeing. We proactively cooperate

with universities and medical institutions on health research and we plan to pay more attention to the field of basic medical science and applied research in the future.

Environmental protection is a shared vision of all human beings and OPPO is actively performing its role in this regard. We apply environmental management measures across the whole life cycle of our products, improve resource efficiency, reduce total resource consumption, and continuously develop green products, so as to achieve eco-friendly operations.

Apart from focusing on our own development, we also actively partner with organizations, engaging with the ecosystem to fulfill our responsibility as a corporate citizen. In 2021, we partnered with the United Nations Development Programme (UNDP) in China to empower young entrepreneurs to provide innovative solutions to tackle challenge of social issue such as climate change, digital inclusiveness and health through technologies.

The sustainable development strategy is OPPO's long-term goal. This year, we unveil our new brand proposition "Inspiration Ahead". With the ultimate mission of "Technology for Mankind, Kindness for the World," OPPO will continue to pursue innovation in the areas of learning, productivity, entertainment,

and healthcare to meet the needs of people around the world. We hope to help every user on their way forward to obtain real happiness and help them stay optimistic even if they are struggling in difficult situations. Let's move forward with the inspiration ahead mindset.



About OPPO

The Company

Established in 2004, OPPO started off on our journey of exploring and leading the development of technology as an art form. By means of technology, we aim to assist everyone with their pursuit of beauty, imagination, and humanity.

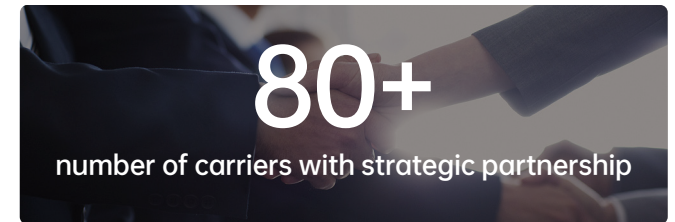
OPPO is more than a smartphone company. Rather, it is a technology company that serves global users and integrates software, hardware, and service. OPPO is sticking to its "3+N+X" strategy for technological transformation, while also focusing on the core demands of users to make breakthroughs in the fields of communications (5G/6G), charging, photography, and design, in order to stay ahead in the technology industry. Currently, OPPO has ten intelligent manufacturing centers around the globe, including in China, India, Indonesia, Algeria, Bangladesh, Turkey, and more.

The year 2021 marks the 13th year of OPPO's entry into the international market. OPPO continues to internationalize the brand and localize operations. We have formed strategic partnerships with over 80

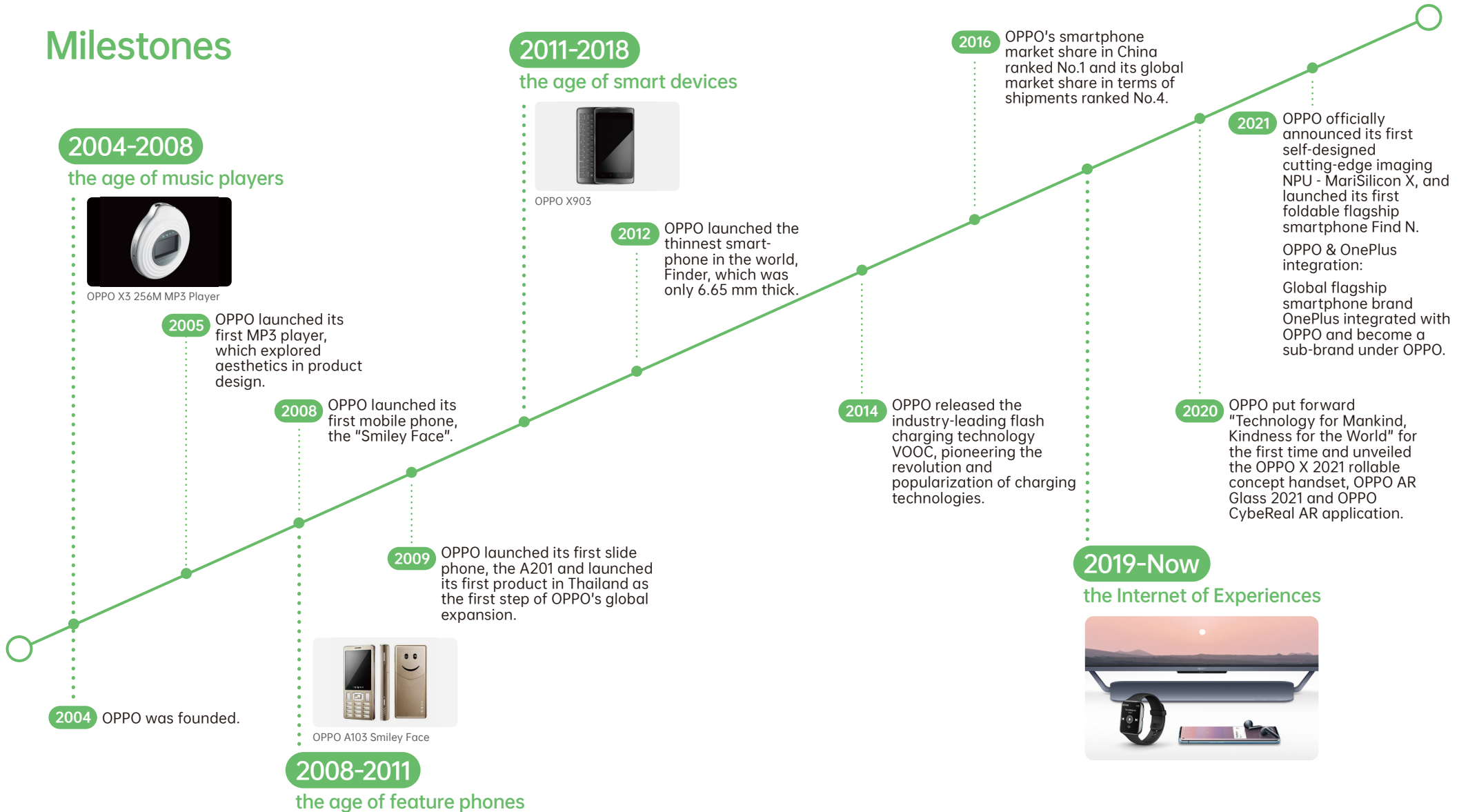
carriers, covering Europe, the Asia-Pacific, South America, and Australia. We also collaborate with over 40 carriers for 5G, covering markets in more than 50 countries and regions.

According to the data from Canalys, a leading market analysis organization, in 2021, OPPO held on to its place as the fourth largest smartphone manufacturer worldwide, with a total market share of 11%(data included OnePlus). By October 2021, the number of OPPO phone and ColorOS users reached 460 million; by November 2021, the number of OPPO flash charging device users reached 220 million.

To this day, the company has always upheld its core values including "Benfen", "User-led", "Aim for Perfection", and "Goal-oriented". We will continue to strive hard to realize the company's vision of "becoming a healthier and more sustainable company" and ultimately fulfill the brand mission of "Technology for Mankind, Kindness for the World".



Milestones



OPPO X3 256M MP3 Player



OPPO X903



OPPO A103 Smiley Face




Product Lines

OPPO introduced multiple product lines to the global market in order to adapt to the diversified needs of global users.

Smart phones

Find X series


Find X series is OPPO's high-end flagship line, representing its exploration of the future and the pursuit of dreams.



The Find X3 Series

Reno series


Reno series is OPPO's mid and high-end product line, which focuses on portrait photography and cutting-edge designs, to become a trend-setter of the industry.



Reno 6 Pro 5G Reno 6 5G

OnePlus series


OnePlus 9 Pro 5G, OnePlus 9 5G, OnePlus 9R 5G, OnePlus 9RT 5G



OnePlus 9 Pro 5G OnePlus 9 5G OnePlus 9R 5G OnePlus 9RT 5G

A series


A series is positioned as a practical and quality product line. With exquisite looks and reliable quality, this series is a great partner for the user to capture those important moments in life.



A95 A74 5G

K series (Available in Chinese market)


K series is a product line with high overall performance, embodying youthful passion and dreams.



K9

OnePlus Nord series

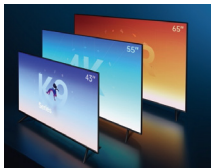
Nord 2 5G, Nord CE 5G, Nord N200 5G




Nord 2 5G Nord N200 5G

IoT Products


OPPO has successively introduced a series of products including the OPPO Smart TV, OPPO Watch, OPPO Enco true wireless earphones, and AR Glass.



OPPO TV



OPPO Watch 2



OPPO Enco Air

Products within the OnePlus ecosystem

TV: OnePlus U Series, OnePlus Y Series, OnePlus Q Series

Earphones: OnePlus Buds Pro, OnePlus Buds Z2

Wearables: OnePlus Watch, OnePlus Band


Various accessories and lifestyle products

Software

ColorOS

OPPO ColorOS includes a full suite of system apps to provide a smart and efficient experience to hundreds of millions of users around the globe.

The OnePlus Brand





OnePlus was founded in 2013 as a global phone brand that focuses on making high-end flagship products. OnePlus has entered into the markets of around 50 countries and regions. Aligned with its philosophy of "Never Settle", OnePlus has always been developing quality devices and software to provide users with the ultimate "burdenless" experience. As of December 2021, OnePlus has accumulated over 22 million overseas community users from 196 countries and regions, including a large number of senior engineers and tech enthusiasts.

External Recognition

OPPO has won recognition from its customers, the media, and the industry in terms of its business management, technological innovation, aesthetic designs and more. Some of the awards won by OPPO during the time period of the report:





01 Corporate/brand awards in 2021

-  OPPO was ranked as one of the "China New Growth ESG Innovators of 2021" by *Harvard Business Review China*.
-  OPPO was awarded the "Annual Innovative Technological Company" title by the Jiemian Innovation and Intelligent Manufacturing Industrial Forum.
-  OPPO was ranked No. 6 in the BrandZ Top 50 Chinese Global Brand Builders.
-  OnePlus won the PCMag Best Smartphone Brand for the third time.



OPPO was ranked among the "China New Growth ESG Innovators of 2021" by Harvard Business Review China

02 Product, design, and technology awards in 2021

-  OPPO Find X3 series won the Red Dot Design Award.
-  OPPO Find X3 Pro won the Expert Imaging and Sound Association (EISA) Best Product Award.
-  OnePlus 9 Pro won the 2021 GLOMO Award in the Best Smartphone category.
-  OPPO won 12 awards at the Conference on Computer Vision and Pattern Recognition (CVPR) for its technologies including multi-agent behavior analysis, spatiotemporal behavior detection, and 3D face reconstruction from multiple 2D images.



Partner Institutes

Collaborations with Universities



Peking University Health Science Center

Jointly established the Smart Health Collaborative Innovation Lab to focus on researching cardiology, psychology, sports medicine, and healthy lifestyles.



Beijing Sport University

Jointly established the Beijing Sport University — OPPO Sports and Health Lab to cultivate talents and conduct technological research in the field of sports and health.



Central Academy of Fine Arts

Jointly initiated the OPPO Renovators 2021 — Emerging Artists Project to empower technological art creators.



LuXun Academy of Fine Arts

Conducted joint projects with young artists to deliver joint designs using OPPO's mascot "Ollie".



Shanghai Jiaotong University and Nanjing University

Jointly established the OPPO Youth Club and the University — Enterprise Cooperation Club.



Xidian University

Jointly established the Xidian University — OPPO Joint Lab of Antenna Technology to cultivate talents in the terminal antenna field.



Zhejiang University

Jointly established the Zhejiang University — OPPO Joint Innovation Center Color Lab.



Tsinghua University

Jointly built the Tsinghua University — OPPO Joint Research Center for Future Terminal Technologies.



Royal College of Art

Royal College of Art (RCA)

Collaborated with RCA School of Design by conducting curriculum guidance to students and showcase the latest student studio projects during London Design Festival each year.

Partnership with Organizations



China Green Foundation

Cooperating on the 2121 Photography Project to support projects with the goal of rare species protection and environmental conservation.



Accessibility Research Association

OPPO Find X3 series accessibility design research



National Geographic Society

Supports National Geographic Society and its wildlife conservation efforts as part of the Endangered Colours campaign



United Nations Development Programme (UNDP)

UNDP China Office and OPPO set up a CNY 1 Million Youth Innovation Grant to support innovation and youth entrepreneurship in China.

Associations OPPO has joined



United Nations Global Compact



Responsible Minerals Initiative (RMI)



China Computer Federation (CCF)



Institute of Electrical and Electronic Engineers (IEEE)



Cloud Security Alliance (CSA)



China Accessibility Product Alliance (CAPA)



China Anti-Fraud Enterprise Alliance



Trust and Integrity Enterprise Alliance

Sustainability Management

OPPO believes that the most important value of sustainability is that companies need to leverage their core competencies to create value for stakeholders. In this spirit, OPPO has been exploring the best way to realize the mission of "Technology for Mankind, Kindness for the World". We need to comprehensively integrate stakeholders' demands into corporate operation. Sustainability is a critical channel to realize this integration, through which we hope that technologies can ultimately create value for mankind.




























OPPO Sustainability Strategy

Upholding our mission of "Technology for Mankind, Kindness for the World", we aligned our practices with the United Nations Sustainable Development Goals (SDGs), formulated the OPPO sustainability strategy, and proactively fulfilled our corporate responsibility in terms of operation and compliance, environmental protection, caring for employees, virtuous innovation, and ecosystem engagement, all with the aim to create a healthy and long-term sustainable development ecosystem. In order to achieve OPPO's strategic objective of sustainable development, the company has established the Sustainability Management Committee, headed by Mr. Guo Xiacong, vice president of the Manufacturing and Quality System, and the membership is comprised of management personnel from multiple departments including HR, Quality Assurance, Law and Compliance, and Procurement. The committee will have quarterly meetings to discuss and make decisions regarding sustainability topics. Each function will assign certain staff to form a dedicated team to effectively plan and implement the work throughout the company related to sustainable development.



OPPO Sustainability Strategy

Major progress in the five areas related to sustainable development in 2021:

Sustainability Strategy	SDG Relevance	Major Progress in 2021
Operation and compliance	 	<ul style="list-style-type: none"> E-signature rate of Code of Business Conduct: 95% Percentage of employees covered by business ethics compliance training: 100% Business ethics non-compliance events: 0
Environment protection	      	<ul style="list-style-type: none"> Meeting waste water and gas discharge standards: 100% Phone packaging plastic reduction rate in Europe: 95% Weight of recycled products from OPPO Trade-in service: 216 tons Entered the top 49 IPE rating list.
Caring for employees	      	<ul style="list-style-type: none"> Annual employee training investment: CNY 41.86 million Training hours per person: 28 hours Labor contract and social insurance coverage: 100% Severe injuries resulting in death: 0 Employees with occupational illnesses: 0
Virtuous innovation	  	<ul style="list-style-type: none"> Number of international patent applications: 75,139 Number of international granted patents: 34,084 Color Vision Enhancement offers up to 766 display profiles to help people with color vision impairment to personalize their visual display 26,401 users participated in the City Sound Carrier Program to create language training materials for the hearing impaired using OPPO Breeno.
Ecosystem engagement	       	<ul style="list-style-type: none"> Supplier audit coverage: 79.7% Charity Donation exceeded CNY 62 million. Innovation and entrepreneurship events: 3 Launched the OPPO Renovators — Emerging Artists Project for the third year to support young artists explore the innovative expression of art and technology.

Stakeholder Engagement

We value mutual communication with our stakeholders, so we can learn about their concerns through various channels, and continuously improve our management and practices accordingly.

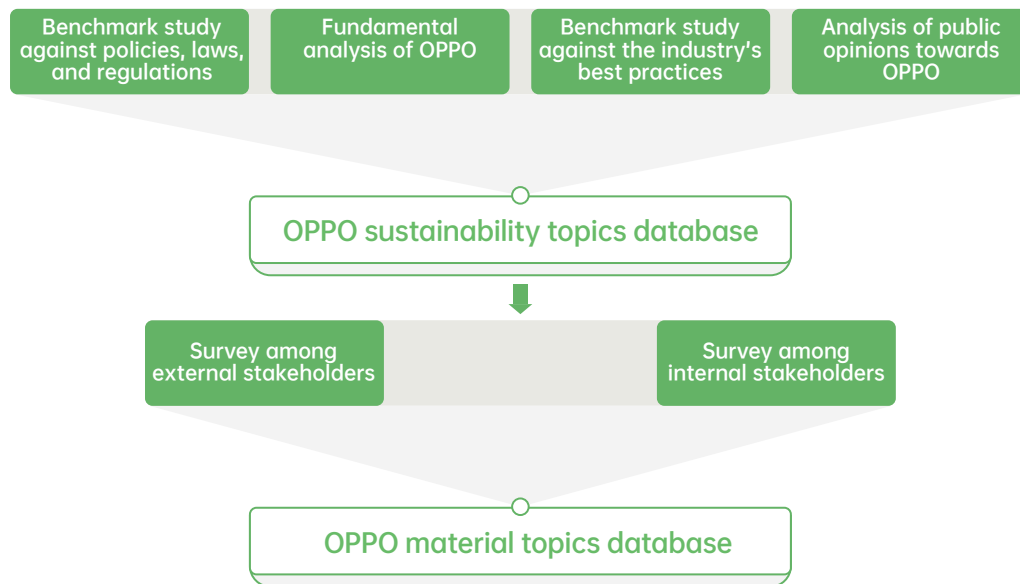
Stakeholders	Shareholders and investors	Regulators	Customers	Employees	Suppliers	Communities	Social organizations
Representatives	<ul style="list-style-type: none"> Investors 	<ul style="list-style-type: none"> Governments at all levels Governments of different countries and relevant regulators 	<ul style="list-style-type: none"> Carriers Consumers 	<ul style="list-style-type: none"> Full-time employees Part-time employees 	<ul style="list-style-type: none"> Production material suppliers Service suppliers 	<ul style="list-style-type: none"> Villages and towns near the plant Areas for designated assistance 	<ul style="list-style-type: none"> Universities and research institutes Media NGO Industrial associations
Major Concerns	<ul style="list-style-type: none"> Company's business and fundamentals Long-term development plan and financial performance Corporate governance and risk control 	<ul style="list-style-type: none"> Operations that are compliant with laws and regulations Protection of customer/employee rights and interests Reliable operation of products Promoting economic growth Cleaner production 	<ul style="list-style-type: none"> Excellent product performance Information security and privacy protection Green product standard Timely and efficient customer service 	<ul style="list-style-type: none"> A wide range of capability building programs Open and transparent development pathways Work-life balance Steady company development Competitive remuneration and benefits Workplace health and safety 	<ul style="list-style-type: none"> Open and transparent selection process Steady financial performance and payment policies Stable long-term partnerships A transparent procurement environment that is fair, just, and open Reasonable products and other requirements 	<ul style="list-style-type: none"> Contributing to the sustainable development of the community Sharing the fruits of the corporate development 	<ul style="list-style-type: none"> Sound cooperation Timely sharing of corporate experience and practices Transparent information communication and sharing Development across the industry
Communication Channels	<ul style="list-style-type: none"> Phone and email Internal reporting and communication Management KPI setting and assessment 	<ul style="list-style-type: none"> Attending relevant meetings Communicating with industry associations, etc. 	<ul style="list-style-type: none"> Pre-sales communication After-sales services Regular communication (e.g. customer visits) High-quality exhibitions 	<ul style="list-style-type: none"> Online communication platforms Employee representatives committee Reasonable suggestions 	<ul style="list-style-type: none"> Annual suppliers training and meetings Onsite audit and communication Regular visits High-level reciprocal visits 	<ul style="list-style-type: none"> Face-to-face communication Public welfare events Complaint hotline 	<ul style="list-style-type: none"> Regular communication Project collaborations

Material Topics

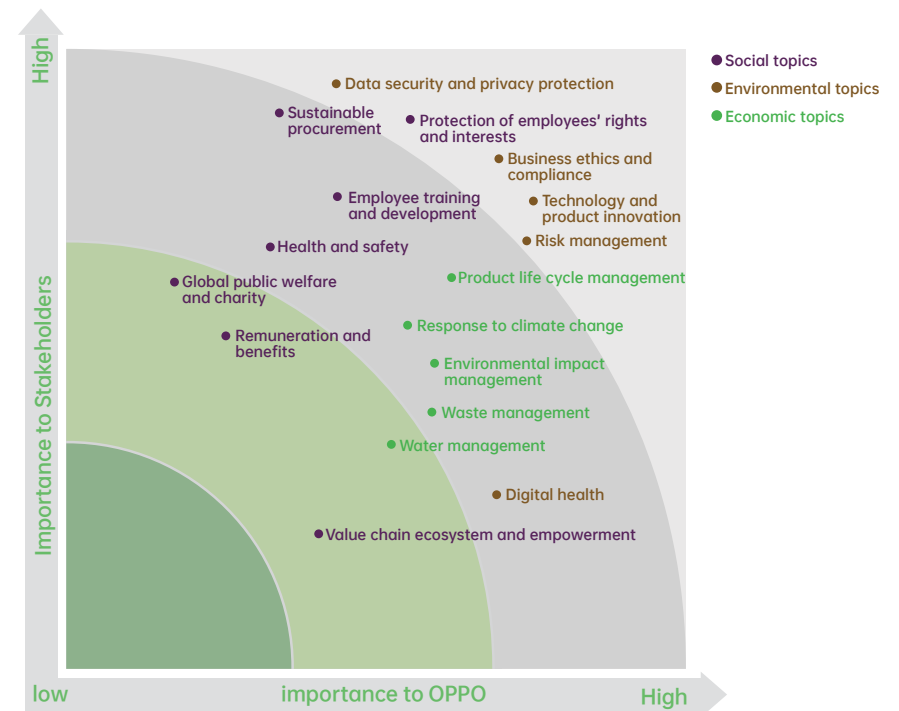
Based on the GRI Standards and the ISO 26000:2010 Guidelines on Corporate Social Responsibility, as well as the corporate strategy and public opinion analysis, OPPO identified a series of sustainability topics that are most relevant to business operations, and then conducted material analysis among internal and external stakeholders.

The key sustainability topics related to material analysis include business ethics and compliance, risk management, technology and product innovation, green products, response to climate change, and protection of employees' rights and interests. OPPO has implemented management practices towards the key topics and disclosed the

progress in this report in order to respond to stakeholders and continuously improve the sustainability performance.



Process of identifying the key topics for the sustainable development of OPPO




OPPO Sustainability Material Topics Matrix

Operation and Compliance

For years, OPPO has adhered to its altruistic and win-win business philosophy and has accumulated a good reputation in the industry. In our business activities, we always uphold the principles of mutual trust and good faith. We aim to facilitate the healthy and sustainable development of our business by building a compliant and harmonious operational environment.

 E-signature rate of Code of Business Conduct: **95%**

 Percentage of employees covered by business ethics compliance training: **100%**

 Business ethics non-compliance event: **0**



Business Ethics and Compliance

For many years, aligned with our value of "Benfen", we have adhered to commercial ethics, complied with laws and regulations, and laid these down as the basic norms for our corporate management. With the radical changes in the global landscape and market environment, we are facing compliance requirements that are more and more complex and strict. We always ensure our business activities are carried out in compliance with laws and regulations through establishing and continuously improving our compliance management system. Currently, OPPO's business covers over 50 countries and regions. Managing compliance risks in a comprehensive and systematic way is not only an inherent requirement of our value of "Benfen" but also a social responsibility that OPPO should bear as a global corporate citizen.

Commitment to the United Nations Global Compact

The United Nations Global Compact is a global voluntary initiative of the United Nations to encourage businesses and organizations around the world to do what they can in their realm of business activities to abide by, support, and implement the ten principles related to human rights, labor, the environment and anti-corruption, in support of achieving the United Nations Sustainable Development Goals (SDGs).

OPPO joined the UN Global Compact in 2019 and is committed to supporting the Ten Principles of the UN Global Compact and actively acting on corporate social responsibilities.

The Ten Principles of the UN Global Compact



Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;
	Principle 2: make sure that they are not complicit in human rights abuses.
Labor	Principle 3: Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining;
	Principle 4: the elimination of all forms of forced and compulsory labor;
	Principle 5: the effective abolition of child labor;
	Principle 6: the elimination of discrimination in respect of employment and occupation.
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;
	Principle 8: undertake initiatives to promote greater environmental responsibility;
	Principle 9: encourage the development and widespread application of environmentally friendly technologies.
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Business Code of Conduct

OPPO's *Business Code of Conduct* outlines the behavioral and ethical standards that all OPPO employees should follow during business activities. It includes the fundamental principles and requirements for internal activities, as well as activities involving external partners and the public. It is OPPO's commitment to compliance with laws and regulations and business ethics.

- The company published the *Compliance Red Line* which specifies the fundamental principles that employees should stick to in global business and guides employees to learn about and comply with laws and regulations to prevent compliance risks.
- In order to ensure that all employees learn about and comply with the requirements under *the Business Code of Conduct*, OPPO organized online trainings and assessments for Chinese and international employees in 2021 regarding the *Business Code of Conduct* and the *Compliance Red Line*. Over 19,000 employees have finished the assessment and signed the Letter of Commitment.
- We communicate our *Business Code of Conduct* to our business partners. So far, we have

communicated the requirements under *the Business Code of Conduct* to over 100 Chinese and international partner agencies and we are disseminating the same to other partners. OPPO hopes to build a fairer and more virtuous competitive marketing environment through joint efforts with its business partners.

Compliance Management

In order to act in line with our "Benfen" culture and strengthen our compliance management, OPPO has established the Compliance and Risk Management Committee to manage and supervise the compliant operations of our businesses in all over the world. The Compliance and Risk Management Committee is the company's highest-level decision-making body in respect to compliance and risk management. It is composed of the executives of core business units who are responsible for planning and making decisions regarding compliance and risk management issues. The Legal & Compliance Center is responsible for the daily management of compliance and risk management, enhancing the company's compliance operation and facilitating its implementation.

Compliance Organizational Structure: In 2021, the company has further improved and upgraded the compliance organizational structure. Compliance and Risk Management Business Partner teams have been set up in main business fields to prevent and respond to most compliance risks at the first line of defense during business control.

Compliance Management Platform: We have established a constant monitoring and alert system for compliance and geopolitical risks and we carry out regular compliance risk assessments in a comprehensive manner. We have improved our compliance management system by referring to industry and regulatory standards and have built a self-certification platform. We have also outlined a four-level compliance management framework to provide compliance requirements and guidance at different levels to support the implementation of compliance control, ensuring that OPPO keeps optimizing its compliance.

Compliance Training and Advocacy: In 2021, the company organized over 200 online and offline compliance training sessions and issued more than 300 compliance newsletters to interpret laws and regulations and case studies. Moreover, the company has offered more than

20 compliance certification courses, covering compliance organization, data privacy protection, export control and sanctions, anti-unfair competition, anti-corruption, anti-bribery, and so forth. Through continuous compliance training and advocacy, we aim to build a professional compliance team and enhance employees' compliance awareness.

Non-compliance Reporting Channels: OPPO encourages all employees and partners to report non-compliant behaviors. We have set up and announced the reporting channel: compliance@OPPO.com. This mailbox is managed by dedicated personnel. All reports will be handled in a timely manner and the information of the whistleblower will be kept strictly confidential. The company strictly forbids any direct or indirect retaliation against the whistleblower. In addition, the Human Resources system and the Business Auditing Department have both set up reporting channels, forming a collaborative mechanism with the Legal & Compliance Center. This guarantees that the employees' and business partners' reports and complaints are efficiently handled by professional and appropriate teams.

Anti-corruption and Anti-bribery

OPPO has a zero tolerance attitude towards corruption and bribery in any form. We promise to stick to our principles of fairness, honesty, and transparency and take effective anti-corruption and anti-bribery compliance control measures while doing business globally.

- In accordance with ISO 37001:2016, the company has established an anti-bribery management system and formulated control processes for key risk scenarios including gifting, reception, sourcing, and financial business. The company's anti-bribery compliance system has obtained external certification.
- The company requires that due diligence is carried out on its suppliers, signs anti-bribery agreements with its suppliers, and continuously evaluates and supervises the suppliers throughout the full life cycle of the cooperation.
- We are consistently trying to build an anti-bribery culture and improve the anti-bribery awareness of our employees and partners through anti-bribery training and advocacy, penalties and announcements with regard to cases of non-compliance, and other measures, all with the aim to effectively prevent risks

caused by corruption and bribery. OPPO encourages all its employees and partners to report non-compliant instances to jointly build and maintain a clean business environment.



ISO 37001:2016 certificate in anti-bribery management systems

Antitrust and Anti-Unfair Competition

OPPO is committed to equitable, fair, and benevolent participation in market competition. We hold ourselves to the highest moral standards when interacting with our competitors and we are against any form of behavior that harms fair competition in the market, including intentional damage to any company's reputation, commercial bribery, and trade secret infringement.

We have interpreted and analyzed Chinese and international antitrust requirements and cases and conducted internal risk screening accordingly. We have also formulated corresponding policies and processes to safeguard and promote effective market competition and push forward economic and technological development. We are against any means of obstructing the positive and efficient development of the market, such as agreements to restrain competition, abuse of market dominance, etc. We have also conducted risk screening and implemented control measures for the main R&D systems with regard to trade secret protection and further improved our control measures in accordance with risk assessments.

As for business units that face potential risks, we carried out targeted training sessions and advocacy measures regarding antitrust and trade secret protection to enhance the employees' awareness of risk prevention and control.

Through these targeted measures, we aspire to protect fair competition in the market and safeguard public interest as well as the interests of consumers.

Ensuring Export Compliance

OPPO is committed to complying with all applicable export control and sanction laws and regulations and keeps investing compliance resources to safeguard the steady implementation of the company's global strategy. According to the company's overall export control compliance policy, the company established the specific Trade Compliance Guidelines and business operations guidelines in 2021 for main business systems respectively.

We will keep up with the regulatory requirements and provide control systems and tools to adapt to

business needs in a timely manner. In addition, business units should proactively screen non-compliance risks so as to realize the close collaboration between compliance control and business units, as well as conduct compliance inspections to continuously monitor and ensure the effectiveness of the company's export control compliance.



Data Security and Privacy Protection

OPPO pays a great deal of attention to users' personal data security and privacy protection and strictly adheres to global privacy protection laws and regulations, including the *EU General Data Protection Regulation (GDPR)*. We align our practices with the belief that we do this because we genuinely think from the users' point of view, rather than we have to do this because we are bound by law. We apply this principle of protecting users' privacy to our product design and embed privacy protection requirements in each phase of the personal data processing life cycle, ensuring that we provide secure and reliable products and services to our users.

Privacy Security Management Mechanism

Based on the ISO 19600:2014 guidance on compliance management systems, and using the ISO/IEC 27701:2019 requirements and guidance for privacy information management systems as the framework, OPPO has established and implemented data and privacy security compliance management.

- OPPO has established the Security Compliance Committee as the highest-level governing body for the company's products and services, with several sub-committees with regard to hardware security, Internet data and privacy protection, etc. Through efficient collaboration between the "Three Lines of Defense" for security and privacy protection, OPPO effectively implements requirements regarding data security and privacy protection.
- The company has established a comprehensive mechanism for data privacy protection based on current laws, regulations, and relevant requirements. When there are changes to the legislation, enforcement, or standards, we will update the company's internal systems in a

timely manner to proactively comply with the new data privacy protection compliance standards and to minimize the external privacy risks.

- The company has established a security and data privacy compliance review process stipulating that any product or service must not collect or process personal information without going through the security and privacy compliance review and assessment.
- The company organizes regular activities to build a security compliance culture. Through the Security and Privacy Awareness Week and security and compliance training and



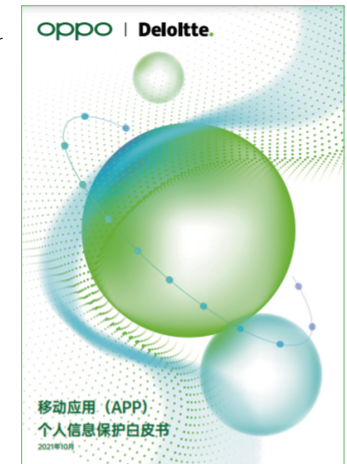
"Three Lines of Defense" for security and privacy protection

assessment, we aim to enhance employees' awareness and capabilities with regard to security and privacy compliance.

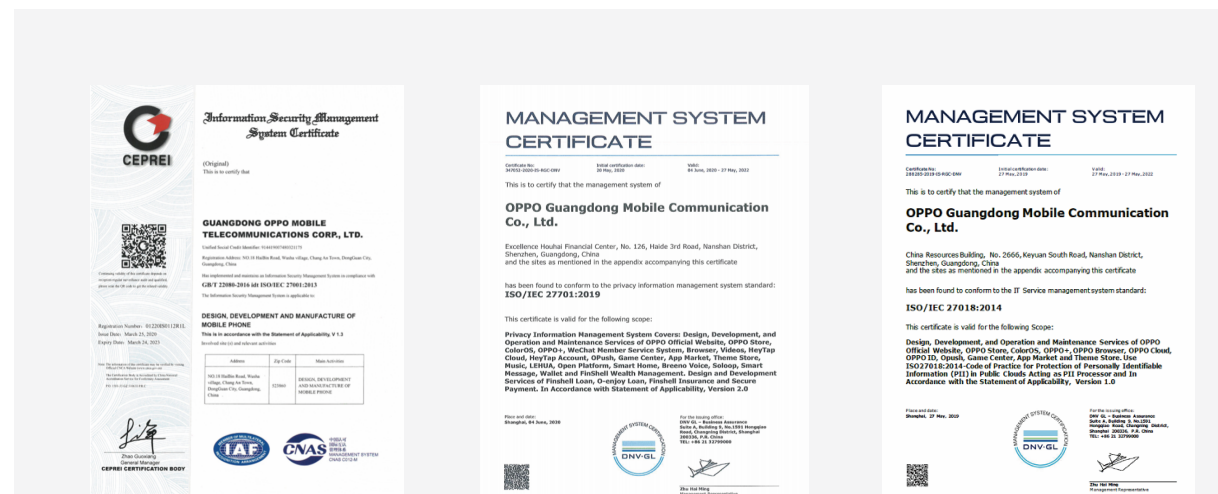
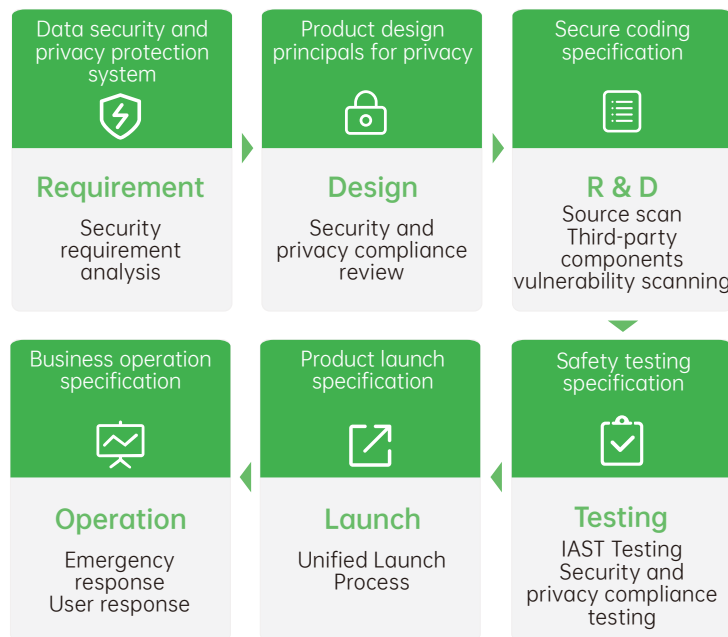
- The company continues to deepen our strategic partnerships with multiple renowned certification organizations in Europe and the United States, including the EU ePrivacy Regulation, TrustArc, and ISO. Through in-depth cooperation with certification bodies in terms of

implementing the EU GDPR data regulation, self-certification of compliance, improvement of expertise, and other aspects, we have been continuously optimizing and improving OPPO's privacy protection standards and diversifying OPPO's privacy protection approaches and strategies in the global market. So far, the company has been certified by multiple authoritative standards, including ISO27001, ISO27701, ISO27018, PCI-DSS, and CSA STAR.

OPPO and Deloitte released the White Paper on Personal Information Protection for Mobile Applications (Apps)



OPPO integrates security and privacy protection into the life cycle of product development



ISO/IEC 27001 Information Security Management System Certificate

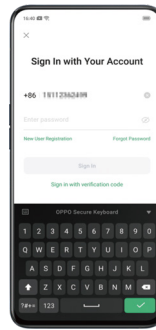
ISO/IEC 27701 Privacy Information Management System Certificate

ISO/IEC 27018 IT Service Management System Certificate

Security and Privacy Practices

From the beginning of designing a product, OPPO lays emphasis on the protection of personal privacy and requires privacy protection throughout the process of product research and development.

All personal information of users will be stored on their mobile phones, including photos, SMS messages, contacts, chat histories, and visited website information, and information stored on the Cloud Service will be properly protected. Users will be explicitly informed of all permissions to be obtained from their mobile phones and the methods employed to collect their personal data. In addition, where indicated, their explicit consent must be obtained. Users can actively control their personal content and information that are shared.

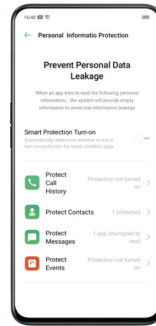
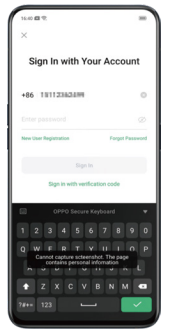


Secure keyboard

The system automatically switches to the OPPO Secure Keyboard when users need to enter sensitive information and connect to the Internet, or autocomplete words. This ensures that their sensitive information remains private.

Screenshots & screen recordings prevention

When this feature is activated, the system will block screenshots and screen recordings when users use functions that relate to private information such as the Secure Keyboard and Private Safe. The screenshot action will then be intercepted, and users will be notified of such blocking. The screen recording action will only show a blank, black screen.

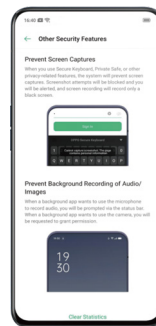
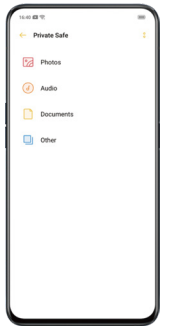


Protection against unauthorized access

This function aims to protect the leakage of users' information. Any access by an app to users' personal information such as the call history, contacts, and schedules, requires users' prior approval. Where no approval is given, the respective function will either be blocked or blank information will be provided.

Private Safe

A user can move photos, videos, audio, and documents into Private Safe, edit the title by touching and holding the album or file, and view private files after confirming their access privilege through a privacy password. This can help prevent the leaking of important personal files and private data.

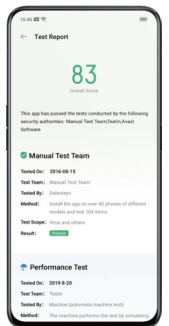


Prevent Background Recordings of Audio/Image

If a user has generally granted an app permission to use the microphone, the user will be prompted via the status bar or any use of the microphone by an app running in the background. When a background app wants to use the camera, the user will be requested to grant permission.

OPPO App Market

Users can browse, download, install, update, and uninstall apps through the OPPO App Market. These apps are uploaded by developers. Any upload of an app must pass an OPPO test where OPPO provides a security label based on security scan reports and reported entries on the resource details page. Users can report any advertisements, paid features, viruses and other unsafe content in the app at any time.



OPPO Find X3 Pro makes OPPO the first company in China to obtain the CC MDFPP certificate



In October 2021, OPPO Find X3 Pro successfully passed the CC MDFPP certification process. OPPO has become the first technology company in China to receive the CC MDFPP international security certification, indicating that the security of OPPO phones has gained international recognition.

The CC (Common Criteria) certification is one of the most demanding and most widely recognized international security certification standards, which is often used to address security requirements for extremely security-sensitive industries, such as EMV chips, network systems, etc. It is currently a recognized standard across 31 countries.

OPPO Find X3 Pro meets the CC MDFPP standard which addresses seven security function categories, including smartphone security, cryptographic support, user data protection, identity and authentication, security management, device access, and trusted path/channels, covering all stages of the product development lifecycle. 178 technical requirements were certified and 155 user cases were analyzed in multiple rounds of testing. This certification means that the OPPO Find X3 Pro not only guarantees information security in daily life but also that it meets the more stringent enterprise security standards.

OPPO has always attached great importance to smartphone security, constantly providing users with the most robust fundamental protection and gradually building up a security protection mode that covers all protocol stacks, all stages of the data life cycle, and all layers of the system architecture. Additionally, OPPO continues to diversify security protection features. For example, the latest ColorOS 12 introduced more privacy protection features such as permission alerts for the clipboard, erasure of private information on photos, and coarse location. In the future, OPPO will continue to provide security protection for global users and create secure and reliable products.



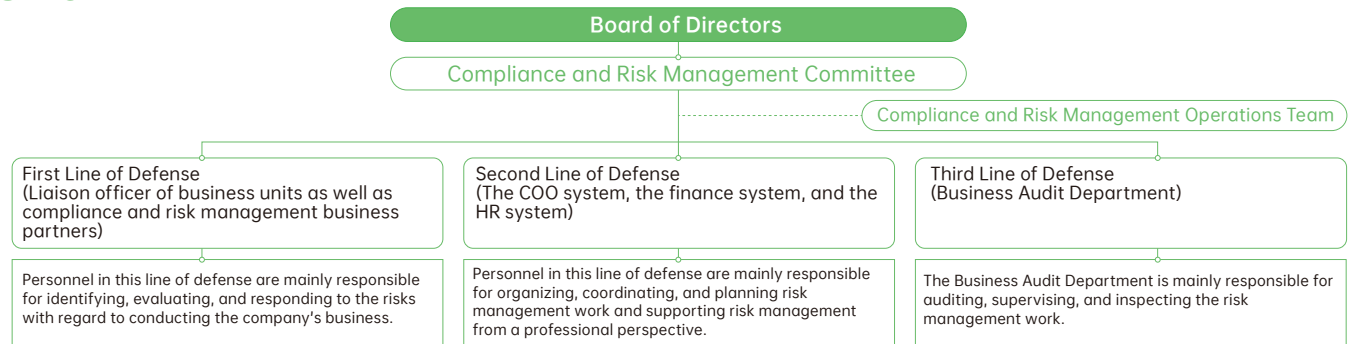
Corporate Risk Management

OPPO pays a lot of attention to risk control in order to adapt to the challenges brought by the globalization of the industry and the constantly changing trade environment. We are committed to building a risk management system with OPPO characteristics, continuously enhancing business risk management, and safeguarding the healthy and sustainable development of the company.

Risk Management Mechanisms

OPPO referred to the Committee of Sponsoring Organizations of the Treadway Commission (COSO) initiative, the ISO 31000 guidance on risk management, best practices in the industry and considered the business characteristics of the company to establish a risk management framework consisting of three lines of defense led by the Compliance and Risk Management Committee. The company accurately identifies, prudently evaluates, dynamically monitors, and effectively responds to various risks in the business by referring to management procedures such as *the Basic Rules for Risk Management and the Operational Standards for Compliance and Risk Management* and through effectively running day-to-day risk management mechanisms, major

Risk management framework consisting of the Three Lines of Defense



risk management mechanisms, and emergency management mechanisms.

In order to further improve the risk management system, the company took the following managing measures in 2021:

- Improving the organizational structure for risk management: the company set up dedicated positions in India and Western Europe to extend the risk management system and monitoring scope from the headquarters to the entire business system and international markets;
- Continuous risk screening and governance for core businesses: the company carried out extensive risk screening and governance for key businesses and organized employees to identify and respond to over 140 major risk instances covering all main business units;

- Continuously expanding the scope for risk monitoring: currently, the main risk types we focus on have covered strategy, operations, finance, marketing, and compliance etc.
- Continuously diversifying the approaches and methods for risk monitoring: in addition to the current monitoring of major risks, we continue to enhance internal control and business continuity management so as to improve the efficiency and effectiveness of risk monitoring.
- Systematically introducing and building the company's internal control system: we carried out special internal control programs for our core businesses, identified prominent fund and asset risk exposure in business activities, specifically optimized key control points (KCPs) to guarantee the company's operational efficiency and safeguard the security of funds and assets.

Business Continuity

The continuous management of business is an important component of corporate risk management. In order to improve the company's risk prevention capabilities and minimize business continuity risks and impact to the company's operation and supply chain, we established and implemented a business continuity management system in accordance with the ISO 22301 standard.

We focus on the management of major risks and crises that may cause business interruption, covering the full value chain of "R&D - procurement - production - sales - aftersales". We have conducted risk analyses and business impact analyses, comprehensively identifying major risk scenarios that the company may face, including

natural disasters (e.g. earthquakes and typhoons), interruption of core technologies and core materials, fires, and public health incidents. Accordingly, we have formulated business continuity plans and emergency plans and organized employee training and drills in order to improve business units' capabilities in responding to emergencies and guarantee the efficient, steady, and smooth operation of the company's business.

In June 2021, OPPO received the ISO 22301:2019 certificate from the third-party certification organization SGS.

Information Security Management

Our vision for information security: creating an industry-leading information leakage prevention system to safeguard the development of the business.

Information security guidelines: focusing on core businesses, conducting hierarchical protection, and engaging all employees to ensure information security.

As the company grows, the operation and management of the business rely on information systems and core data in a more extensive scope

and at a deeper level. Information security has never been more important in corporate risk management. In order to improve the company's information security management standards and protect the company's core information assets, the company has created and optimized the information security management and technical protection system based on the ISO/IEC 27001 standard on information security management and best practices in the industry, and carried out continuous innovation and optimization of management and technologies to enhance information security management capabilities, effectively safeguarding the development of the company's business. In 2021, the company experienced no major information security incidents.

- OPPO has deployed advanced security tools and set out to build a security warning analysis platform, which realizes effective monitoring and issues alerts when information is leaked or in case of intrusion. With regard to intranet security, we have enhanced the security testing of application systems in order to identify and fix security loopholes in a timely manner. Additionally, we have conducted preliminary security evaluation, testing, and improvement for core application systems and will carry out regular security scans and penetration tests for



OPPO received the ISO 22301:2019 certificate

intranet servers to identify and push forward the rectification of high-risk loopholes.

- We will build a professional team, arrange dedicated and professional business partners for core systems/regions, agilely respond to business needs, and take precautionary security risk control measures to support the implementation of information security work in Chinese and international offices. With regard to process systems, we have reorganized and optimized our process systems and improved standardized capabilities to support the management needs of Chinese and international offices and affiliates.
- With regard to third-party trade secrets, OPPO has signed mutual confidentiality agreements with partners to specify confidential information, non-disclosure obligations, and liabilities for breaches, protecting each party's legitimate rights and interests towards their confidential information. During the cooperation, OPPO strictly complies with the provisions in the confidentiality agreement and works with the partners to safeguard both parties' information assets, laying a solid foundation for mutually beneficial cooperation.

- Through unceasing exploration and practice, OPPO's Information Security Department has made achievements in multiple aspects, including testing methods (improving data leakage testing accuracy), investigation and

evidence collection, the security warning analysis platform, testing potential data leakage threats, and smart audits, and has received several patent grants, substantializing and protecting the company's intellectual property rights.



Virtuous Innovation

In today's world, the digital economy has become the new engine for global economic growth and the key to sustainable development, profoundly and extensively influencing the life of human beings. Today, the company has entered a new phase - the Internet of Experiences, where everything is integrated. Through smart hardware products, we offer smart experiences based on the integration of different devices and personalized smart services, ultimately creating a technological ecosystem that is inclusive and beneficial to the world.

Upholding the mission of "Technology for Mankind, Kindness for the World", OPPO empowers other industries through innovation, sticks to ethical requirements while making breakthroughs, and adopts an inclusive development approach while striving to create industry-leading outcomes. OPPO always adheres to a human-centered mindset while tackling complex technical challenges, to offer customers the best technology and to create value for society.

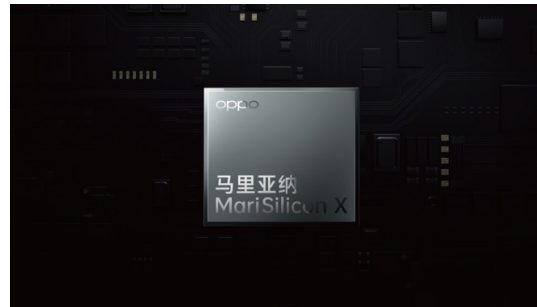
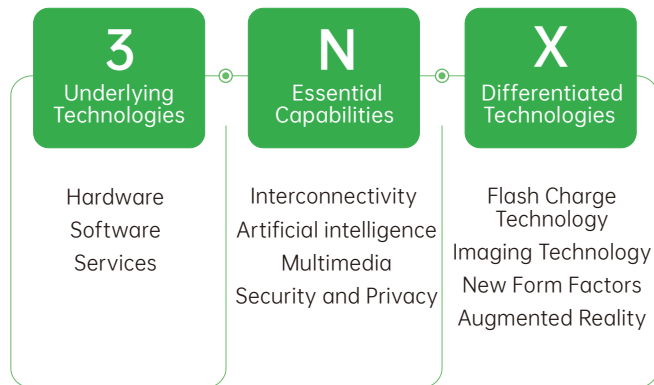


Number of international patent applications	75,139
Number of international granted patents	34,084
Color Vision Enhancement offers up to 766 display profiles to help people with color vision impairment to personalize their visual display	766
26,401 users participated in the City Sound Carrier Program to create language training materials for the hearing-impaired people using OPPO Breeno	26,401

Technology and Product Innovation

OPPO aspires to pursue virtuous innovation. We believe that technology can contribute to a win-win result and benefit everyone in society. We hope to resolve key user problems through key technologies so as to bring happiness to users, and to promote the inclusion and development of society.

On the technology side, OPPO will continue to deepen and expand our 3+N+X technology development strategy. Building on the ever-stronger foundation of our technological capabilities, OPPO seeks to focus on user experience by integrating the virtual and real worlds through inter-connectivity and our full range of services, wholly realizing and embracing the age of the Internet of Experiences.

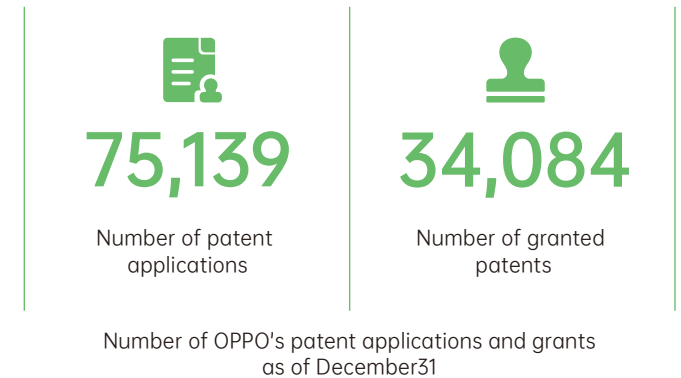


OPPO released its first self-designed, dedicated imaging NPU — the MariSilicon X

OPPO holds firm to its independent R&D-oriented innovation strategy, focusing its R&D efforts and investment in core technical fields including 5G/6G, flash charging, photography, and AI, and continuing to make breakthroughs in terms of products and technologies.

On OPPO INNODAY 2021, OPPO released the MariSilicon X. It is the first Imaging NPU self-designed by OPPO and the first NPU in the world dedicated to imaging experience.

As of December 31, 2021, OPPO has filed over 75,000 patent applications and received more than 34,000 patent grants globally, among which there are 68,000 patent applications for inventions, accounting for 90% of all its applications. According to statistics of granted Chinese patent applications



for inventions in 2020 published by the China National Intellectual Property Administration, OPPO, with 3,588 international applications, was the second-largest corporate applicant in the world; and with 715 applications in Europe, OPPO was the second-largest Chinese patent owner and was among the top 20 global patent owners in Europe. IPlytics, an industry-leading German research institute, published a report on the declared number of global patents essential to 5G standards in 2021, in which OPPO was among the top 10.



OPPO released its white paper on 6G, exploring the next generation of communication network architecture

On July 13, 2021, the OPPO Research Institute released its first white paper on 6G - 6G Networking Architecture Empowered by AI-Cube. This is one of the first systematic discussions in the industry on how AI can empower the 6G system architecture, providing more specific assumptions on the design of the next generation of communication network architecture.


This white paper has been indexed by the Institute of Electrical and Electronics Engineers (IEEE), the world's largest technical professional organization. In the future, OPPO will continue its pre-research technical exploration regarding 6G standards in support of the upcoming global standard formulation in this field.

IEEE Computer Society Team
07/14/2021

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While many companies are still talking about 2019's rollout of 5G, others are already looking forward to the future. Today, Chinese smartphone brand **OPPO released their first white paper** by their pre-research team looking at the requirements, technologies, and system features for the next generation of 6G communication.

[Download OPPO White Paper](#)





Actively participating in the formulation of Chinese and industry standards, facilitating the standardization and industrialization of 5G

OPPO is a key contributor to 5G standards and has greatly supported the timely completion of the standard formulation work. In 2015, OPPO set up a Communications Standards Team, planning for 5G and other cutting-edge technologies in advance. Meanwhile, OPPO actively participated in the formulation of Chinese and industry 5G standards. In 2018, OPPO, as the only device manufacturer, took part in formulating *the Phase III Specifications for 5G Technology R&D Trials* published by the IMT-2020 (5G) Promotion Group, making a great contribution to the compilation of 5G trials. In 2019, OPPO participated in drafting the industry standard - YD/T 1539-2019 *Technical Requirements and Test Methods for the Reliability of Mobile Communications Handsets*. In April 2021, OPPO participated in the second-phase standardization work of the third-generation video encoding standard (AVS3) with China's independent intellectual property rights and contributed proposals and encoding tools for the AVS3 standard. In September 2021, OPPO participated in the second-phase standardization work for the new international video encoding standard (H.266/VVC) and contributed proposals and new encoding tools for the H.266/VVC standard, creating a positive influence on the research on video encoding standards. In addition, OPPO has submitted more than 5,000 articles to the 3rd Generation Partnership Project, proactively promoting the standardization of 5G.

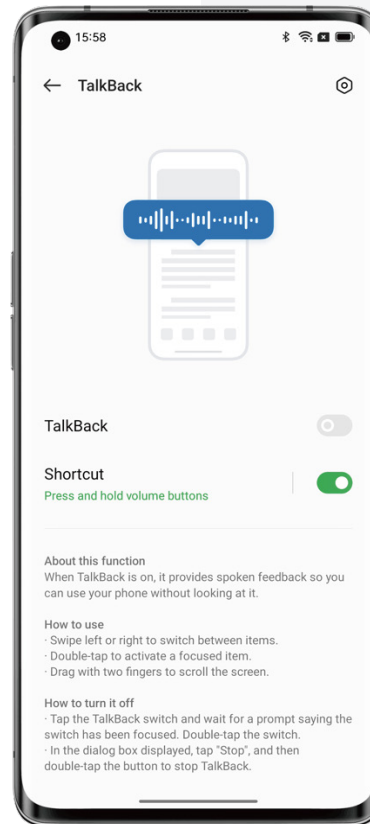
Digital Inclusion

Upholding the brand mission of "Technology for Mankind, Kindness for the World", OPPO commits to improving digital inclusion through technology and innovation, leaving no one behind in the digital era.

Design for Accessibility

OPPO is determined to build a world where communication technology is accessible for everyone, especially for marginalized groups that may have special needs when it comes to using their devices, with the hope that more people can enjoy the convenience brought by technology.

The company has been continuously optimizing the accessibility design of ColorOS, offering support to cater to the diverse needs of underserved groups with specific needs. ColorOS 12 integrates 22 accessibility features from Google's Android plus two self-designed features: color vision enhancement and high contrast colors, aiming to help users with special needs receive and share information through the smartphone as conveniently as everyone else.



TalkBack function of ColorOS

OPPO ColorOS's efforts on accessibility do not end there. A smooth calling experience and simple biometrics make the user experience great for everyone. ColorOS always upholds the "Infinity" design concept and introduces the "Inclusive" design language, which has truly pushed the boundaries through its accessibility features, allowing every user to embrace the humane side of technology.



Find X3 Pro Color Vision Enhancement, offering up to 766 display profiles to provide a personalized solution for people with color vision impairment

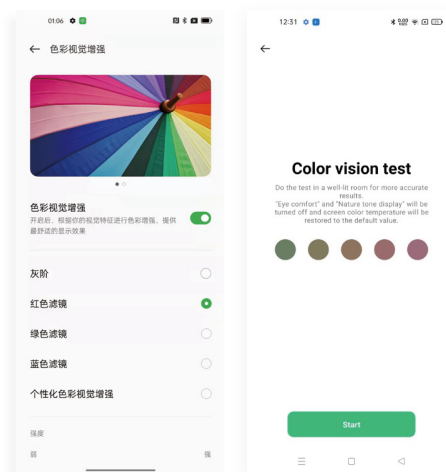
People with color vision impairment may come across many inconveniences in life. OPPO was one of the first to notice the special needs of these users and introduced the Color Vision Enhancement feature in the Find X3 Pro. This feature offers up to 766 display profiles. The feature allows users to tweak the settings to their own personal preferences, delivering a richer color experience than before.

Users can turn on the Color Vision Enhancement feature in Settings to conduct color vision testing. After the testing, the system will provide the users with a personalized color compensation solution based on the algorithm, helping them enjoy a more precise color display.

This feature has been selected by the Information Accessibility Research Association as an ICT Accessibility Outstanding Case for 2021.



Normal vision | Partial loss of red colour vision | After colour vision enhancement



OPPO's voice assistant, Breeno, worked with Voibook Technology to collect language training materials for hearing-and-speech impaired groups

OPPO has always cared about disadvantaged groups in the digital age. For example, people with hearing and speech impairments may face many challenges when it comes to vocalizing and language communication. Apart from introducing accessibility features as part of product design, OPPO also hopes to empower this group of people through our technology.

In October 2021, OPPO Breeno and Voibook Technology, an app that assists people with hearing and speech impairments communicate, jointly initiated the "City Voice Messenger Project", inviting users to donate their voice as language training materials. Building on this, OPPO Breeno and Voibook Technology used AI technologies to select practical language materials and built a vocal materials database for language training, which is offered to hearing-impaired groups for free, with an aim of improving their vocal communication.

By December 2021, the social media Weibo hashtag for the "City Voice Messenger Project" had been used 127,000 times by 434,200 users, and the hashtag for the Breeno Public Welfare Hub (which guided users to make language training materials for the hearing impaired) had been used 44,540 times by 26,401 users. This program not only provided free human-recorded language training materials but also lowered the costs and threshold for systematic language training. The scale of donation in this program will continue to grow in the future.

Breeno and Voibook Technology cooperated on the "City Voice Messenger Project" to help people with hearing-and-speech impairments.

Breeno and Voibook Technology cooperated on the "City Voice Messenger Project" to help people with hearing-and-speech impairments.

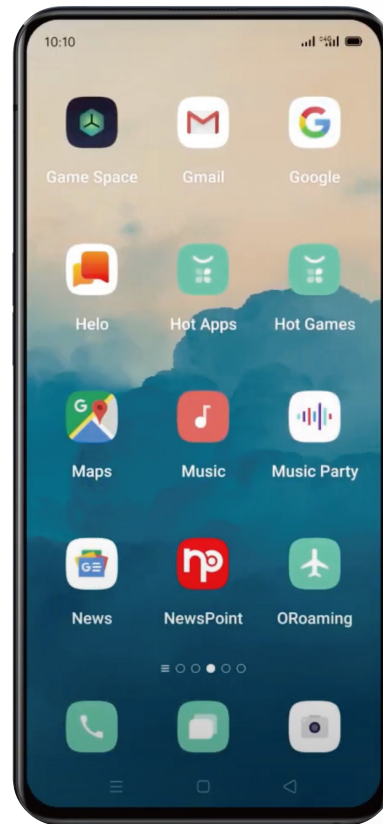


Design for the Elderly

In order to help senior users enjoy the convenience brought by the Internet, OPPO has added a series of features in ColorOS to make phones easier for senior users, such as the Simple Mode, Sound Amplifier, and Screen Reader.

The Simple Mode provides an easy-to-use UI with larger icons and fonts, a very simple grid layout, and basic core functions, making it easier for senior users to clearly read the screen and to change settings. The Sound Amplifier and the Screen Reader feature can lower the ambient sound and automatically read the screen content, enabling users to complete actions on the phone even if they can't read the screen clearly.

Apart from smartphones, OPPO has also adapted its Smart Watches and Smart TVs for senior users. Specifically, the OPPO Watch series are equipped with Breeno Voice Assistant, allowing senior users to complete some complex actions by using their voice. The OPPO R1 Smart TV supports NFC fast screen projection with one touch. Users only need to use their OPPO phones with ColorOS 11 to touch the NFC area of the remote control in order to project the screen. The whole process is easy and fast.



OPPO Simple Mode



Digital Health

OPPO has long been concerned about the health and wellbeing of people, and has released a number of health-related products, such as OPPO Watch and OPPO Band.

In early 2021, OPPO officially announced the establishment of OPPO Health Lab. With the idea of "Changing Lifestyles", OPPO Health Lab is a multi-disciplinary R&D team focusing on areas such as sleep, sports, cardiovascular health, and telemedicine. Driven by sensors, algorithms, data, and biomedical engineering, OPPO health aims to provide continuous and long-term data, models, and feedback to users and healthcare providers for better healthcare solutions, and to encourage users to develop a healthy lifestyle and follow their family members' health condition through preventive healthcare.

The OPPO Health Lab proactively partners with universities, research institutes, and hospitals. Currently, it has established partnerships with Fuwai Hospital, CAMS & PUMC, Third Hospital of Peking University, and Tsinghua Changgung Hospital, to carry out research in sports medicine, cardiology, psychology, and sleep, providing various cutting-edge technologies to academic research

and facilitating the industrialization of academic research.

To further develop OPPO's health ecosystem, OPPO also announced a set of tools for collaborators from the health industry. OPPO Health Research Kit, which can assist in data collection, analysis, and app development, is designed to help collaborators with their unique health research and ultimately transform it into an independent app in OPPO's health ecosystem.

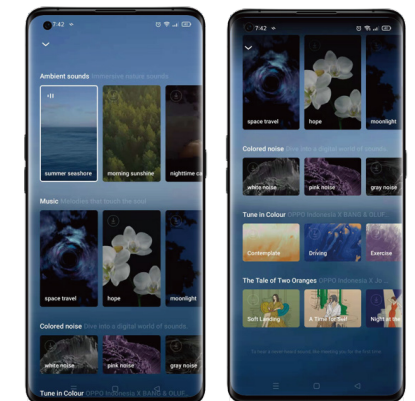


OPPO Health Lab

O Relax app helps users relieve stress through sounds

O Relax, an app offered for free along with ColorOS in designated global markets, helps users relieve their stress, improve their mood and mental health, and rediscover the beautiful things in their day-to-day life.

O Relax provides a series of relaxing functions such as natural sounds, rhythmic sounds, ambient sounds of different cities and various kinds of music especially designed for scenarios including meditation, yoga, napping, and sleep. Combining the immersive 3D experience of Dolby Atmos, the app helps users relax their mind and body in an easier way and relieve physical discomfort caused by stress, so as to deal with their life and work in a better way. Moreover, O Relax also offers one-minute breathing exercises to help users adjust their breathing and recover to a positive state anytime anywhere.



Environment Protection

Environment protection has become a shared vision for the world. Managing the environmental impact, improving resource efficiency, and reducing resource consumption while achieving robust business growth has long been a focus of OPPO. With this in mind, OPPO has been increasing its product investments by introducing environmental management throughout the entire lifecycle of its products and developing green products to achieve environmentally-friendly operations and the global goal of carbon neutrality.

Meeting waste water and gas discharge standards: **100%**

Phone packaging plastic reduction rate in Europe: **95%**

Weight of recycled products from OPPO Trade-In Service: **216 tons**

Entered the top 49 IPE rating list: **49**

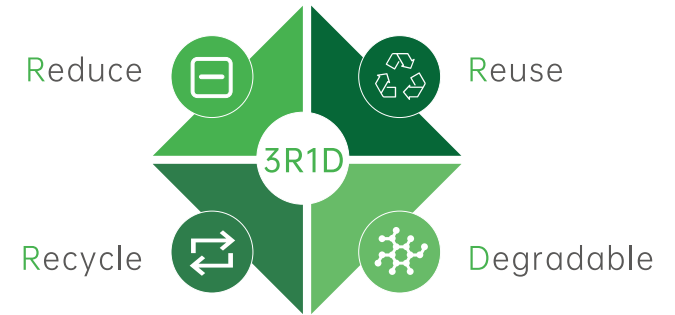


Green Products

Aligned with the brand mission of "Technology for Mankind, Kindness for the World", OPPO believes that technological advances and environmental protection are interdependent and mutually reinforcing. Neither is possible without the other. The company has integrated the concept of environmental protection and sustainability into product lifecycle management to minimize the environmental impacts caused by products from purchase to end-of-life.



OnePlus Nord N200 passed the UL110 Certification



Raw material acquisition phase: implementing green design ideas

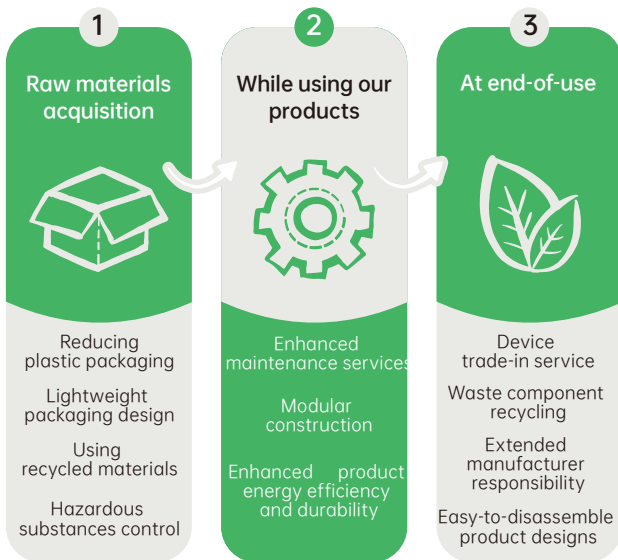
1. Green packaging design

OPPO follows the internationally recognized green packaging principle of "3R1D" (Reduce, Reuse, Recycle, and Degradable) and adheres to promoting lightweight, reusable, recyclable, and degradable packaging during packaging design.

• Using recycled fibers to protect non-renewable resources

Starting with the European market, recycled fibers make up about 45% of the packaging materials of our products. These fibers come from recycled waste paper or plants (such as sugarcane and bamboo by-products). By reusing the material, we can help lower the consumption of raw materials. We have also replaced petroleum-based inks with plant-based inks for printing on packaging to further reduce pollution and damage to the environment and protect non-renewable resources.

Product Lifecycle Management



The paper trays in the package are made from the scraps of sugar cane, bamboo, etc.



The main raw material of cardboard in packaging is recycled paper



The printing inks in the package are all soy ink

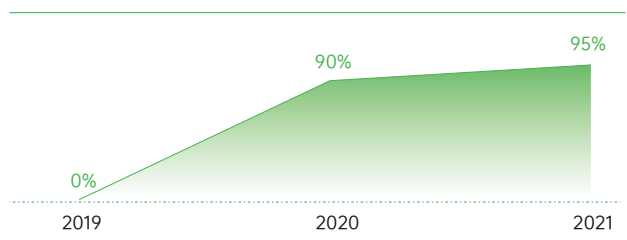
• Plastic reduction to improve the degradability of packaging

Plastics are made from disposable raw materials such as crude oil, most of which are non-degradable. If scrapped plastics end up and accumulate in ecosystems, they will wreak havoc on the ocean, land, and living things. In recent years, OPPO has improved the degradability of packaging by replacing non-degradable plastics with degradable ones through the use of recycled fibers to cut down on the use of non-degradable plastics in packaging.

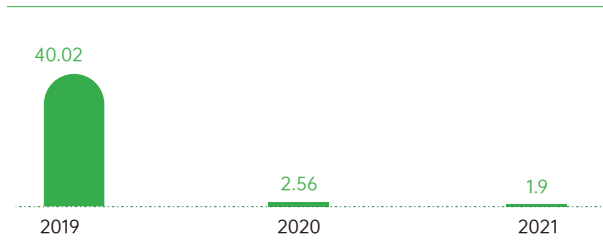
Starting from the European market, in 2021, the overall plastic used in the packaging of smartphone products has reduced by 95% since 2019. For plastic materials that cannot be replaced for now, OPPO choose to use the biodegradable polylactic acid material.

Into the future, we will continue to work towards the goal of plastic-free packaging.

Percentage of plastic reduction in packaging of mobile phone(%)



Weight of plastic materials used in packaging of mobile phone (g)



2. Hazardous substances control

To ensure that its terminal products are safe to use, the company has formulated the OPPO Standards for Hazardous Substances Control to prohibit the use of arsenic, beryllium, antimonous oxide, chlorinated flame retardants, brominated flame retardants, 15 kinds of multiring hydrocarbon, and 21 kinds of phthalic acid ester while complying with relevant laws and regulations in China and internationally. The company has also laid down the stricter OPPO Standards of Controlled Substances on Human Health to limit the use of dozens of highly allergenic substances in products and materials that are in prolonged contact with skin. Harmless materials are selected during product design to ensure our products are safe to use and have a smaller environmental impact when discarded.

The company has established and implemented the hazardous substance management system in accordance with the QC 080000 standard. So far, our plants in Dongguan and Chongqing are both QC 080000 certified.



QC 080000 certificate

Product usage phase: improving the utilization efficiency and extending the product life

We are committed to offering users more durable products. Each product will undergo rigorous testing with regard to environmental impact, drops, and other durability tests before leaving the factory.

To improve the utilization efficiency of our products, our new technology — Battery Health Engine, makes our battery more durable so that it can retain 80% of its original capacity for up to 1,600 charging cycles. To improve the usability of our products, we use modular designs with components such as screws, buckles, and easy-to-pull battery tapes with uniform specifications to make these parts easier to repair and replace.

Meanwhile, we provide free upgrade services for the system and software. By making all these efforts, we hope to indirectly reduce the environmental impact of our products.

The company is also concerned about the energy efficiency of products. We have found through product lifecycle assessment (LCA) that carbon emissions from usage account for 16%-18% of the total carbon footprint of a mobile phone and this can be mainly attributed to the consumption of electricity during phone charging. Our charging

energy efficiency has reached the US Department of Energy (DOE) VI energy efficiency standard, and the comprehensive energy efficiency of screens, CPUs, DDRs, modems, audio components, and cameras has also been further improved. In addition, we have added smart power-saving options on OPPO's mobile phones to improve energy efficiency. The smart power-saving function is enabled by default on a mobile phone. When the battery level drops below 20%, the phone will automatically switch power-saving mode on.



Energy Efficiency Level VI

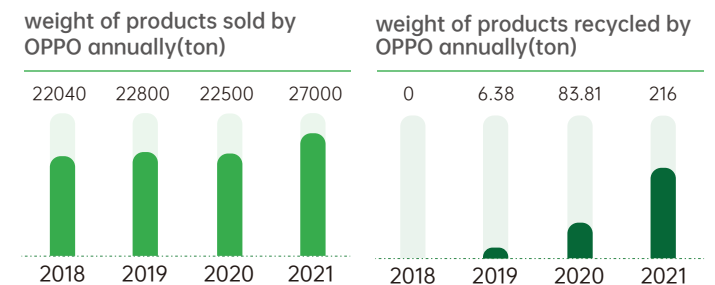
OPPO's mobile phone chargers meet the US DOE Level VI requirements for energy efficiency

End-of-life phase: establishing a product recycling system to promote recycling and reuse of materials

Improper disposal of a product at the end of life is detrimental to the environment. Given this, OPPO has taken various measures to reduce its environmental footprint. OPPO has established a product recycling system and conducts a trade-in business in Chinese and international markets to promote the recycling and reuse of used mobile phones. In the European Union and other regions,

we provide local recycling systems with financial support, participate in the Green Dot recycling program for packaging waste, and work with professional third-party recycling companies.

In 2021, the company's mobile phone recycling business continued to grow, with 1.2 million mobile phones weighing a combined total of 216 tons recycled in the Chinese market. By recycling materials, we have improved the resource utilization rate and reduced pollution and damage to the environment.



OPPO Trade In
Trade-In & Trade Up to Something New.



Green Operation

OPPO keenly recognizes the influence of corporate operations and product manufacturing on the environment. We are committed to keeping increasing our investment in environmental protection to reduce the impact on the environment while complying with environmental laws and regulations.

Environmental Management System

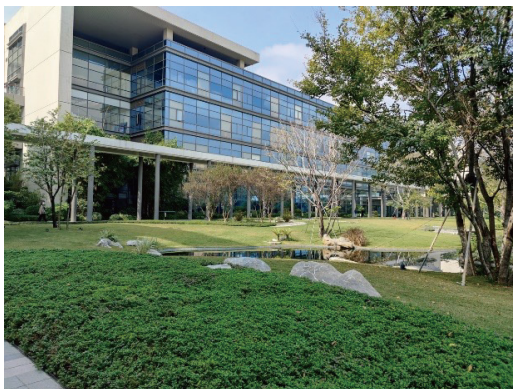
We have set up and implemented the environmental management system according to

the ISO14001 standard, and our business operations strictly abide by applicable environmental laws and regulations. After environmental factor identification and risk assessment, we implement pollutant control measures and perform supervision and inspection to ensure our green operation.

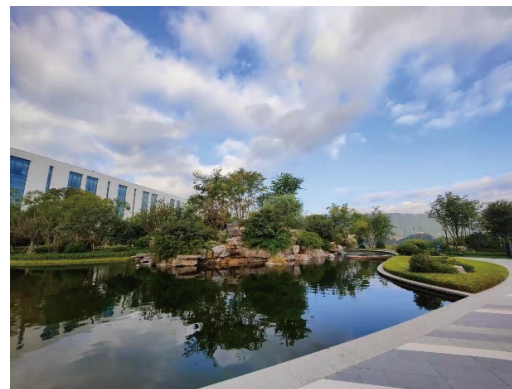
To strengthen our environment, health and safety (EHS) management, OPPO has set up the EHS Management Committee to lead and oversee the EHS function. At the executive level, the General Office of the EHS Management Committee was set up as the executing body to carry out daily work,

guide, coordinate, supervise, inspect and assess the EHS performance of different departments.

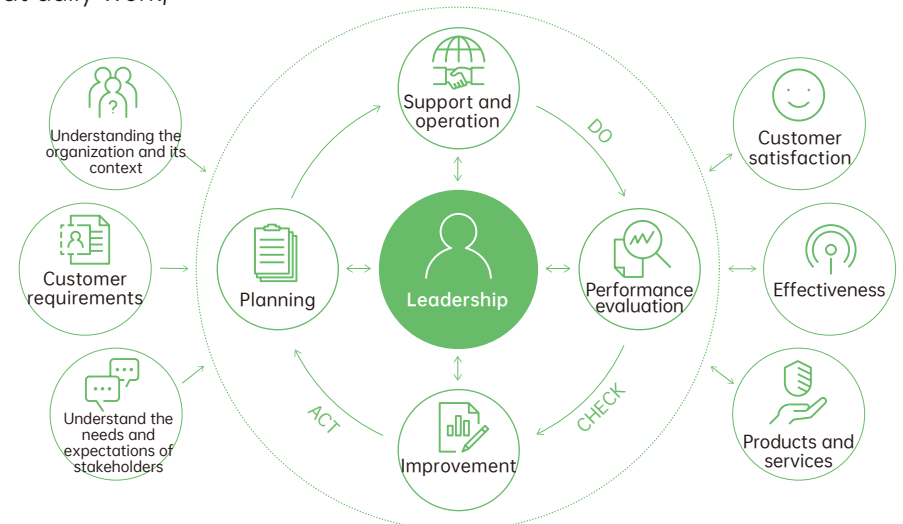
In Dongguan, Chongqing and other manufacturing centres, our factories are designed to include gardens. We continuously improve the greening management system of the industrial parks based on ISO14001 standard, and promote our employees' awareness on the environment, to build a harmonious living environment.



OPPO Dongguan Chang'an Industrial Park



OPPO Chongqing Industrial Park



PDCA model and framework of environmental management system

Water management

Our water consumption mainly relies on the urban water supply system and is primarily for office and domestic use. No industrial water is used during production. To reduce water consumption, the company has set water conservation goals and facilitates achievement through means of management, new technologies, and new equipment.

Pollutant control

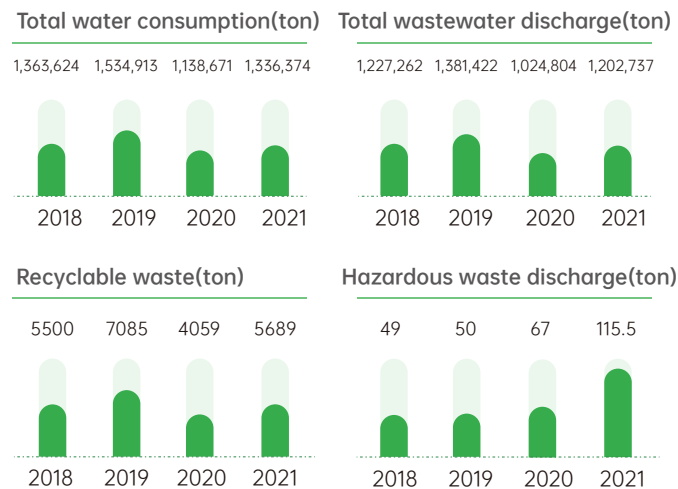
Our products are mainly assembled, and no industrial wastewater is generated during production. Domestic sewage mainly comes from office toilets, staff canteens, and dormitories and is all discharged to the municipal sewage pipe network.

The waste gases include industrial flue gases emitted during production (such as organic waste gas produced by reflow soldering, wave soldering and other processes) and cooking oil fumes from canteens, which are discharged at high altitudes through exhaust pipes after being treated.

The main noise sources of the company include the operation noise of power equipment such as air

conditioning units and air compressors. Such noise is controlled by various measures such as equipment replacement, process improvement, and noise source isolation.

To ensure that all kinds of pollutants such as domestic sewage, waste gases, and noise within the plants meet discharge or emission standards, we regularly hire external professional testing institutions to conduct testing on pollution sources. Up to now, there has been no illegal discharge of pollutants at OPPO.



Note

1. The above data only covers OPPO's Dongguan headquarters.
2. The amount of domestic wastewater discharged is considered to account for 90% of water consumed for calculation purposes.
3. In 2021, the company put into use two new six-story buildings as staff dormitories, resulting in an increase in total water consumption.

Waste management

Our waste is divided into general waste and hazardous waste. General waste is recycled and handled by professional recycling companies, while hazardous waste is disposed of by authorized third parties. In 2021, OPPO's headquarters in Dongguan discharged 5,689 tons and 115.5 tons of recyclable waste and hazardous waste, respectively.

OPPO's general waste and hazardous waste

Indicator	2018	2019	2020	2021
Compliance rate of discharged wastewater (%)	100	100	100	100
Compliance rate of waste gas emissions (%)	100	100	100	100
Compliance rate of hazardous waste disposal (%)	100	100	100	100

Response to Climate Change

The company strives to promote energy conservation and consumption reduction measures to curb greenhouse gas (GHG) emissions and mitigate global warming and its effects on the environment and climate. We use more renewable and alternative resources and ensure our practices meet and go beyond legal and regulatory requirements.

Energy consumption and GHG emissions

To cope with climate change and respond to the Carbon Disclosure Project (CDP), OPPO has established and implemented a GHG recording mechanism according to the ISO14064 standard. We have corresponding data collection procedures in place to ensure the accurate, transparent, and fair reporting of the quantity of GHG emitted, and the company implements internal reviews based on the greenhouse gas recording results according to the Greenhouse Gas Recording Internal Review Measures.

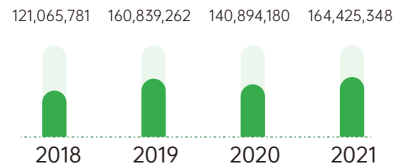
We track and record the consumption of energy such as water and electricity and the GHG emissions at work sites and/or at corporate levels. We seek cost-effective means to improve energy efficiency and minimize energy consumption and

GHG emissions. The EHS promotion team is responsible for identifying energy consumption within the company, calculating the quantity of greenhouse gas emitted by the Company, and

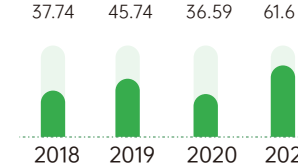
taking effective measures to lower the consumption of energy and the emission of greenhouse gas.

Data related to GHG emissions

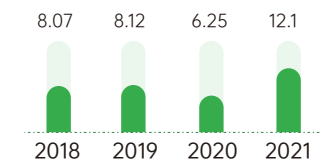
Total consumption of electricity (kWh)



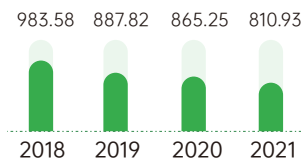
Diesel (ton)



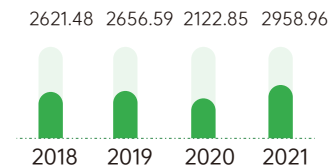
Natural gas (10,000 m³)



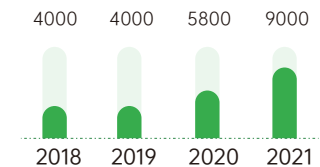
Direct GHG emissions (T-CO2e)



Indirect GHG emissions (T-CO2e)



Number of employees participating in environmental protection training



Note

1. Data about the consumption of electricity, diesel, natural gas, and air conditioning refrigerants only cover four plants in OPPO Dongguan headquarters.
2. Data about the emission of greenhouse gas only covers the No. 1 Plant of OPPO's Dongguan headquarters.
3. In 2021, the company began using two six-story buildings as staff dormitories and added more laboratories, so the total power consumption increased significantly compared with 2020. In addition, due to the energy crisis, municipal power supply is insufficient, and the company's amount of self-generated electricity has increased, leading to a significant increase in diesel use.

Energy conservation and emission reduction measures

To reduce energy consumption and GHG emissions, we have established and implemented an energy management system according to the ISO50001:2018 standard. We have set energy saving goals and management schemes after performing energy audits and identifying opportunities for energy conservation transformation. To achieve these goals, we are carrying out energy conservation and emission reduction activities based on these audits and opportunities.



ISO 50001 energy management system certificate

• Adopting an energy-efficient central air compressor station



The company adopts a central air compressor station with Level 1 energy efficiency. The main machine of the air compressor station consists of an oil-free centrifugal compressor, a variable frequency oil-free screw unit, a constant frequency oil-free screw unit, and a compression heat zero gas consumption absorption dryer. The main machine adopts three running modes, using either a centrifuge, or variable frequency oil-free screw machine, or both. Compared with a conventional air compression station, investing in and using this central system can save around 2,800,000 kWh of electricity and cut GHG emissions by 1,476 tons(calculated based on the emission factor of China Southern Power Grid) of CO₂-e each year.(calculated according to the emission factor of China Southern Power Grid).

Saves around **2,800,000 kWh** of electricity

Cuts GHG emissions by **1,476 tons** of CO₂-e each year

• Using a closed water heater system after the renovation of dormitories



Upon the completion of the dormitory renovation project, the company adopted a closed hot water supply system. The system consists of energy-efficient heat pumps, variable frequency water supply pumps, and closed water storage tanks. The heat pumps heat water under the mode of huge temperature differences, saving much more energy than traditional ones. The main machine adopts two different operation modes for summer and winter, reducing hot water energy consumption by 25% per ton. Currently, three closed hot water supply systems have been transformed and put into use, reducing power consumption by around 108,000 kWh and cutting GHG emissions by 56.9 tons(calculated based on the emission factor of China Southern Power Grid) of CO₂-e each year.

Reduced power consumption by around **108,000 kWh**

Cuts GHG emissions by **56.9 tons** of CO₂-e each year

• **Building a low-carbon green data center**

Located in Binhaiwan Bay Area, Dongguan City, OPPO Binhaiwan Data Center, as the company's first self-built ultra-large data center, adopts various measures such as using energy-efficient UPSs, medium-temperature chilled water systems, magnetic levitation coolers, plate heat exchangers, feeding collected rainwater to cooling towers, and providing thermal and moisture protection for exterior walls to improve power usage effectiveness (PUE) and water usage effectiveness (WUE). As such, PUE reaches 1.27, far below the Chinese average level. Meanwhile, we push for innovation in both infrastructure and business while developing and deploying new technologies such as liquid cooled servers, optical storage, and GPU clusters to reduce energy consumption at the source. The OPPO Binhaiwan Data Center has earned the industry authoritative Uptime Tier III certificate. In addition, the Data Center uses harvested

rainwater for cooling towers, which can save around 30,000 tons of water every year.



OPPO Binhaiwan Data Center

On July 13, 2021, Building A of OPPO Binhaiwan Data Center was named as a "Carbon Neutral Data Center Innovator". It was also awarded the "Data Center Low-Carbon Level Evaluation Certificate" at the Green and Low Carbon New Data Center Forum of the 2021 (12th) China Internet Conference.

• **Working with service providers to promote the transformation of data centers for energy efficiency**

For leased data centers, OPPO urges service providers to take various energy-saving and emission reduction measures, such as optimizing the cold source control system to provide the highest energy efficiency mode for cooler air-conditioners, making returned water hotter, adding cold and hot channels for isolation cabinets with blind flanges to reduce cold loss, and transforming fluorescent lamps into energy-saving LED lamps. All these solutions can save 8,540,000 kWh of energy per year, which is equivalent to cutting GHG emissions by about 4,501 tons (calculated based on the emission factor of China Southern Power Grid) of CO₂-e.



Uptime Tier III certificate



Awarded "Carbon Neutral Data Center Innovator"



Saves around 30,000 tons of water every year.

Saves **8,540,000 kWh** of energy per year.

Cuts GHG emissions by about **4,501 tons** of CO₂-e.

Caring for Employees

Employees are at the core of OPPO. The company has always put employees first by safeguarding employees' rights and interests according to standards stricter than legal requirements and providing customized career development opportunities to ensure the sustained development of employees' careers. OPPO also works to create a healthy and safe working environment at all workplaces and provides highly competitive benefits to ensure employees will grow with the company.

We promise to respect employees, listen to their voices, continue to increase their sense of happiness, and build a free, equal, and harmonious working atmosphere.

 Annual employee training investment:	41.86 CNY million
 Training hours per person	28 hours
 Labor contract and social insurance coverage:	100%
 Severe injuries resulting in death:	0
 Employees with occupational illnesses:	0



Protection of Employees' Rights and Interests

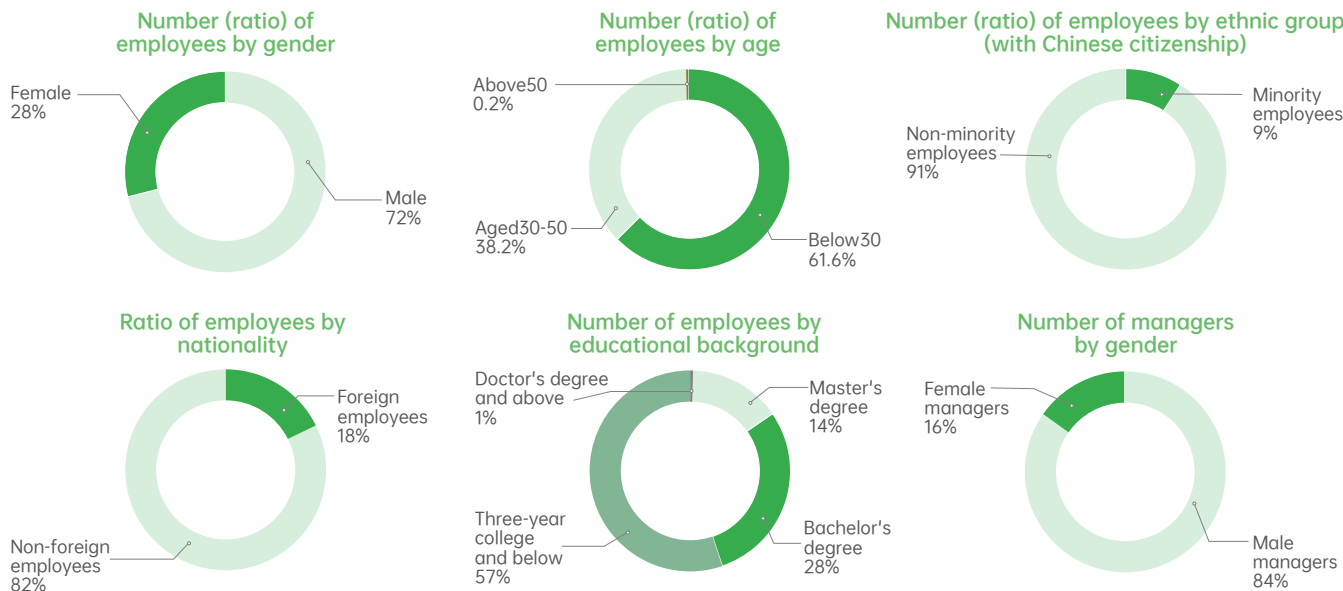
OPPO has talented people with different cultural backgrounds from 35 countries and regions. These employees and their creative work are what ensure the long-term development of the company. Given this, we are dedicated to providing an inclusive and fair working environment for all employees and advocating a corporate culture of mutual respect and trust among employees.

OPPO strictly abides by the UN Global Compact and applicable laws and regulations and safeguards the human rights and legitimate rights and interests of employees. We treat laborers of different races, ethnic groups, nationalities, skin colors, sex, and religious beliefs equally to ensure every employee has equal rights regarding recruitment, employment, remuneration and benefits, training, and promotion.

We prohibit the use of child labor and use multiple means during employee recruitment, employment approval, and entry registration to confirm the identity of applicants and ensure no recruitment of child labor.

Forced labor is forbidden within the company. Every employee at OPPO can take days off according to local laws, regulations, and corporate policies. There has never been any forced labor involved in the company's operations. In 2021, the company encountered no major labor disputes.

We attach great importance to protecting the rights and interests of our female employees. As such, we provide employees with legitimate maternity benefits, regularly carry out caring activities for female employees and training on knowledge of women's health, and promote the construction of lactation rooms to provide more intimate support for female employees. Men and women in the Company are given equal pay for equal work with the coverage of labor contracts and social insurance reaching 100%. Meanwhile, 16% of managers at the middle level and above are female.



Note: The above data is as of December 31, 2021. Minority employees are limited to Chinese employees.

The company has established and improved its democratic management mechanism. If any decisions on rules and regulations or major issues involve the vital interests of employees, the company will ensure full participation and equal consultation among employees in accordance with the Compliance Guidelines for Democratic Procedures. The company also has a well-established employee representative system that allows employee representatives to participate as neutral supervisors in the process of dealing with events involving labor relations (including signing, renewal, dissolution, and termination of labor contracts). Employee representatives are responsible for performing supervision to ensure the fairness of employees' complaints and their handling and notifying relevant employees of the handling results.

Indicator	2019	2020	2021
Ratio of remuneration by gender	1:1	1:1	1:1
Labor contract signing rate	100%	100%	100%
Number of major labor disputes	0	0	0
Number of employee representatives	194	460	258
Ratio of female managers	11.87%	12.28%	16%

The company also attaches great importance to employee participation in operations and management. The company listens to employees through various channels and ensures the participation of relevant parties in major decision-making processes. Specifically, the company collects and adopts employees' suggestions through channels such as employee symposiums, questionnaires, exit interviews, probation interviews, and various group building activities. Through analysis and evaluation, the key factors affecting employees' rights and interests, satisfaction, and enthusiasm are identified and determined.



The company organized "Lunch with Tony" to encourage direct communication between grass-roots employees and Tony Chen, CEO at OPPO so that the senior executive can listen to the feedback and voices of these employees and better solve management-related problems.



Remuneration and Benefits

We are committed to providing a competitive, fair, and comprehensive remuneration system for our employees. Based on objective factors including the market, position, abilities, and performance, we have created a fair and reasonable salary incentive system for employees through objective indicator evaluation, a broadband pay structure, and dual career ladder. Meanwhile, we have built an honor incentive system so that every employee who makes contributions will not only get great material rewards but also be recognized and motivated in a timely manner through honors such as the person/team of the year and an electronic medal of honor.

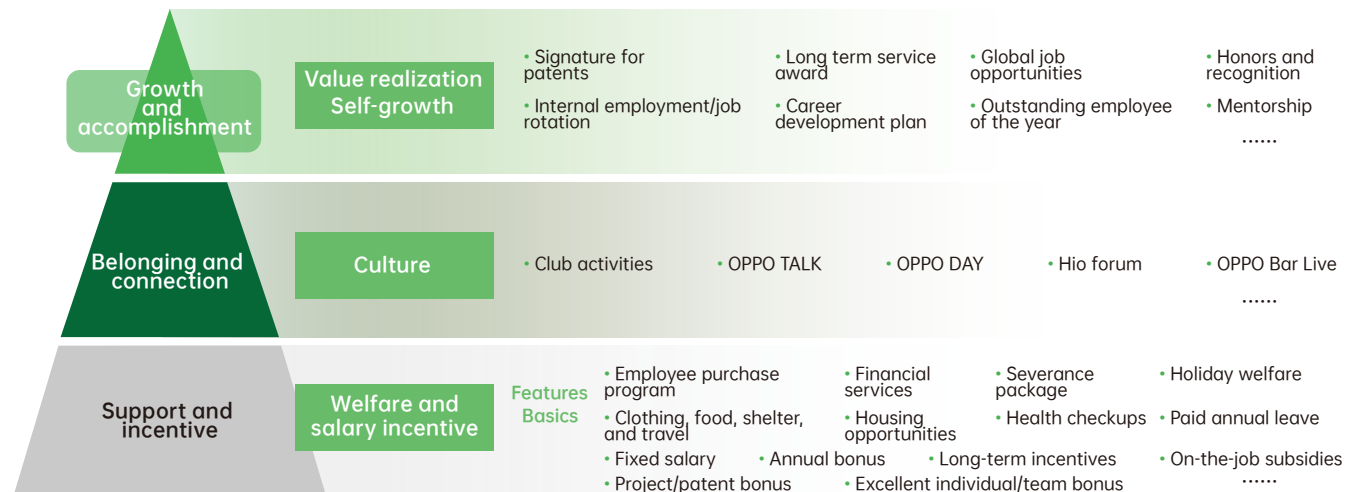
We provide a comprehensive benefits and security system for our employees and we care about how employees feel about the benefits. We strictly abide by local laws and regulations and under this premise offer employees stronger security. For holidays, OPPO employees enjoy a period of paid leave that is 1-4 days longer than statutory paid leave.

We also pay close attention to our employees' personal well-being. Besides paying social security for employees per legal requirements, we also offer

annual health examinations and purchase commercial insurance that covers severe illness, accidents, and daily medical needs for employees.

OPPO values the contribution that employees have made to the company in the past. For employees who voluntarily resign, we offer resignation subsidies based on their working years at the company and pay year-end bonuses as usual. For employees who have made long-term contributions to the company, we offer extra bonuses and show our appreciation for them by offering souvenirs or organizing farewell parties.

Under labor law, we have a two-days off system for knowledge-based employees. Their working hours vary with region. We also promote flexible work schedules to allow employees to arrange their own working time based on the completion of tasks. For other employees, we arrange shifts according to the Responsible Business Alliance (RBA)'s working hour management model to ensure employees have sufficient rest while working. We offer great care for employees who work overtime. Shuttle services are arranged for employees working in different cities, and taxi fees arising from overtime working are reimbursed.



Training and Development

With our "Benfen" culture in mind, OPPO aims to gather extraordinary people. We work to build a team that is more confident, autonomous, and integrated, making OPPO an exemplary organization sought after by global talent.

Talent development system

Guided by the Company's organizational strategy, we have built a professional and systematic talent development system based on a dual career ladder which includes four factors, namely new talent development, general competence development, professional talent development, and leadership development. Each year, we develop annual training plans across three levels—strategy implementation, job requirements, and employee development. We provide a wide range of learning opportunities for employees through external dispatches, internal training by external trainers, OJT, online learning, on-the-job coaching, sand table simulations, and learning competitions. As of December 31, 2021, the company poured a total of CNY 41.86 million into annual training.

We train different types of recruits in different ways. We train interns as Dream-seekers, fresh graduates as Dream-chasers at Level I, II, or III, professionals as Dream-builders, and high-end, outstanding professionals as Benfen Leaders. OPPO has launched programs such as the Pioneer Kits 1, 2, and 3 and the Pioneer Program targeted at lower-level employees; the Exploration of New Posts and

Explorer Program targeted at middle-level employees, and the Leader Program targeted at high-level employees. By doing so, we are working to establish a comprehensive system for leadership development and to ensure there is a pipeline of talented employees who can grow alongside OPPO. In 2021, employees attended 28 class hours of training on average.



"Dream-builder" training



"Dream-chaser" training



"Pioneer" training



"Benfen Leader" training

To better empower the organization and its talent, and facilitate the implementation of strategies, the company set up its own teaching, training, and practice institution called "OPPO Academy" on June 11, 2021. As a platform for imparting knowledge and skills to employees, the OPPO Academy is committed to continuously improving the competencies of managers and reserve managers at all levels of the company through teaching services that "are closely associated with the corporate strategy, aimed at the wider world, can

encourage cooperation and inspire new ideas and combine training with practice". With the spirit of "responsibility, perseverance, openness, and transcendence", the OPPO Academy will help realize the company's strategic goals and create a future full of possibilities for OPPO.

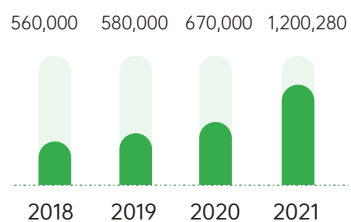
As for learning, with the PC version launched in June 2019 and the app version following in December, HiO, OPPO's learning platform, has accumulated a total of 1,801,405 hours of learning among all employees.

A Message from Tony

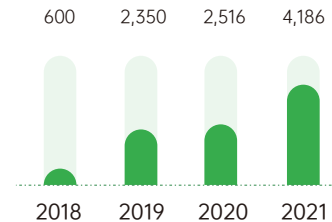
“ The founding of the OPPO Academy is an important milestone in OPPO's efforts to develop talent. We are dedicated to developing many outstanding employees. I hope that the OPPO Academy can share relevant theories and teach necessary skills to help everyone grow and move towards greater goals. ”

—— **Tony Chen**
OPPO CEO & President of the OPPO Academy

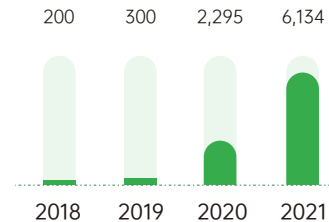
Annual hours of training for employees(Hours)



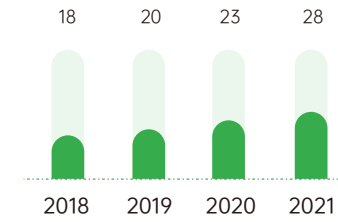
Annual investment in employee training(CNY)



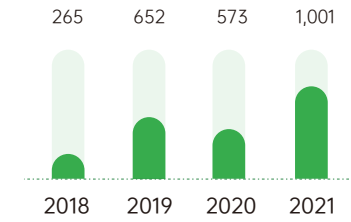
Number of annual training courses



Average hours of employee training(Hours)



Annual per capita investment in training(CNY/person)



Talent development system

We build different career paths for different types of employees based on our overall development strategy and organizational development needs as well as employees' working competence, personality and characteristics, and value orientation, so as to promote the common growth of employees and the company.

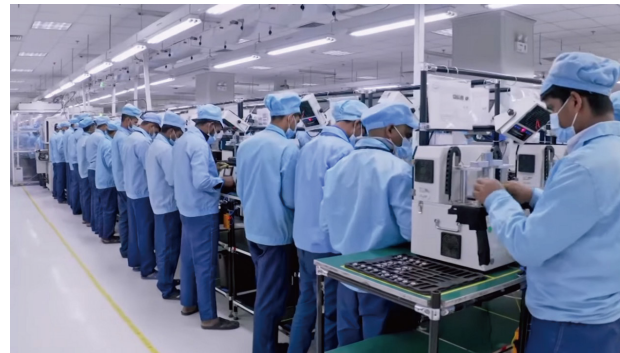
OPPO has built a systematic qualifications management system that involves qualification channels, qualification level standards, and evaluation and application of qualification certification. Position groups, categories, and subcategories are divided based on the similarities of the job nature, job content, and qualifications of each position, and details of qualification sequences and qualification channels are determined accordingly. Qualification channels and development paths are determined for employees according to the requirements of the Company's strategy for their abilities and based on their current competence, the usual way a person grows, and other factors.

Data Type	2021
Percentage of employees who received a regular performance and career development review	72.5%

Decent Working Environment

Employee Health and Safety

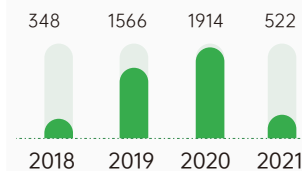
The Company continuously invests resources to improve its occupational health and safety management system. It makes every effort to build itself into an intrinsically safe company and create a working environment that is safe and healthy for employees by building a professional management



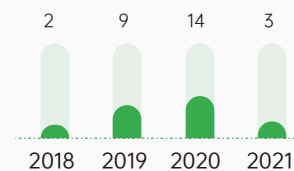
team, continuously promoting the dual prevention mechanism of risk assessment and hidden danger management, and strengthening the "bottom line thinking" and "red line awareness". At present, OPPO's plants in Dongguan, Chongqing, and India have all received ISO45001 certificate.

In 2021, the company built a global EHS management team consisting of over 100 members through external recruitment and internal training. Thanks to their continuous multi-level screening and management of hidden dangers as well as risk assessments, the team helped eliminate hidden dangers existing in production and facilitated the company's sustainable development. 2021 saw a significant year-on-year decrease in the number of employees with minor injuries at OPPO and no serious injuries, deaths, or occupational diseases.

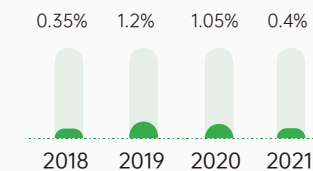
Lost-time caused by work-related injury(Hours)



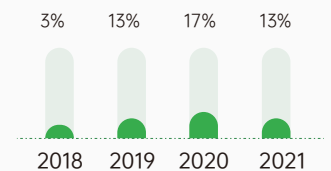
Number of employees with minor injuries(Persons)



Rate of serious incidents leading to lost time for directly employed workers(%)



Rate of incidents leading to lost time for directly employed workers(%)



Note The above data in the above table is from four plants at OPPO's Dongguan headquarters.

• Comprehensive EHS risk screening

To find out the current situation of EHS management and fire safety management in its global plants, OPPO carried out special work such as EHS risk identification and fire safety inspections in plants and offices in China and internationally such as those in Dongguan, Shenzhen, Chongqing (China) and India, Indonesia, Bangladesh, and Algeria in 2021. It hired internationally renowned technical service agencies TÜV Rheinland and SGS to conduct EHS audits and fire safety audits in the plants, systematically check the safety risks of global production bases, and make rectification plans for the continuous improvement of the company's EHS management and fire safety management.



figure:third party EHS onsite screening

• Safety training and publicity

The company attaches great importance to the safety awareness, capabilities, and performance of each employee. As such, it carries out education and training on safety production in strict accordance with the *Management System for Safety Education Training*. The company aims to increase employees' safety awareness and abilities by continuously carrying out employee health and safety training and publicity activities. In 2021, the company organized a series of safety-related activities such as an outdoor activity named "I am a Safety Expert", as well as other activities such as "Tea Talk on



Safety", "Safety Month", and "Fire Prevention Month".

Regarding health and safety, we have comprehensive communication channels for our employees, which include but are not limited to regular EHS work meetings, employee representative meetings, company-wide OJT training, announcement boards/announcement TVs, promotional EHS activities, an official WeChat account for feedback, TT administration services, employee satisfaction surveys, suggestion boxes on site, and a whistleblower hotline.



In 2021, the company organized a series of safety-related activities such as an outdoor activity named "I am a Safety Expert" as well as other activities such as "Tea Talk on Safety", "Safety Month", and "Fire Prevention Month" to educate employees on safety knowledge.

Employee Care

The company continuously invests resources into the living facilities of employees. It has set up employee activity centers equipped with recreational facilities such as treadmills, billiards, basketball courts, and football fields to help

employees work happily and live comfortably. Meanwhile, to enhance employees' sense of belonging and happiness, the company organizes a variety of team and employee activities.

OPPO Anniversary

The company organizes OPPO Day every year to celebrate its founding and share and discuss its strategic culture in various ways such as staff debates, senior management lectures, and afternoon tea.



Family Open Day

is the day when the company opens its door to welcome employees' families with a garden tour, games, buffets, prizes, and more. On this day, employees will bring their families with them. In a relaxing and pleasant environment, they will learn about OPPO's culture and working environment, thereby having a stronger sense of identity and belonging.



Vaccination for Indonesian employees

In response to the COVID-19, the OPPO Indonesia office did its utmost to provide local employees with strong COVID-19 prevention support such as online doctor consultations, free nucleic acid testing, and paid rehabilitation leave. To further protect our employees, the company communicated and coordinated with the local government and hospitals several times to ensure the availability of vaccinations for the employees despite a local shortage of vaccines. Such vaccinations have created a health barrier for employees.



Ecosystem Engagement

After years of development, OPPO has grown into a large technology company with more than 40,000 employees worldwide. The larger a company is, the greater responsibility and influence it has. In a range of fields from ensuring legal compliance to creating a responsible value chain with suppliers; from seeking its own development to pursuing common progress with agents; from hardware and software development to driving developers to build an industrial ecosystem, and from focusing on economic growth to sharing economic outcomes with global communities, OPPO hopes to convey the goodwill of technology to society and advocate for positive values both at the present and in the future.

Supplier audit coverage:	79.7%
Charitable donations exceeded:	62 million CNY
Innovation and entrepreneurship events:	3 times

Launched the OPPO Renovators — Emerging Artists Project for the third year to support young artists explore the innovative expression of art and technology.



Sustainable Procurement

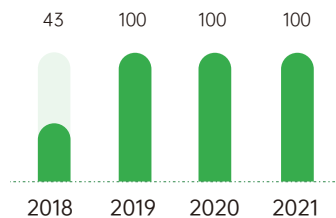
Supply chains are the key to the sustainable business development of a company. Guided by the cooperation idea of "establishing a healthy, long-lasting, and mutually beneficial relationship", we consider sustainability as an important part of our procurement strategy. As such, we hope that we will set our suppliers on a sustainable path through our procurement business so as to build a healthy, safe, responsible, and sustainable supply chain across the globe.

CSR management of suppliers

The *CSR Code of Conduct* for OPPO Suppliers (CSR Code of Conduct) is the basic principle and basis for the company to ensure CSR actions when working with suppliers. The code covers 18 items of contents, including laws and regulations, morals and human rights, employment relations, child labor and juvenile workers, working hours, remuneration and benefits, anti-discrimination, humane treatment, freedom of association and collective bargaining, health and safety, environment, conflict minerals, trade security, information security, business integrity, document recording, supervision and audit, and whistleblowing for the breach of laws or regulations.

OPPO encourages suppliers to apply higher standards than those of laws, regulations and general ethics, when engaging in production and business activities, to fulfill corporate social responsibilities. The company requires all of its suppliers to agree on the critical requirements of the *CSR Code of Conduct* through contracts or letters of commitment to comply with and implement them. OPPO takes a zero-tolerance attitude towards such serious CSR violations as child labor, forced labor, and corruption.

Coverage of the CSR Code of Conduct(%)



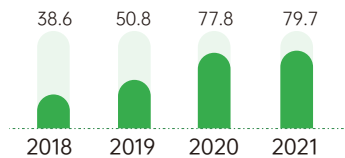
In 2021, OPPO established and promoted a sustainable procurement management system in accordance with the ISO20400 standard. Against this backdrop, we have further expanded the coverage of CSR management of suppliers to include all first-tier production suppliers in the SRM system, while it is gradually reaching second-tier suppliers of core materials.

Risk assessment and audit of suppliers

For potential partners, the company determines whether they are high-, medium-, or low-risk suppliers through social responsibility risk pre-assessment to identify business risks in advance. High-risk suppliers will not be chosen if there is at least one vote against them during supplier certification and review. As for existing suppliers, the company monitors their CSR risks and promotes management improvements through daily supervision and on-site audits. Supplier CSR audits are always performed by professional third-party audit institutions to ensure they are correct and impartial. In this regard, we adopt the goals of "exclusive recognition by OPPO, industry-wide recognition, and mutual brand recognition" and perform supplier CSR management based on the principles of inclusion, trust, and mutually beneficial cooperation.

By the end of 2021, the company had completed on-site audits and risk assessments for 79.7% of its existing suppliers and urged 58.4% of high-risk suppliers to make corrections and improvements. The number of high-risk suppliers decreased by 10.7% compared with 2020, laying a solid foundation for the building of a healthy and optimal supply chain.

Percentage of suppliers audited annually(%)



In 2021, the international COVID-19 situation was still severe. Given the difficulty of on-site audits, we required international suppliers to perform self-assessments and made improvements based on their internal CSR management. Especially in the Indian market, our suppliers overcame difficulties and improved their compliance. Among them, 27 suppliers made special rectifications.

Apart from CSR supervision and audits, the company continued to perform integrity audits for supply chain partners so as to create a clean and transparent procurement environment. In 2021, OPPO conducted targeted integrity audits on 30 suppliers based on complaints regarding their business risk management and supervision. Among them, 15 suppliers and their affiliates were banned due to violations.



Supplier CSR on-site audit (conducted by a third party)

Performance appraisal of suppliers

OPPO considers CSR performance as one of the indicators for supplier performance appraisal, so suppliers' CSR performance is directly linked to their quarterly performance evaluation. For good CSR performers, the company will, within a certain period, give them priority to bid for new products and projects and motivate them with orders placed based on their performance. Poor performers, especially those who fail to meet the minimum CSR requirements or fail to pass CSR audits, are required to make rectifications within a prescribed period of time. Given the nature of the situation, business restrictions may be imposed or the poorly performing suppliers will be no longer used to ensure the health and fairness of the supply chain.

In 2021, transactions with three suppliers were suspended due to their CSR issues, but our business with two of them was resumed after their rectifications.

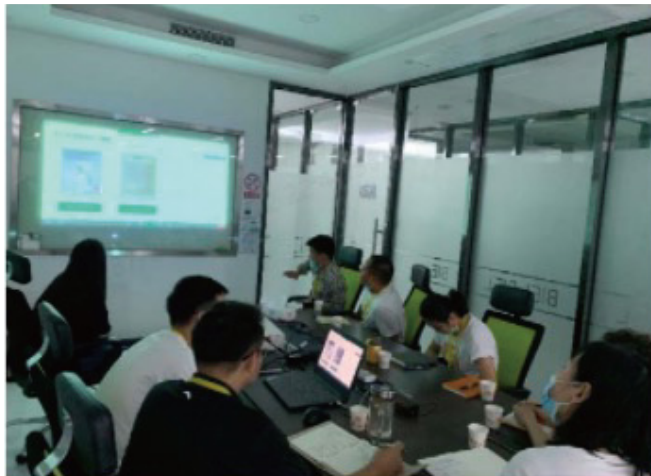
CSR capacity building among suppliers

OPPO grows with its supply chain partners and attaches great importance to the development of their sustainability capabilities. As such, it empowers suppliers through business exchanges,

training, and coaching to enhance their value and help them grow.

SCB model: OPPO has established a supplier capability building (SCB) model that covers all suppliers through different supplier empowerment schemes. In 2021, the company launched the Basic CSR Capability Development Project (FOT) for new suppliers and the Special CSR Capability Building Project (HIP) for high-risk suppliers, laying a preliminary foundation for OPPO's supply chain partners to build their sustainability capabilities.

CSR training: The company delivers CSR training regularly based on public events in China and internationally as well as suppliers' CSR management performance to promote best industry practices, reduce business risks, and improve sustainable development performance among the suppliers. In June 2021, we delivered online fire safety training for all manufacturing suppliers. In December, we invited experts and brand members of the RBA to participate in CSR exchanges and share common problems found in employment compliance management and their experiences in supply chain due diligence. So far, more than 1,000 partners along the supply chain have taken part in OPPO's CSR capacity building efforts through special training.



OPPO delivered supplier training



Integrity-themed training for suppliers


2000+
 Suppliers participants of OPPO Integrity Training

Integrity training: To further promote an honest culture along the supply chain, in 2021, OPPO's supply chain system, in conjunction with the business audit department, delivered four integrity training sessions to suppliers using a combination of online and offline methods, attracting more than 2,000 participants. In addition, the company compiled and released the OPPO Partner Handbook, which expounds the philosophy and principles of cooperation between OPPO and its supply chain partners from three aspects, namely cultural values, minimum honesty requirements, and sustainable development cooperation.

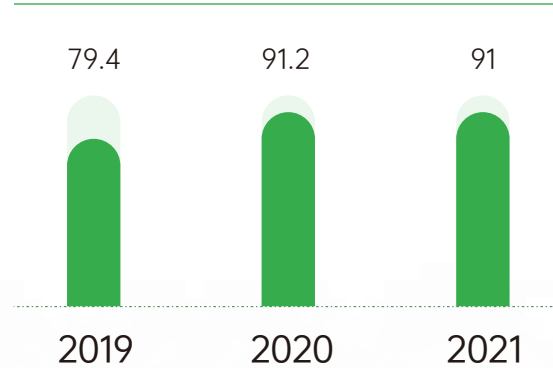
Conflict Minerals Management

As a member of the Responsible Minerals Initiative (RMI), OPPO is highly concerned about the issue of conflict minerals and promises not to support or use conflict minerals that will benefit armed groups acting against humanity in conflict areas. In the CSR Code of Conduct, we specify the principle of not using conflict minerals and require suppliers to not purchase conflict minerals. In practice, we have developed the Regulations for the Management of Conflict Minerals, which covers management principles, due diligence, and the management of

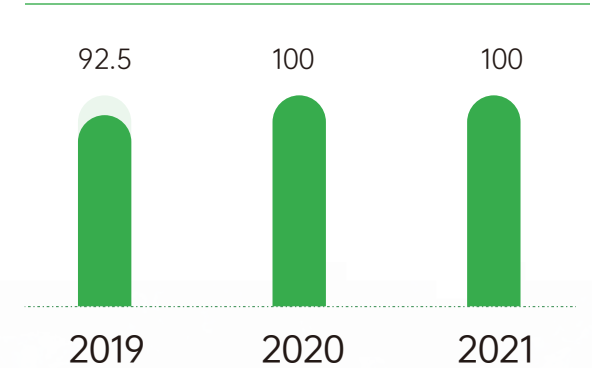
escalating situations to build a harmonious and humane value chain together with our suppliers.

In 2021, we further enhanced conflict minerals management in our supply chain. In addition to conducting routine conflict mineral due diligence on all suppliers, we pioneered inspections on the reliability and traceability of due diligence data as part of our CSR audits along the supply chain. We selected conflict mineral investigation reports from 18 suppliers as samples, one of whom was identified as needing to make rectifications. In the future, such inspections will be included in all of OPPO's supply chain CSR audits. Furthermore, we are gradually promoting the Responsible Minerals Assurance Process (RMAP) via RMI's members among identified but uninspected smelters and refiners.

Percentage of suppliers included in conflict mineral investigations (%)



Percentage of suppliers who promised not to use conflict minerals (%)



Global Corporate Citizenship

Environment Protection

Well aware of the importance of environmental care, OPPO hopes to raise people's awareness on protecting our planet and living a sustainable lifestyle.

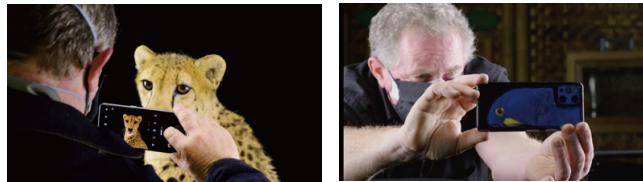
Public awareness raising of endangered species conservation through images

On Earth Day in 2021, OPPO partnered with the National Geographic Society on the Endangered Colour Campaign. Through a series of images and short films showing the incredible colors of endangered species, the activity aims to raise people's awareness of wildlife conservation and protecting our planet. As part of the activity, OPPO donated USD 500,000 to the National Geographic Society to help support their efforts on wildlife conservation.

In addition, OPPO collaborated with the China Green Foundation on the photographic project that encouraged participants to share photos related to the theme of "Endangered Colour" or "Unique Cultural Life". As part of the project, OPPO donated CNY 1 to the China Green Foundation for each of

the submissions in the name of participants for the restoration of *Populus euphratica* forests, construction of oases in deserts, and protection of rare species such as Asian elephants, Siberian tigers, Siberian leopards, and white-headed langurs. A total amount of CNY 500,000 (approximately USD 78,500) was donated through this project.

Through these efforts, OPPO hopes to raise people's awareness of wildlife conservation and to protect nature through the power of images.



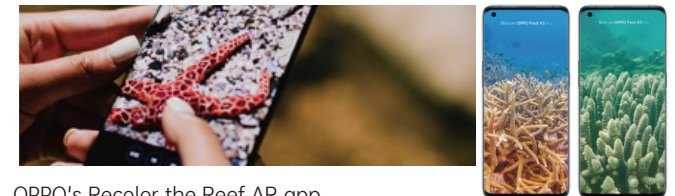
Endangered species shot with OPPO Find X3 Pro

Restoration of the Great Barrier Reef

In March 2021, OPPO announced the partnership with the Reef Restoration Foundation (RRF), an Australian-based conservation organization for the Great Barrier Reef, to launch the Recolor the Reef project, calling on the public to protect the world natural heritage site.

OPPO designed and developed the corresponding augmented reality (AR) app and participated in the RRF's various community education activities to help improve the foundation's operations and help the public better understand the composition of the Great Barrier Reef and the environmental threats it is facing. As of September, OPPO had donated more than AUD 52,000, helping the RRF move towards its goal of planting one million new corals in the reef by 2026.

Through these efforts, OPPO hope to raise people's awareness of wildlife conservation and protecting the nature through the power of images.



OPPO's Recolor the Reef AR app

Working with industry partners to promote sustainable development with technology

In November 2021, OPPO co-hosted the 4th CSRtech Innovation Summit with its industry partners Orange and Deutsche Telekom, with representatives from governments, NGOs, industry, start-ups, and investment organizations in attendance. The summit aimed to identify innovative solutions for environmental and social

challenges in the fast-changing world, and to empower entrepreneurs with the mission of sustainable development. As part of the Summit, 12 outstanding start-ups were invited to participate in the pitch process. Voibook Technology, an innovative social enterprise dedicated to using AI technology to help the hearing and speech impaired, was awarded the title of "Outstanding Start-Up".

During the summit, OPPO shared its understanding and experience in promoting sustainability through product design, manufacturing and operations, while calling on entrepreneurs to devise new ways to contribute to sustainable development through technological innovation.



CSRtech Innovation Summit



Voibook Technology, an innovative social enterprise dedicated to using AI technology to help the hearing and speech impaired, was awarded the title of "Outstanding Start-Up"

Youth Empowerment

OPPO has always believed in the power of the youth, and has long supported the young people in addressing sustainable development issues.

Partnered with United Nations Development Programme (UNDP) to empower youth innovation and entrepreneurship

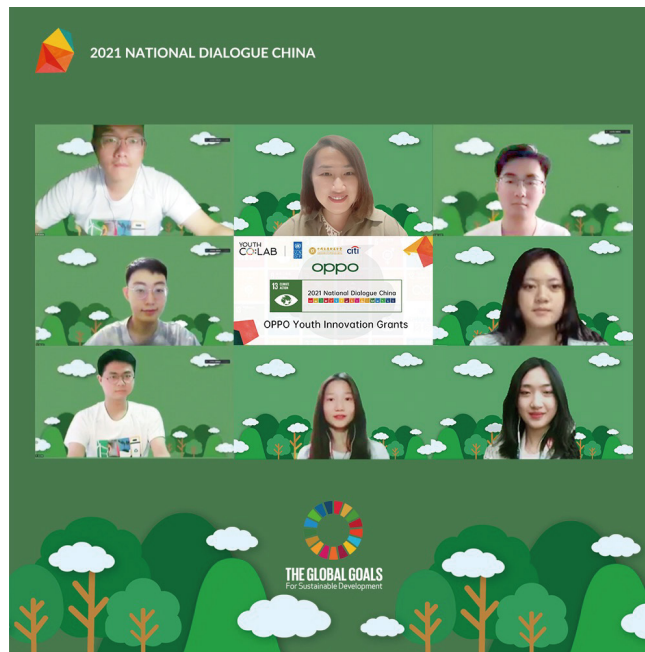
In August 2021, OPPO announced its partnership with the United Nations Development Programme (UNDP). As a UNDP Asia Pacific Youth Empowerment Alliance partner, OPPO and the UNDP set up a CNY 1 million (approximately USD 157,000) Youth Innovation Grant and worked together in a number of ways to support young entrepreneurs and social innovators in contributing solutions to SDGs.

As a partner of the 2021 National Dialogue China, OPPO not only provided its expert guidance and training in digital marketing, but also offered CNY 300,000 (approximately USD 46,000) in grants to the eight winning teams. The outstanding entrepreneurial projects selected through the 2021 National Dialogue China will be eligible for the 2022 Youth Co:Lab, where winners will meet with other young entrepreneurs from more than 20 other countries and regions to discuss how young

people can help achieve sustainable development goals through social innovation and entrepreneurship.

In December 2021, the Youth Innovation Acceleration Camp co-organized by OPPO and UNDP, and supported by the China Alliance of Social Value Investment (CASVI), was held in Shenzhen, China. The camp focused on three main

themes: environmental protection, digital inclusion, and health and wellbeing. A total of 20 youth-led tech start-ups were invited to attend the camp, ranging from angel-invested startups to those with Series A funding. The camp also invited industry partners and investors to deliver sessions on business analysis, marketing, impact financing and design thinking, and provide one-on-one mentoring to help further develop their business model.



OPPO offered approximately US\$46,000 in grants to the eight winning teams



OPPO and the UNDP co-hosted the Youth Innovation Acceleration Camp



Beate Trankmann, the United Nations Development Programme Resident Representative in China delivered the opening speech

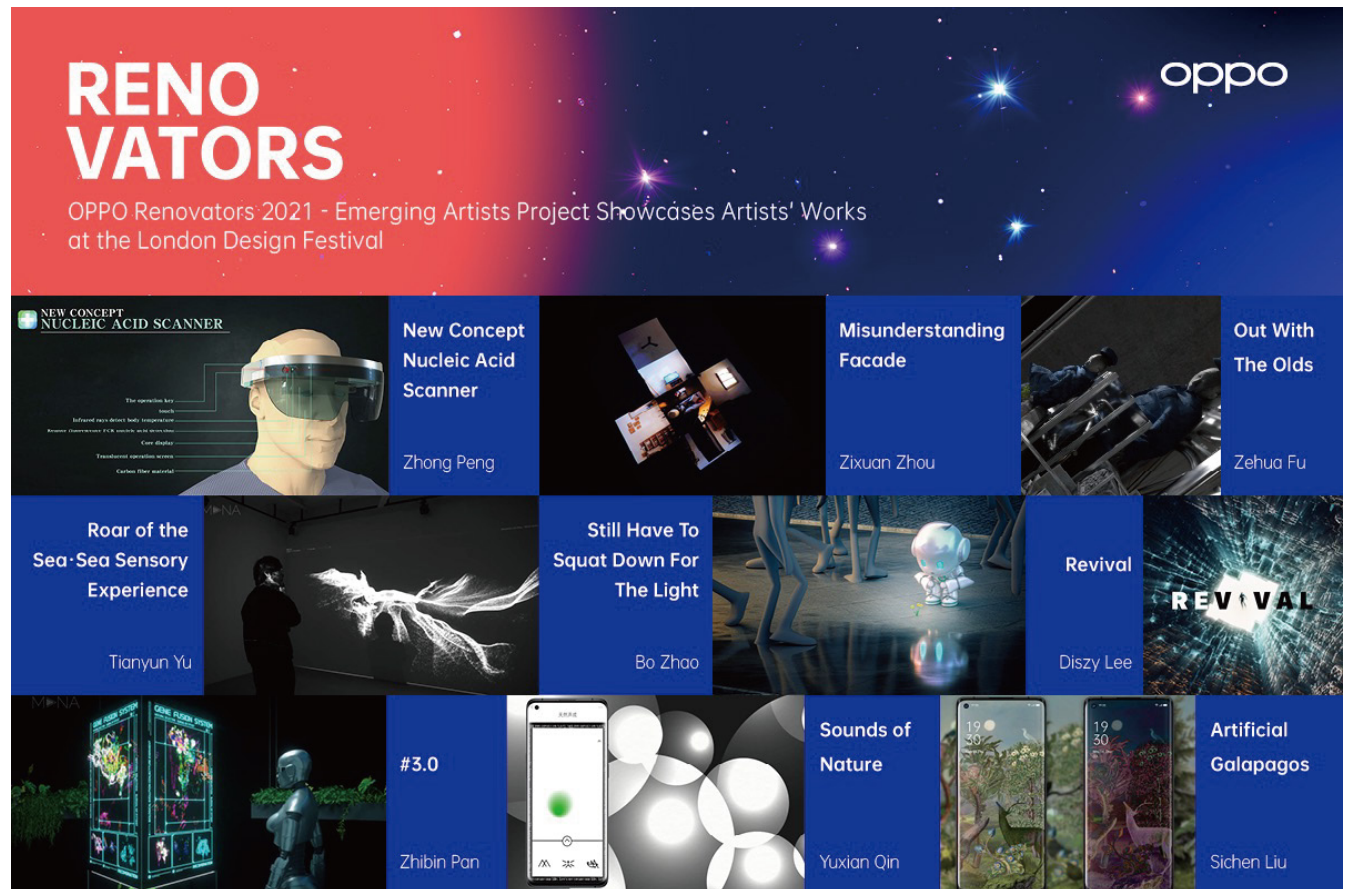
OPPO Renovators Emerging Artist Project to empower young artists explore technological and artistic innovations

Since 2019, OPPO's global Emerging Artists Program, Renovators, has been held annually to encourage young creators to unleash their creativity and imagine the possibilities of technology through art.

OPPP Renovators 2021 was co-hosted with the Central Academy of Fine Arts. Under the theme of Light, OPPO Renovators 2021 included two professional contest categories - Art Tech and Art Toy - as well as a Portrait Capture category targeted at creative enthusiasts. In 2021, a total number of 3,345 art works were received from the project. Since it launched in 2019, the project has covered young artists and creators from over 50 art universities and colleges in over 40 countries and regions. The creative art works discussed various topics such as emotions and consciousness, virtuality and reality, people and nature, pandemics, and social media.

In addition to a number of generous prizes and awards, outstanding artworks selected from OPPO Renovators 2021 were displayed at global exhibitions such as the London Design Festival and

were subject to continuous exposure through global online exhibitions, thereby empowering more young people to explore the development direction of technology from an artistic perspective.

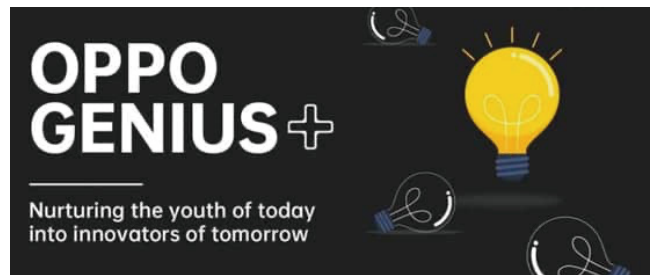


OPPO Renovators 2021 - Emerging Artists Project showcases art works at the London Design Festival

OPPO launches Genius+ Scholarship Program for engineering students in partnership with Indian Institute of Technology Delhi (IIT Delhi)

In December 2021, OPPO India announced the partnership with the Indian Institute of Technology Delhi (IIT Delhi) for the launch of the Genius+ scholarship program to provide scholarships to outstanding students pursuing engineering courses at premium institutes.

Tasleem Arif, Vice President and R&D Head of OPPO India, said that the scholarship program could empower young people around the world with better educational and learning opportunities, with the hope to cultivate future innovators. Besides that, the program also allows OPPO to connect with young people from many of India's famous universities. In the future, the scholarship program will plan to extend to include postgraduate and doctoral students.



OPPO Genius+ Scholarship Program

Smart devices donation to enable students from disadvantaged groups to have equal access to online educational resources

Due to the pandemic, it is difficult for students in some remote areas to have access to online learning due to the lack of smart devices. To support the distant learning for disadvantaged groups from remote areas, OPPO worked with local communities around the world to donate smart devices, with the hopes of helping students from remote areas to have equal access to online educational resources.

- In Bangkok, Thailand, OPPO partnered with the Student Union of Chulalongkorn University to donate 100 smartphones and IoT devices to students in 13 primary and secondary schools.
- In Gansu, China, OPPO worked with a local welfare organization to donate more than 100 smart devices to children from disadvantaged families in Zhaihe Township School District, Kongtong District, Pingliang City.
- In Poland, OPPO worked with a local charity organization and donated a total of 230 smartphones to students from disadvantaged families.



OPPO and the Student Union of Chulalongkorn University donated electronic devices

Intangible Cultural Heritage Conservation

Technology keeps flattening and shrinking the world while giving us the opportunity protect traditional forms of art that are endangered. OPPO deeply appreciates traditional culture and art from different communities in different regions and strives to protect the intangible cultural heritage and regional cultural legacies through technology.

Explore and inherit regional culture through photos

In September 2021, OPPO partnered with the Pakistan Tourism for the campaign "Discover the Face of Pakistan", with an exclusive trip that hosted some of Pakistan's leading content creators to discover Kalash, Pakistan with an aim to share the untold stories of Kalash with the world. Kalash is a scenic valley in the Khyber Pakhtunkhwa Province of Pakistan and the Kalasha community is a tribe of indigenous people. Due to its remote location and isolated cultural identity, most of its beauty is still left unseen by the majority of Pakistan and the world. The activity aims to preserve the Kalasha culture, and support the lives and choices of the Kalasha community.



Charity and Donation

OPPO is committed to social responsibility and contributing to the local community. We initiated several activities with local charity organizations to help disadvantaged groups.

Donation to help children with hearing-impairment to upgrade their cochlear implant

Starting from November 2020, OPPO worked with the IHEARU Charity Fund to help children with hearing impairments upgrade their cochlear implant. In 2021, OPPO worked with the IHEARU Charity Fund for the second year, to further expand the scale of the project. In February 2021, OPPO worked with a Chinese popular singer Weiwei Tan to release the song "Hear the Sunrise", raising people's awareness on people with hearing impairments. By the end of 2021, OPPO had donated a total of more than CNY 1.15 million to help 57 hearing-impaired children complete cochlear implant upgrades.




In the face of humanitarian disasters, OPPO also works with the global community to cope with challenges together. In 2020, OPPO took a series of actions across the world to support local COVID-19 control efforts in various ways. In 2021, our actions continued.

- In July 2021, we launched the Food Bank in eight provinces severely hit by COVID-19 in Malaysia. The activity lasted for nearly one-month. Anyone in need could visit nearly 30 designated stores to obtain essential packages. OPPO also teamed up with local NGOs to provide more support for local communities.
- In July 2021, a rare flood swept through western Germany, severely damaging its infrastructure. OPPO and Vodafone donated 1,000 Find X2 smartphones worth EUR 699 each and SIM cards in the direct aftermath to provide emergency support to the flood-stricken areas.
- In July 2021, extremely rare, heavy rainfall and floods hit Henan, China. Immediately OPPO donated CNY 50 million to the Henan Charity Federation and announced that its local stores would try their best to offer emergency services or supplies such as communication, phone charging, drinking water, and food for those in need.

- In October 2021, heavy downpours and flash floods struck Shanxi, China. OPPO donated CNY 10 million to the Shanxi Charity Federation to help the local area provide emergency relief support for affected people, restore production and rebuild flood-damaged houses.



Independent Assurance Report



INDEPENDENT ASSURANCE STATEMENT

Introduction and objectives of work

BUREAU VERITAS has been engaged by OPPO Guangdong mobile communication Co., Ltd. (hereafter referred to as "OPPO") to conduct an independent assurance to OPPO 2021 Sustainability Report (hereafter referred to as "the Report"). This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of OPPO. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

- Data and information included in the report for the **report period from 2021.1.1 to 2021.12.31**;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- The assessment team visited OPPO head-quarters (located in Changan Town, Dongguan City, Guangdong Province, P. R. China) and relative functional departments, Bureau Veritas did not visit its other stakeholders.


Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (statements of beliefs, goals, future intention and future commitment);
- Much of the operating financial data in this Report is taken from OPPO Annual Reporting and accounts, which is separately audited by an external auditor and therefore excluded from the scope of the Bureau Veritas assurance.

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

- Interviews with relevant personnel of OPPO;
- Review of documentary evidence produced by OPPO;
- Audit of sampled CSR performance data;
- Assessment of data and information systems for collection, aggregation, analysis and review.



Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance. For this assignment, we have used the verification rules and instructions ISAE3000, AA1000 and GRI standards. The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that: The revised information included in the report are objective, reliable and free from material mistake or misstatement.

Objectivity


The information and data presented in the report is objective and reliable. Huawei uses information system to collect and aggregation sustainability data. Through on-site verification, the evidence provided by Huawei is reliable and the content of the report is objective.

Completeness

The report covers OPPO and all its entities that have control over finances and operations. The report focuses on "Operation and Compliance", "Virtuous Innovation", "Environment Protection", "Caring for Employees" and "Ecosystem Engagement". It also discloses the company's sustainable development management, community development issues etc, which stakeholders concerned. The report is accordance with GRI standards "Core" option.

Materiality

According to GRI standards requirements, OPPO identifies relative key sustainability issues in a rational manner, and discloses the company's strategy, management actions and performance data. The content of the report is materiality.



Responsiveness




Focused on issues stakeholders concerned, the report discloses and responds particularly to key sustainability issues such as Response to climate change, Data security and privacy protection, Protection of employee's rights and interests, and Sustainable procurement and so on. So the report is responsive.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Society responsibility and Environmental management with 193 years history in providing independent assurance services. No member of the assurance team has a business relationship with OPPO. We have conducted this verification independently, and there has been no conflict of interest.

<p>Fanny Zou Director of Greater China Region Bureau Veritas Certification 2022-01-28</p>	<p>Luguoqiang Assurance Team Leader Bureau Veritas Certification 2022-01-28</p>
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GRI Standards Index

GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find
General Disclosure	102-1	Name of the organization	P03
	102-2	Activities, brands, products, and services	P09
	102-3	Location of headquarters	P09
	102-4	Location of operations	P09
	102-5	Ownership and legal form	P09
	102-6	Markets served	P09
	102-7	Scale of the organization	P09
	102-8	Information on employees and other workers	P09
	102-9	Supply chain	P58-P61
	102-10	Significant changes to the organization and its supply chain	P58-P61
	102-11	Precautionary principle or approach	P21-P22
	102-12	External initiatives	P14
	102-13	Membership of associations	P14
	102-14	Statement from senior decision-maker	P05-P08
	102-15	Key impacts, risks, and opportunities	P16
	102-16	Values, principles, standards, and norms of behaviour	 P22
	102-17	Mechanisms for advice and concerns about ethics	P21-P24
	102-18	Governance structure	 P16
	102-19	Delegating authority	 P16
	102-20	Executive-level responsibility foreconomic, environmental,and social topics	P16

GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find
General Disclosure	102-21	Counselling stakeholders on economic, environmental, and social topics	P18
	102-22	Composition of the highest governance body and its committees	P16
	102-23	Chair of the highest governance body	P16
	102-24	Nomination and selecting the highest governance body	P16
	102-25	Conflicts of interest	-
	102-26	Role of the highest governance body in setting purpose, values, and strategy	P16
	102-27	Collective knowledge of highest governance body	P16
	102-28	Evaluating the highest governance body's performance	-
	102-29	Identifying and managing economic, environmental and, social impacts	P19
	102-30	Effectiveness of risk management processes	P29-P31
	102-31	Review of economic, environmental, and social topics	P19
	102-32	Highest governance body's role in sustainability reporting	P16
	102-33	Communicating critical concerns	P19
	102-34	Nature and total number of critical concerns	P19
	102-35	Remuneration policies	 P51
	102-36	Process for determining remuneration	P51
	102-37	Stakeholders' involvement in remuneration	P51
	102-38	Annual total compensation ratio	-
	102-39	Percentage increase in annual total compensation ratio	-
	102-40	List of Stakeholder groups	P18





















GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find
General Disclosure	102-41	Collective bargaining agreements		-
	102-42	Identifying and selecting stakeholders		P18
	102-43	Approach to stakeholder engagement		P18
	102-44	Key topics and concerns raised		P18
	102-45	Entities included in the consolidated financial statements		-
	102-46	Defining report content and topic boundaries		P03
	102-47	List of material topics		P19
	102-48	Restatements of information		P03
	102-49	Changes in reporting		P03
	102-50	Reporting period		P03
	102-51	Date of most recent report		P03
	102-52	Reporting cycle		P03
	102-53	Contact point for questions regarding the report		P74
	102-54	Claims of reporting in accordance with the GRI Standards		P03
	102-55	GRI content index		P70-P73
	102-56	External assurance		P69
Management approach	103-1	Explanation of the material topics and its boundary		P19
	103-2	Management approach and its components		P19
	103-3	Evaluation of management approach		P19
Economic performance	201-1	Direct economic value generated and distributed		-
	201-2	Financial implications and other risks and opportunities due to climate change		-
	201-3	Defining benefit plan obligations and other retirement plans		-
	201-4	Financial assistance received from government		-
Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		-
	202-2	Proportion of senior management hired from the local community		-

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find
Indirect economic impacts	203-1	Infrastructure investments and services supported		P62-P68
	203-2	Significant indirect economic impacts		P62-P68
Procurement Practices	204-1	Proportion of spending on local suppliers		-
Anti-bribery	205-1	Operations assessed for risks related to corruption		P23
	205-2	Communication and training about anti-corruption policies and procedures		P20
	205-3	Confirmed incidents of corruption and actions taken		P20
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		P20
Tax	207-1	Approach to tax		-
	207-2	Tax governance, control, and risk management		-
	207-3	Stakeholder engagement and management of concerns related to tax		-
	207-4	Country-by-country reporting		-
Materials	301-1	Materials used by weight or volume		P40-P42
	301-2	Recycled input materials used		P40-P42
	301-3	Reclaimed products and their packaging materials		P40-P42
Energy	302-1	Energy consumption within the organization		P43-P47
	302-2	Energy consumption outside of the organization		-
	302-3	Energy intensity		-
	302-4	Reduction of energy consumption		P43-P47
	302-5	Reductions in energy requirements of products and services		P34-P36

GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find	
Water and Effluents	303-1	Interactions with water as a shared resource		P44
	303-2	Management of water discharge-related impacts		P44
	303-3	Water withdrawal		P44
	303-4	Water discharge		P44
	303-5	Water consumption		P44
Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		-
	304-2	Significant impacts of activities, products, and services on biodiversity		-
	304-3	Habitats protected or restored		-
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		-
Emissions	305-1	Direct (Scope 1) GHG emissions		P45
	305-2	Energy indirect (Scope 2) GHG emissions		P45
	305-3	Other indirect (Scope 3) GHG emissions		-
	305-4	GHG emissions intensity		-
	305-5	Reduction of GHG emissions		P46-P47
	305-6	Emissions of ozone-depleting substances (ODS)		-
	305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other significant air emissions		-

GRI Standard Indicator Contents		Sustainable Development Goals	Where to Find	
Waste	306-1	Waste generation and significant waste-related impacts		P44
	306-2	Management of significant waste-related impacts		P44
	306-3	Waste generated		-
	306-4	Waste diverted from disposal		-
	306-5	Waste directed to disposal		-
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		P43-P44
Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria		P58-P59
	308-2	Negative environmental impacts in the supply chain and actions taken		P58-P59
Employment	401-1	New employee hires and employee turnover		-
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		P51
	401-3	Parental leave		-
Labor/Management Relations	402-1	Minimum notice periods regarding operational changes		-
Occupational Health and Safety	403-1	Occupational health and safety management system		P54-P56
	403-2	Hazard identification, risk assessment, and incident investigation		P54-P56
	403-3	Occupational health services		P54-P56
	403-4	Worker participation, consultation, and communication on occupational health and safety		P54-P56

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find
Occupational Health and Safety	403-5	Worker training on occupational health and safety	 	P54-P56
	403-6	Promotion of worker health	 	P54-P56
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	 	P54-P56
	403-8	Workers covered by an occupational health and safety management system	 	P54-P56
	403-9	Workers covered by an occupational health and safety management system	 	P54-P56
	403-10	Work-related ill health	 	P54-P56
Training and education	404-1	Average hours of training per year per employee	  	P52-P53
	404-2	Programs for upgrading employee skills and transition assistance programs		P52-P53
	404-3	Percentage of employees receiving regular performance and career development reviews	 	P54
Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	 	P49-P50
	405-2	Ratio of basic salary and remuneration of women to men	 	P49-P50
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	 	-
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		P50
Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	 	P49-P50
Forced or compulsory labor	409-1	Operations and suppliers at significant risk for forced or compulsory labor		P49-P50
Security Practices	410-1	Security personnel trained in human rights policies or procedures		-
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		-

GRI Standard Indicator Contents			Sustainable Development Goals	Where to Find
Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments		-
	412-2	Employee training on human rights policies or procedures		-
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		-
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs		-
	413-2	Operations with significant actual and potential negative impacts on local communities		-
Supplier social assessment	414-1	New suppliers that were screened using social criteria	  	P58-P61
	414-2	Negative social impacts in the supply chain and actions taken	  	P58-P61
Public Policy	415-1	Political contributions		-
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	 	P41
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	 	-
Marketing and Labeling	417-1	Requirements for product and service information and labeling	 	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	 	-
	417-3	Incidents of non-compliance concerning marketing communications	 	-
Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	 	P25-P28
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	 	-

Readers' Feedback

Dear Readers:

Thanks for your concern and reading OPPO Sustainability Report 2021. We will appreciate your suggestions and comments to help us keep moving forward.

Please leave your comments: ('√' for what you think)

评价内容	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Do you get the information you want to know?					
Do you think this report is easy to read?					
Will you pay attention to OPPO's future sustainability report?					
Which part are you interested most in the report?					
What additional topics do you want to know after reading this report?					
What's your suggestion to the future report?					
Your contact details (optional and confidential. OPPO strictly protects your personal information and will not use it for any business purposes.)					
Name:		Phone:			
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