

AN INTRODUCTION TO HUAWEI TECHNOLOGIES (AUSTRALIA) PTY LTD

This is Huawei’s Modern Slavery Statement for the year ended 31 December 2022.

The statement is prepared for Huawei Technologies (Australia) Pty Ltd (ABN: 49 103 793 380) (“Huawei Australia”), a reporting entity under the *Modern Slavery Act 2018 (Cth)* (the “MSA”).

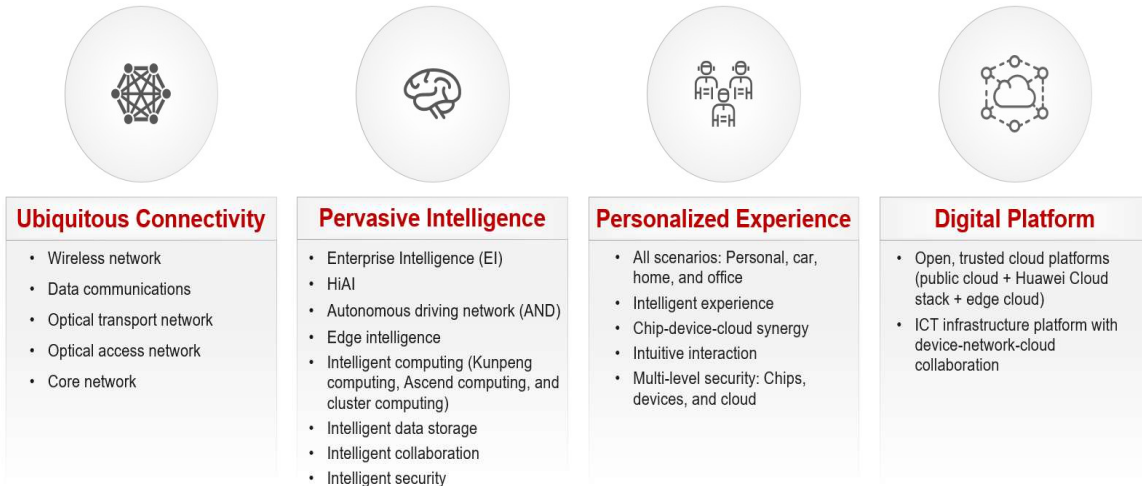
WHO WE ARE AND WHAT WE DO

Huawei is a leading global provider of information and communications technology (ICT) infrastructure and

smart devices, headquartered in Shenzhen, Guangdong Province, P.R. China (“we”, “our” or “Huawei”). We are committed to bringing digital to every person, home and organization for a fully connected, digital world.

To accomplish this, Huawei provides a broad range of ICT capabilities to help all industries go digital. Through continual innovation, we help industries digitalize their supply chains to more effectively cope with challenges and disruption. We firmly support free trade, open markets, and fair competition – especially the free trade of technology products. We are doing everything we can to drive the healthy development of global supply chains.

Building a fully connected, intelligent world



Huawei’s ICT solutions, products and services are used in more than 170 countries and regions, serving more than 3 billion people around the world with 2022 global revenues of US\$92.4 billion. By the end of 2022, Huawei had approximately 207,000 employees worldwide, of which well over one half were in Research & Development (“R&D”). R&D spend in 2022 was equivalent to 25.1% of the Huawei annual revenue.

HUAWEI AUSTRALIA: STRUCTURE, OPERATIONS AND SUPPLY CHAIN:

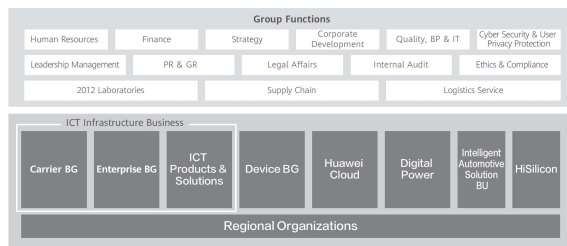
Huawei Australia is an Australian proprietary company, with its registered office in Chatswood in the lower North Shore area of Sydney, New South Wales. It does not own or control any other entities. Huawei Australia has worked alongside our suppliers and contractors to deliver safe and secure telecommunication products and services in Australia for Australian customers for 18 years, across our Carrier, Enterprise and Consumer businesses. Huawei is a major investor in Australia, supporting hundreds of jobs directly and across its Australian supply chain. At the end of 2022, Huawei Australia had 67 active local suppliers, mostly small-to-medium sized

businesses which provide labor management services, telecommunication engineering services, as well as warehousing and logistics. Huawei Australia's supply chain outside of Australia is primarily Huawei products, procured from related Huawei entities operating under consistent policies and procedures with respect to modern slavery. These Huawei products include ICT hardware and consumer devices.

STRUCTURE OF THE ORGANISATION:

The corporate business structure is shown as follows:

Business Structure



Although not all entities in the Huawei group are subject to the requirements of the MSA, Huawei adopts a company-wide approach to its policies and procedures on modern slavery and human trafficking. Therefore, this report covers activities and steps that are taking at the group level which are relevant to Huawei's supply chain.



On the Huawei Songshan Lake campus

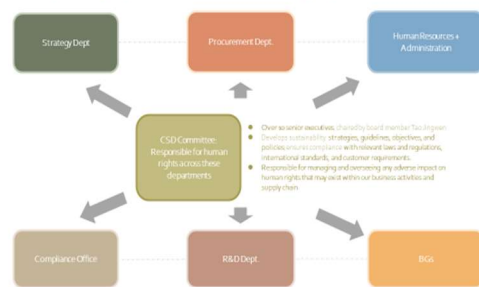
THE HUAWEI POSITION ON MODERN SLAVERY:

Huawei is committed to ensuring that there is no modern slavery, human trafficking or child labour within its supply chains or in any part of its own business operations. The Huawei Caring for

Employees Policy, reviewed and revised at the end of 2021 and released in early 2022, and our Sustainable Development Policy, revised and released early in 2021, both continue to reflect our commitment to acting ethically and with integrity in all of our business relationships and in implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere throughout the business. Specific sections of this policy cover such areas as the strict prohibition of child labour forced or involuntary labour, humane treatment, working hours, and compensation and benefits.

Huawei does not engage in any type of forced or involuntary labour. An employment relationship will only be established on a voluntary basis. Employees have the right to terminate their employment agreement with Huawei with due observance of a proper term of notice stipulated in local laws and regulations as well as the agreement terms. We prohibit job applicants from pledging any certificates or financial sums for the purposes of obtaining a job at Huawei.

Strengthening organization structure to manage key areas of human rights



Similarly, we do not force employees to work by resorting to violence, threats, or illegal restriction of personal freedom. We do not direct or mandate employees to perform work that jeopardizes their personal safety; neither do we insult, physically abuse, beat, illegally search, or detain employees. Huawei is opposed to the recruitment, transfer, harbouring or holding of persons, by means of the use of threat, force, other forms of coercion, or deception for the purpose of exploitation. We follow the relevant rules of the "Universal Declaration of Human Rights" (1948).

The Huawei Caring for Employees Policy also addresses working hours, with a fair and competitive compensation and benefits system. Quite apart from adherence to applicable laws and industry standards for working hours and public holidays, the policy ensures that Huawei employees can decide for themselves whether they agree to work overtime when the need arises, which must be applied for beforehand and approved, it must not exceed three hours per day, and each employee must take off at least one day per week.

Huawei is a signatory to the United Nations Global Compact (UNGC), which is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, environment and anti-corruption. Since joining the UNGC in 2004, Huawei's dedication to the highest international standards has been recognised by customers and external organisations, such as China's IPE and the United Nations Global Compact China Network.

Huawei recognises the risks of modern slavery due to the complexity of global supply chains within the ICT industry and has taken management steps to ensure such practices do not take place in our business nor within the businesses of our suppliers of goods and services.

IDENTIFYING MODERN SLAVERY RISKS

Our global management systems support the company-wide promotion of our corporate culture and corporate policies, and the effective management of our business and of our business risks. Ultimately, Huawei aims to:

- Stay customer-centric, build an ecosystem for shared success, and continue creating more value for our customers by meeting their needs and pursuing technological innovation
- Effectively manage risks, and ensure operational compliance and business continuity
- Guarantee the trustworthiness of both processes and results
- Pursue corporate social responsibility (CSR) initiatives and promote sustainable development.

Specifically, we have developed strategies to assess and address modern slavery and related risks, in line with our associated policies.



On the Huawei Songshan Lake campus

Our risk assessment has indicated that our operations and supply chain, not unlike those of other ICT companies consisting of our customers, competitors and suppliers, require improved monitoring due to the following:

- Industry risks: being in the ICT industry brings possible exposure to Minerals from Conflict-Affected and High-Risk Areas in the mineral supply chain; the complexity of the global supply chain and the changes in business operations means there may be risks of forced labour in our sub-tier suppliers;
- Product risks: different types of products may have different levels of risks, and electronic devices manufacturing may have risk of exposure to forced, bonded or indentured labour, child labour and/or overtime; there may be risks of forced labour non-compliance in our Tier-1 or lower-tier suppliers due to the complexity of the supply chain;
- Geographic risks: modern slavery risks within suppliers in some countries (especially in developing countries) are higher due to economic and political and cultural differences.

In order to assess geographic risks we conduct country risk mapping via the following internationally-recognized indices for us to focus on those higher-risk countries and priority issues:

- World Bank Worldwide Governance Indicators
- ITUC Global Rights Index
- Yela Environmental Performance Index
- Corruption Perception Index

We also conduct annual supplier risk ranking based on country risk, industry risk, business volume and CSR audit records to identify those high risk suppliers to be audited via on-site audits. (Please refer to additional details later in this report.)

PREVENTING MODERN SLAVERY - THE HUAWEI STRATEGY:

INTERNAL CONTROL AND EXTERNAL COMPLIANCE:

Huawei continued to improve its internal control system in 2022, based on its organizational structure and operating model. The internal control framework and its management system apply to all business operations and financial processes of Huawei. The internal control system is based on the five components of the COSO framework: Control Environment, Risk Assessment, Control Activities, Information & Communication, and Monitoring. It also covers internal controls of financial statements to ensure their truthfulness, integrity, and accuracy.

We have also worked hard over the years to build a compliance management system that aligns with industry best practices, including COSO's Enterprise Risk Management (ERM) Framework, US Department of Justice's Evaluation of Corporate Compliance Programs, IDW German Institute of Auditors Compliance Management Audit Standards, User Guide, and the corporate management system of Governance, Risk & Compliance, and with ISO 37301:2021 Compliance Management Systems Requirements (initially with its precursor, ISO 19600 Guidance). At the local and the group level we have embedded compliance management into every link of our business activities and processes. These efforts have continued with quarterly reviews through 2022.

As reflected in our policies, Huawei will not tolerate forced, bonded (including debt bondage) or

indentured labour, involuntary prison labour, slavery or trafficking of persons. This includes transporting, harbouring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services. We have detailed regulations and processes in place that cover each major phase of an employee's relationship with the company, including recruitment, employment, and exit. Our compliance management system and control framework is designed to ensure this remains an uncrossed red line. No incidents of forced labour have ever taken place in Huawei's history.

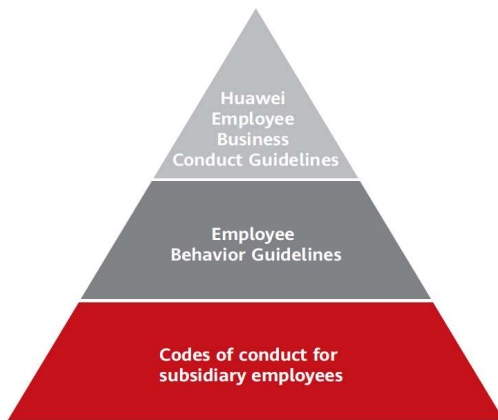
As part of the Huawei hiring process, workers are always provided with a written employment agreement in their native language that contains a description of terms and conditions of employment. All work must be voluntary and workers shall be free to terminate their employment agreement with Huawei at any time with due observance of the agreed contract terms of notice and in accordance with local laws and regulations.

BUSINESS ETHICS:

We conduct business with integrity, adhere to standard business ethics practices, and observe all applicable laws and regulations in the countries and regions in which we operate. This is a guiding principle for our management team.

The Huawei Employee Business Conduct Guidelines (BCGs) set out the legal and ethical requirements that every Huawei employee should follow when conducting business activities. This means that in addition to abiding by all applicable laws and regulations in the respective country of operation, employees are also expected to have a strong sense of social responsibility and fulfil our corporate social responsibility by committing to the detailed BCGs every year.

Huawei Employee Business Conduct Guidelines + Codes of conduct for subsidiary employees: Incorporating compliance requirements into employee behavior



These Business Conduct Guidelines (BCGs) must be observed by all employees, including senior executives and management. Regular training programs are provided, and all employees are requested annually to sign the BCGs to ensure that the BCGs have been read, understood, and observed.

RESPECTING HUMAN RIGHTS:

Huawei adheres to all applicable international and national laws and policies through developing business processes, products and services in compliance with those national and international laws, standards and certifications. Huawei respects all basic human rights as promoted by the Universal Declaration of Human Rights, ensuring our business activities do not adversely impact human rights. In March 2022, as in previous years, Huawei described its policy on Human Rights in its Annual Report, bringing together principles and practices across the whole business.

Huawei has been a member of the United Nations Global Compact (UNGC) since 2004, and is also a member of the Responsible Business Alliance (RBA). In addition, Huawei is committed to the United Nations Guiding Principles on Business and Human Rights and standards released by the International Labour Organization (ILO), among others.

Huawei believes that connectivity is a basic right for every human being. We are committed to building

better network connectivity and providing convenient and affordable information and communications services to billions of people around the world using our innovative technologies. Ubiquitous broadband and connectivity will create new jobs, promote development, decrease poverty, and improve quality of life. In addition, connectivity will help us respond to global challenges, reduce the human impact on the environment, and provide essential communications services to support rescue and relief efforts during natural disasters.

Key Areas of Huawei Human Rights Management:

Building on its existing corporate sustainable development organization, Huawei has strengthened its management of key areas that may have an impact on human rights. Our Corporate Sustainable Development team is responsible for managing and overseeing any adverse impact on human rights that may exist within our business activities and supply chain across four key areas:

Huawei management of key areas with a potential impact on human rights



1. *Ensure technology is used to benefit humanity:* Technology should be used to enhance human, social, and environmental well-being. Huawei opposes the misuse of technology that may have an adverse impact on human rights. We carefully evaluate the long-term and potential impact of our new technologies on society in the design, development, and use of our products, and work hard to ensure that our products and services are used in accordance with their commercial purpose.

1. Ensure that Technology is Used to Benefit Humanity



Principles

- Technology should be used to enhance human, social and environmental well-being
- We evaluate impact of new technologies in design, development and use of our products
- We work hard to ensure that our products and services are used in accordance with their commercial purpose. All governance principles, product usage instructions, acceptable use policies, agreements with distributors and partners



Processes

- To address unknown risks from widespread use of new technologies, we have expanded existing processes and governance programs
- Committed to working with our suppliers, partners and customers to manage any potential negative impact of technology development



To address the unknown risks that may arise from the widespread use of new technologies, Huawei has expanded its existing processes and governance programs, committing to working with our suppliers, partners, and customers to manage any potential negative impact of technology development.

2. Protecting privacy:

Huawei attaches great importance to privacy protection, and we take our responsibilities seriously. We comply with all applicable privacy laws worldwide, including the EU General Data Protection Regulation (GDPR) and DPA 2018. Huawei has embedded privacy protection requirements into our corporate governance and every phase of our personal data processing lifecycle, with verification of these arrangements achieved through 3rd party certification to ISO 27701 (Privacy) and ISO 27001 (Information Security) management systems.

2. Protecting Privacy

- Huawei attaches great importance to privacy protection
- We comply with all applicable privacy laws worldwide including EU GDPR
- Embedded privacy protection requirements into our corporate governance and every phase of our personal data processing lifecycle
- Follow principles of privacy and security by design and by default conduct privacy impact assessments before the release of any product or service
- Huawei also requires our suppliers to comply with requirements for personal data protection
- 473 Huawei privacy professionals have been certified by the International Association of Privacy Experts (IAPP), among the top companies globally



We follow the principles of privacy and security by design and by default, and conduct data privacy impact assessments ('DPA' or 'DPIA') if processing involves personal data. Huawei also requires our suppliers to comply with requirements for personal data protection.

3. Safeguarding labour rights:

Huawei supports and protects the rights of its employees through detailed regulations that cover all stages of an employee's relationship with the company, including recruitment, employment, and exit. We are committed to providing equal opportunities for all employees. When it comes to employee recruitment, promotion, and compensation, we do not discriminate against anyone on the basis of race, religion, gender, sexual orientation, nationality, age, or disability. We prohibit the use of forced labour, whether overt or covert, as well as the use of child labour.

3. Safeguarding Labour Rights



4. Maintaining a responsible supply chain:

Huawei works closely with our suppliers and partners. We align with our customers' sustainability requirements and any audit and due diligence requests.

4. Maintaining a Responsible Supply Chain



- Huawei requires suppliers to respect the rights of their employees, build sustainability systems that conform to industry standards, and comply with legal requirements with regards to environmental protection, health and safety, privacy, and anti-bribery compliance
- We have a comprehensive qualification process for all new suppliers with guidelines based on the RBA Code of Conduct
- We carry out annual audits on current suppliers - all suppliers are evaluated based on their sustainability performance, the results of onsite audits, and the completion of any corrective actions
- We comply with our customers' sustainability requirements and any audit requests

In turn, we require that our suppliers respect the rights of their employees, build sustainability systems that conform to industry standards, and comply with legal requirements with regards to environmental protection, health and safety, privacy, and anti-bribery. Huawei has a comprehensive qualification process for all new suppliers, and carries out annual audits on

current suppliers, both at a corporate and at a local level. All suppliers are evaluated based on their sustainability performance, the results of audits, and the completion of any corrective actions. Their market share will be impacted if improvements are not made.

Respecting human rights has been a long-standing focus for Huawei. In compliance with all applicable laws, regulations, and standards, we actively communicate and collaborate with international organizations, governments, and industry institutions to develop human rights standards and guidelines in the use of new technologies, especially those technologies that are likely to be widely adopted. At the same time, we will continue to optimize management mechanisms to promptly identify, manage, and mitigate any related vulnerabilities or impact within our organization.

CONTROL ENVIRONMENT:

The control environment is the foundation of our internal control system. Huawei is committed to a corporate culture of integrity, business ethics, and compliance with laws, regulations and best practice guides.

The Huawei governance structure comprises the Board of Directors (BOD), its committees, group functions, and multi-level management teams. Huawei clearly defines the roles and responsibilities of its organizations to ensure the effective separation of authority and responsibilities as well as checks and balances through mutual oversight.

Since 2020, Huawei has executed a global upgrade of its Regional Compliance Management Framework for compliance management based on Best Industry Benchmarking. Huawei has appointed compliance and supervisory board directors in every country and region where it operates. These directors manage and supervise the legal compliance of subsidiaries through the following key measures along with CFOs at all levels of Huawei:

- Fully identifying and assessing risk under the ever-changing international business environment and

taking measures to effectively manage and prevent compliance risks, especially those from new businesses and the digital domain;

- Formulating subsidiary compliance management policies and rules based on the company's unified compliance requirements and in accordance with local laws and regulations. This allows them to internalize external regulations and continually refine subsidiaries' basic rules and compliance incident management systems, thereby ensuring their ongoing compliance;
- Making compliance part of the key performance indicators (KPIs) of all business departments. Through ongoing efforts to strengthen our compliance management team and compliance management training, subsidiaries have built a strong culture of compliance.

In 2022, Huawei continued to enhance our compliance program across multiple compliance risk domains, including trade compliance, finance, anti-bribery corruption, intellectual property, trade secrets protection, cyber security and privacy protection (also obtaining ISO 27701 certification for Privacy Management). We have engaged and collaborated openly and proactively with stakeholders including our customers, partners, and government regulators, to foster mutual understanding and trust.

Through ongoing efforts to strengthen compliance, Huawei continues to win the respect and approval of governments and partners around the world.

In addition, the CFO of Huawei has overall accountability for internal controls. The business control department reports to the CFO for any possible defects and improvements already made in terms of internal controls, and assists the CFO in building the internal control environment.

The internal audit department independently monitors and assesses the status of internal controls for all business operations.

WHISTLEBLOWING:

We encourage all officers, employees, workers, contractors and agents to report any concerns or malpractice. Our policies facilitate an open and honest working environment allowing disclosure to be made to our senior management without fear of victimisation or less favourable treatment. Employees can file concerns and complaints directly to their local Compliance Officer or through the following channels: the Committee of Ethics and Compliance (CEC); Business Conduct Guidelines (BCG) violation hotline; HR services complaints and suggestions hotline; grievance mailbox regarding performance appraisals; and the complaint/whistle-blowing mailbox regarding any procurement issues.

Huawei Australia published its Whistleblowing Policy to reinforce the existing mechanisms for escalating complaints or allegations of wrongdoing and to outline the responsibilities and key aspects pertaining to the enhanced protections for corporate whistleblowers under the *Corporations Act 2001 (Cth)*.

EMPLOYMENT MANAGEMENT COMMITMENT:

Huawei is committed to providing an inclusive working environment for all employees. When formulating and implementing human resource management policies and local rules, processes and regulations, we strictly abide by local laws and regulations and industry norms. We also respect the customs, beliefs and lifestyles of local employees, including setting up prayer rooms as an example, and strive to meet the needs of employees of different countries and religious beliefs. We have built auxiliary facilities such as gyms, coffee shops and nursing rooms to provide high quality facilities and human services to our staff.

Huawei's Caring for Employees Policy specifies the general principles and requirements covering the care for all employees. Overseas subsidiaries develop and release localized policies based on local laws and regulations. In addition, we have developed relevant processes, systems, and baselines to continually

create an open, inclusive, respectful, and diverse employment environment.

Huawei stipulates that there should be no discrimination on the basis of race, religion, gender, sexual orientation, nationality, age, pregnancy, or disability in recruitment, promotion, or remuneration. As mentioned earlier, Huawei explicitly prohibits the use of forced, debt-paid, or indentured labour, and has made detailed and reasonable regulations on recruitment, employment, and exit to prevent the use of forced labour in specific practices. Huawei has never used forced labour within our operations.

Huawei explicitly prohibits child labour as part of its Caring for Employees Policy. We have formulated relevant policies and comprehensive preventive measures in the recruitment and employment of people to prevent the use of child labour.

We also extend this requirement to our suppliers and regularly monitor and audit them to ensure they similarly do not use child labour.

Huawei respects employees' rights to freely associate and bargain collectively according to law, and does not object to employees participating in lawfully registered trade unions voluntarily should they choose to..

Huawei has also established and maintained an effective employee communication mechanism. Employees can collect and understand employees' opinions and suggestions through various means, such as the Manager Feedback Plan (MFP), organizational climate survey, and departmental HRBP. Employees can also make complaints about related issues through the CEC complaint hotline, HR service complaint hotline, and suggestion reception hotline.

The era of globalization requires the integration of diversity. Huawei attaches great importance to the globalization and diversification of Huawei's operations. To facilitate smooth communication and communication between Chinese and overseas employees, enhance the cross-cultural awareness of

managers and employees at all levels, and build a diverse team with mutual trust, Huawei has launched multiple training courses, such as Diversity Management Course, Adaptation for International Assignments, and Cross-cultural Awareness. Huawei requires expatriates to study and pass exams and also helps them adapt to cross-cultural challenges to integrate into teams as soon as possible as part of the onboarding training for new overseas employees.

HUMAN RESOURCE RECRUITMENT:

Across our recruitment process we state that "no fees will be charged for job seekers during the recruitment process" and that "no fees will be charged for medical examination of new hires". Huawei also provides details of the complaints hotline and complaints email address as an additional level of protection for our job candidates. That way, we ensure that there is no charge for job seekers during the recruitment process, and that medical exams remain free of charge.

Attendance management: We manage attendance in strict accordance with the RBA 7.0 standard through routine scheduling, overtime control (briefing), and real-time monitoring in the MeHR system.

Overtime management: We reasonably consult with employees to work overtime as needed, based on business fluctuations and employees' willingness. Employees can proactively apply for overtime, and the overtime can be performed only after supervisor approval. Employees are paid in strict accordance with the actual time worked.

Leave management: Employees can apply for leave if they need to handle non-work affairs during working hours.

Exit management: Employees typically submit exit applications at least one month in advance (or one week in advance during the probation period). After the applications are approved and related services are completed, the employees will be paid all outstanding amounts.

Child labour: According to national laws and regulations as well as Huawei's policy requirements, we strictly prohibit the recruitment and use of child labour. We have not found any infringements of these labour rules.

Communication and Feedback: The Huawei Manufacturing Department distributes the Guide to Managing Employee Relationships of the Manufacturing Department to all employees, which specifies communication channels for employees, to ensure employees' feelings and difficulties are understood in a timely manner, and helps ensure any employee problems are resolved.

Communication feedback channel cards are printed to help employees better understand the three-level communication feedback channels: department-level, manufacturing-level, and corporate-level. The communication forms include the democratic life meeting, open day, 1-to-1 communication, senior expert communication, performance communication, regular department meeting, and the new employee forum.



On the Huawei Songshan Lake campus

SUSTAINABLE SUPPLY CHAIN MANAGEMENT, MONITORING AND COMPLIANCE:

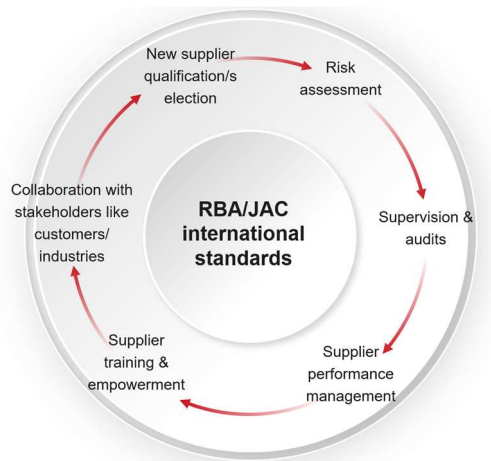
Huawei adheres to the UN Guiding Principles on Business and Human Rights (UNGPR) and attaches great importance to the social and environmental impact of global procurement and supply chains. Through cooperation with our customers and suppliers, we take effective actions to advance global supply chain sustainability. We integrate CSR into value chain activities to enhance cost leadership and differentiation competitiveness through CSR innovation. Huawei also emphasizes CSR as an

integral part of broad quality assurance, integrating CSR into a quality first strategy, driving suppliers to improve CSR standards through the mindset of “better price for better quality”. We have integrated CSR into global procurement process including material qualification, supplier qualification, selection, evaluation, performance management and procurement fulfilment.

PROCUREMENT CSR MANAGEMENT SYSTEM

Huawei has established its procurement CSR management system based on the OECD Due Diligence Guidance for Responsible Business Conduct and the IPC-1401 Corporate Social Responsibility Management System Standard, and incorporated CSR requirements into our procurement strategy and business processes. We require suppliers to comply with all applicable laws and regulations, encourage supplier diversity and encourage suppliers to adopt internationally recognized industry standards and continually improve CSR capability.

Procurement CSR Management System



Our Supplier CSR Agreement is prepared according to the Responsible Business Alliance (RBA) Code of Conduct and the Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines. This agreement covers five areas: labour standards, health and safety, environmental protection, business ethics, and management systems. Huawei sees the use of child labour or forced labour as red-line issues, and we have zero tolerance for violations of CSR red lines.

HUAWEI CSR RED LINES IN PROCUREMENT:

These CSR Red Lines include:

1. Use of child labour
2. Use of prison labour (including using prisons as suppliers or subcontractors) or forced labour (including restricting personal freedom or detaining personal identity documents.)
3. Violence, physical punishment, sexual harassment, illegal body searches, cross-gender body searches, and other similar behaviour.
4. Salary payments below the local minimum wage.
5. Negligence or poor practices that lead to major fires or explosions.
6. Working conditions that seriously endanger personal health and safety or lead to fatal field incidents.
7. Illegal emissions of any hazardous or toxic wastes, including waste water, gas, and residue.
8. Negligence or poor practices that lead to civil crises or serious disruption, such as collective labour disputes, abuse or violence, or other incidents causing harm to people or communities.
9. Unsafe and unhealthy working environments that lack effective measures to prevent potential health and safety accidents, or diseases that may be caused due to exposure in workplaces (e.g. collective infections).
10. Corruption or dishonest acts that violate the requirements of anti-corruption and anti-bribery laws.

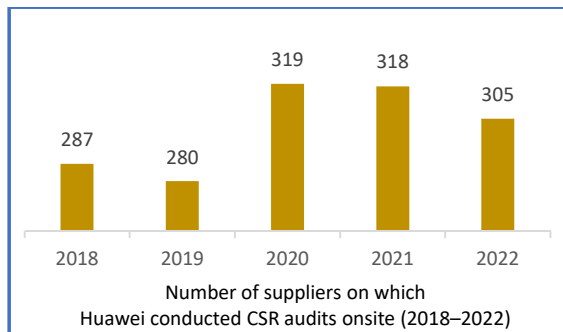
TRAINING:

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

SUPPLIER RISK RATING AND AUDITING:

Huawei adopts a risk-based model of supply chain due diligence management, working with suppliers to identify, prevent, reduce, and describe CSR risks and opportunities. Every year, we assess all major suppliers, which represent 90% or more of our procurement spending. We assign each supplier one of three risk ratings (high, medium, or low) after a comprehensive assessment of indicators such as procurement amount, material category, supplier location, CSR performance score, and previous audit records. We develop an annual sustainability audit plan to deal with suppliers that are assessed as posing medium or high risk. We perform onsite assessments on all potential suppliers to examine their sustainability systems. No company that fails the assessment is eligible for consideration to become a Huawei supplier.

Table 1: Supplier CSR on-site audits 2018-2022



In 2022, we assigned CSR risk ratings to more than 1,600 major suppliers and conducted onsite audits on 305 suppliers.

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

Note: In 2022, we found no cases of child labour or forced labour in our supply chain. We have followed up with our suppliers to rectify a small number of management system findings related to process improvements.

SUPPLIER PERFORMANCE MANAGEMENT

Every year, Huawei appraises suppliers' sustainability performance as part of their overall performance appraisals. During this process, we also consider how they manage the sustainability of their own suppliers. Suppliers are classified into four grades (A, B, C, or D) based on their sustainability performance. In 2022, we appraised the sustainability performance of more than 1,600 major suppliers.

Table 2: Supplier CSR Audit Findings: 2022



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

SUPPLIER CAPABILITY IMPROVEMENT

Huawei regularly provides sustainability training and coaching for our suppliers to facilitate their continuous improvement for sustainability performance.

Huawei CSR training for suppliers

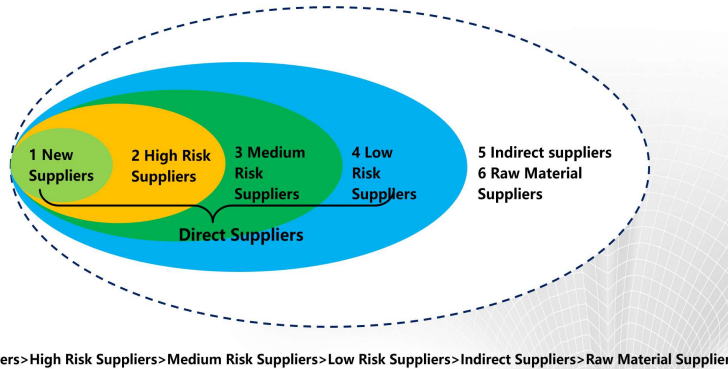


We encourage our suppliers to adopt industry best practices and embed sustainability requirements into their business strategies to reduce risk and boost efficiency. We encourage our suppliers to learn from each other and grow together through

benchmarking. This model includes the following steps:

1. Setting priorities: We ask suppliers about their CSR concerns, list the most common issues, and rank them in order of priority.
2. Identifying benchmarks: We identify which suppliers perform best and analyze their best practices.
3. Sharing and learning: We invite the benchmark suppliers to share their best practices and encourage all suppliers to learn industry standards and norms.
4. Implementation: We ask experts to develop templates and checklists and help suppliers assess their own performance and introduce best practices.

Risk Based Supplier Monitoring Approach



Check	RCA	Correct	Prevent	Evaluate
Check against the identified issues to identify the gap with requirements, categorize the deficiencies and relevant risks.	Ask 5 Whys to identify root causes (R) of failures in 5M (man, machine, material, method and environment) and PDCA management system of SOP, training and tools etc.	Correct (C2), to resolve the identified deficiencies at step C1 with SMART (specific, measurable, attainable, relevant and time-bound) evidences.	Prevent (P), to solve identified root causes at step R and failure of PDCA management system to avoid re-occurrence.	Assess (E) the effectiveness of corrective actions of step C2 and step P against set criteria, when necessary go back to step C1 for continual improvement.

In 2022, we invited third-party professional institutions to organize seven training meetings and seminars to help address supplier concerns, including issues such as production safety, hazardous chemical

management, fire safety, environmental protection, and sustainable development system management. A total of 1,000 people from 200 suppliers participated in these meetings.

STAKEHOLDER ENGAGEMENT AND COOPERATION

Huawei actively participates in industry exchanges and cooperation, and works with the whole supply chain to promote CSR standardization, carry out CSR due diligence management, continuously improve CSR management, and jointly create a responsible supply chain. In 2022, Huawei communicated with more than 40 customers specifically on CSR due diligence measures such as supply chain traceability and forced labour. Huawei also recommended three suppliers for joint audits organized by the Joint Audit Cooperation (JAC), an association of telecom carriers. The average audit score of the three suppliers was 85.

RESPONSIBLE MANAGEMENT OF MINERALS

Huawei is committed to the responsible procurement of mineral raw materials (e.g. Tin, Tantalum, Tungsten, Gold (3TGs) and Cobalt) used in our products, and requires the same of our suppliers. We have incorporated related requirements into supplier qualification, supervision, and audit processes as part of our CSR management system in procurement. As a downstream company in the mineral supply chain, Huawei does not directly purchase any minerals, and there are at least 7 tiers between Huawei and mining companies. Huawei requires that our suppliers do not purchase conflict minerals to ensure that their products never directly or indirectly fund armed conflicts or any other inhumane act. Huawei also actively works with global industry peers through industry initiatives like the Responsible Minerals Initiative (RMI) and the Responsible Cobalt Initiative (RCI). Together with partners both up and down the supply chain, we conduct supply chain surveys, create a complete list of all related smelters, and push these smelters to apply for or maintain the Responsible Minerals Assurance Process (RMAP) certification.

Huawei has established a risk-based system for the responsible management of minerals based on the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals. Each year, through this system, we identify suppliers of five conflict minerals: tin, tantalum, tungsten, gold (3TG), and cobalt. Using the Conflict Minerals Reporting Template (CMRT) and

the Cobalt Reporting Template (CRT), we urge suppliers to identify and investigate all smelters within their supply chain. We also require that all identified smelters do not purchase minerals from conflict-affected and high-risk areas (CAHRAs), and urge smelters that have not obtained the RMAP certification to get the certification within a specified timeframe.

OPENNESS AND TRANSPARENCY:

In 2022, Huawei continued to make a concerted effort to enhance transparency and communicate more proactively with the world:

- The Huawei executive team has continued to engage with the global community through a number of external events and speaking opportunities,
- We have gone into great detail with the general public about our ownership and governance, subjecting our ownership structure, shareholding files, and registry of shareholding employees to public scrutiny.

MONITORING EFFECTIVENESS:

In order to monitor the effectiveness of our strategy to prevent modern slavery, Huawei has established an internal compliance channel, an investigation mechanism, an anti-corruption mechanism, and an accountability system. The Agreement on Honesty and Integrity that Huawei has signed with its suppliers clearly stipulates that suppliers may report improper conduct by Huawei employees through the channels stipulated in the Agreement to assist the company in monitoring the integrity of its employees. The internal audit department independently assesses the overall status of the company's internal controls, investigates any suspected violations of the BCGs, and reports the audit and investigation results to the Audit Committee (AC) and senior management. Huawei has also implemented a mechanism for internal control appraisals of GPOs and regional managers, holding them accountable and pursuing disciplinary action when and where necessary. The AC and the CFO regularly review the company's internal control status, and listen to and review reports on action

plans for improving internal controls and plan execution progress. Both have the authority to request the relevant Global Process Owners (GPOs) or business executives to explain their internal control issues and take corrective actions.

LOOKING TO THE FUTURE:

In order to assess the effectiveness of the measures it has taken, Huawei will regularly review and continue to optimise its policies and procedures in relation to modern slavery and human trafficking. We will include updates on any further improvements and actions we have taken in future statements. We foresee partnerships with our key customers and suppliers to explore specific areas of common concern, and shall explore improved supplier assessment methods into the second and third tier.

To ensure all of the assessment measures are easily identifiable, we shall repeat some of the measures referred to earlier in this statement such as partner/supplier performance measurement and audits, how whistle-blower complaints are handled, and intend to expand upon our training interventions.

ADDITIONAL STEPS 2022:

In line with Huawei's previous Modern Slavery statements, and in looking to the future, Huawei have taken the additional actions highlighted above to ensure full compliance and strengthen its position on Modern Slavery.

Huawei has continued to expand our supply chain investigations and have extended the assessments and investigations across internal operations. Huawei has worked to increase awareness both within the business and with those whom we work, to develop an understanding of Modern Slavery and the measures employees can take to prevent it from occurring within all aspects of Huawei's organisation.

In 2022, we strengthened our governance and legal compliance approach through detailed compliance registers and alignment against ISO 37301 (Compliance Management).

In March 2022, and again in 2023, Huawei published its policy on Human Rights in its Annual Report bringing together principles and practices across the whole business.

INCREASED AWARENESS: INTERNAL

Huawei's internal iLearning system is, in essence, the backbone of self-help training within the organisation. Regularly, employees are required to complete mandatory training courses, both technical and legal compliance-oriented, which include presentation materials or videos followed by an exam to test the individuals' understanding of the key learning points. This year Huawei repeated training to all staff globally to ensure awareness of the employee's right to whistle-blow should they identify a need to report any concerns of malpractice. The aim is to ensure that employees understand their rights within the workplace and their responsibility in participating to ensure that Huawei remains fully legally compliant across all markets.

Huawei has recognised that there are further opportunities to include Modern Slavery as a periodic topic within the agenda of management meetings both locally and at the corporate level. Huawei is looking to take this a step further in developing an internal awareness programme for managers to ensure Modern Slavery is fully understood within the workplace and that all employees are aligned not only with Huawei's position on Modern Slavery but also with what they can do to assist in ensuring it never occurs within our operations.

INCREASED AWARENESS: EXTERNAL

Huawei has committed to ensuring Modern Slavery is not occurring anywhere within its operations, including within its suppliers and business partners. Huawei has also updated the way partners and suppliers are assessed and audited. Huawei's audit plan now includes a section on Modern Slavery, such that all Huawei suppliers' and partners' arrangements are assessed against the prevention responsibilities associated with the Modern Slavery Act.

Huawei has also hosted numerous supplier conferences and training programmes in which

representatives from key suppliers are required to attend, both at global and at regional and local levels. Huawei has incorporated Modern Slavery into the agenda of these conferences and practices with the aim of increasing awareness throughout our supply chain of the risks, and to share good practices into selected local operations in 2023.

Dated: 29th June 2023

Signed:



Yan FAN

Director of Huawei Technologies (Australia) Pty Ltd

MANDATORY CRITERIA INDEX

This statement addresses each of the mandatory criteria set out in section 16 of the *Modern Slavery Act 2018* (Cth), as summarised in the index below.

Mandatory criterion	Statement reference
1. Identify the reporting entity	Page 1
2. Describe the structure, operations and supply chain of the reporting entity	Page 1
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Page 3 - 4
4. Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Pages 4 - 13
5. Describe how the reporting entity assesses the effectiveness of such actions	Page 13 - 14
6. Describe the process of consultation with any entities the reporting entity owns or controls	Not applicable

APPROVAL & SIGNATURE:

In accordance with the *Modern Slavery Act 2018* (Cth), this statement for the financial year ended 31 December 2022 on our efforts to combat modern-day slavery in our business and supply chains was approved by the board of directors for Huawei Technologies (Australia) Pty Ltd, and has been signed by the undersigned director for and on behalf of Huawei Technologies (Australia) Pty Ltd.