

Honor Device Co., Ltd.

Environmental Social Governance Report

(2024)



HONOR

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2024 ESG Key Progress

Environmental protection

2040

We are committed to achieving carbon neutrality in our operation by 2040

2050

We are committed to achieving carbon neutrality across our entire value chain by 2050

Level B

Acquired level B in CDP rating in 2024, above industry, regional and global averages

13%

In 2024, the clean energy share in total energy consumption reached 13%

8%

In 2024, the average electricity consumption per person in the office parks decreased by 8% compared to 2023

1,497 tonnes

In 2024, we reduced and avoided approximately 1,497 tonnes of greenhouse gas emissions through green product initiatives

310 tonnes

In 2024, the total usage of recycled and bio-based plastic in products reached 310 tonnes

150

150 mobile phones and tablets have been awarded the certification of the China Quality Certification Center (CQC)

100%

In 2024, 100% compliant disposal of electronic waste

5,096 tonnes

Since 2016, HONOR has cumulatively reduced around 5,096 tonnes of hazardous substances and materials

2,439 tonnes

By the end of 2024, we had recycled a total of 2,439 tonnes of electronic waste

Zero Landfill

Shenzhen Honor Smart Machine Co., Ltd. received the Zero Waste to Landfill Management System Certificate (2 Star) from TÜV Rheinland

Green Supply Chain

Honor Device Co., Ltd. was selected as a green supply chain management enterprise by the Ministry of Industry and Information Technology

Green Factory

Shenzhen Honor Smart Machine Co., Ltd. was selected as a Green Factory by the Ministry of Industry and Information Technology

Intelligent Manufacturing

Shenzhen Honor Smart Machine Co., Ltd. received the Intelligent Manufacturing Capability Maturity Evaluation (Level 4)

Privacy and security

90

We have cumulatively participated in drafting over 90 privacy and security standards that have been published or submitted for approval

Certification on privacy protection and security

We have newly obtained a series of authoritative certifications such as ISO/IEC 42001, ISO/IEC 27701, ISO/IEC 27001, ePrivacyseal, PCI DSS, TEE, FIDO and UPDSS

0

In 2024, we have 0 complaints or cases concerning customer privacy

Cyberspace protection for minors

HONOR has obtained the Certificate for Software for Protecting Minors in Cyberspace

Three-Star Level

HONOR received a three-star (system level) rating in the “DS & PIP Social Responsibility Evaluation” pilot program

42,000

In 2024, we have responded to 42,000 data subject requests

Tech for good

3,800,000

By the end of 2024, ScreenReader had benefited 3.8 million users

1,050,000

By the end of 2024, Color Correction had benefited over 1,050 thousand users each month

770,000

In 2024, Magnification Gesture benefited over 770 thousand people each month

2,760,000

In 2024, the Simplified Mode benefited 2.76 million people each month

190,000

By the end of 2024, Call Subtitles had benefited nearly 190 thousand people each month

1,200,000

By the end of 2024, AI Subtitles had benefited nearly 1.2 million users each month

1,000

We engaged in face-to-face interactions with over 1,000 hearing-impaired users to promote information accessibility

Full Care Display 4.0

In 2024, the HONOR Magic 7 series was certified with Full Care Display 4.0 as the first product being certified at this level

570,000

In 2024, HONOR Magic Moments mobile photography project received over 570 thousand global submissions

Youth empowerment

34,000

As of 2024, HONOR Talents Global Design Awards received 34,000+ submissions, covering over 240 universities across 43 countries and regions

700

HONOR Talents Original Music Awards in 2024, featuring four divisions – Northern, Central, Southern, and Campus, received over 700 pieces of original music compositions worldwide

Employee development

MostIn
Global Talent Magnet
Employer

HONOR won several awards such as “2024 MostIn Global Talent Magnet Employer”

2,400

In 2024, we created over 2,400 new jobs across more than 10 areas, including product technology, marketing, services, and supply chain

15,000

We provided employees with 15,000+ online and offline learning resources

52

In 2024, employees received an average of 52 hours of training

25,000

We organized 180+ cultural and sports activities, attracting 25,000+ people to participate in

0

We achieved EHS targets, such as zero serious injuries and fatal workplace accidents, zero occupational diseases, and zero environmental pollution accidents

Supplier CSR

542

The supply chain survey covered 542 smelters and refiners. We shared the results of mineral supply chain due diligence management with stakeholders

100%

As of 2024, HONOR had achieved 100% on-site audit coverage for key suppliers for three consecutive years

1,350

Over 1,350 supply chain employees participated in empowerment training in 2024

380,000

On-site audits covered over 380,000 industry chain employees

110

The greenhouse gas survey covered over 110 suppliers

100%

100% of employees in key positions participated in CSR laws and regulations & audit skills training, and passed the final exam

Responsible governance

28,600

We applied for over 28,600 patents worldwide

14,000

Over 14,000 patents were granted worldwide

112

112 compliance training sessions

HONOR moments

Jan

- 5G patent cross-licensing agreement between HONOR and Nokia

Feb

- During MWC 2024, HONOR participated in the GSMA Circular Economy Roundtable, sharing its commitments to sustainability and ESG practices
- HONOR was selected as a National Green Factory by the Ministry of Industry and Information Technology



Mar

- Wu Hui, HONOR' s Chairman, attended the 2024 Boao Forum to share HONOR' s insights and experiences on accelerating digital economy innovation and integrating digital and real economies
- HONOR' s environmental protection case was included in the "Top 10/ Outstanding Cases of China' s Green and Low-Carbon Sustainable Consumption Trends Survey (2023)"
- HONOR delivered a keynote speech at the first NBD Green and Low-Carbon Sustainable Consumption Forum



Apr

- HONOR received a three-star (system level) rating in the CCIA DS & PIP Social Responsibility Evaluation pilot program
- HONOR was granted the first Certificate for Software for Protecting Minors in Cyberspace by CTTL-Terminals of the China Academy of Information and Communications Technology ("CAICT") and the Telecommunication Terminal Industry Forum Association
- People' s Daily published a report titled "Building Digital Accessibility Pathways to Bridge the Digital Divide" based on a survey on HONOR, highlighting accessibility features such as "offline AI Subtitles".
- HONOR' s CEO held talks with Mexico' s Minister of Culture to jointly advance cultural inheritance and preservation and foster youth empowerment and development
- HONOR joined the United Nations Industrial Development Organization (UNIDO) Fourth Industrial Revolution Alliance' s Digital Talent Committee
- HONOR' s healthy enterprise case was selected into the "Third Batch of Outstanding Cases in Healthy Enterprise Construction" released by the National Health Commission of the People' s Republic of China



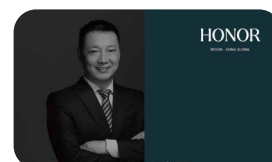
May

- HONOR was selected into the Fortune China ESG Impact List
- HONOR was elected as the 2024 Rotating Convener-General of the Accessibility Joint Conference
- HONOR hosted the second HONOR ESG Sustainable Development Forum, releasing its 2023 ESG Report and presenting excellent works from the HONOR Talents Global Design Awards
- HONOR passed Level-4 intelligent manufacturing capability maturity assessment



Jun

- HONOR officially joined the Valuable 500, a global initiative created to promote disability inclusion in business, committing to drive transformation toward a more diverse and inclusive future with partners around the world



Jul

- HONOR participated in the first "China Ageing Development Foundation Mathematical Intelligence Assistance for Seniors Conference", showcasing how HONOR leveraged AI Lens and AI Voice to empower elderly users to integrate into the digital world



Aug

- HONOR disclosed its ESG strategies in areas including environmental protection, biodiversity, and diversity and inclusion on its ESG website
- HONOR launched intent-based eye tracking technology, bringing hope for ALS patients



Sep

- HONOR' s AIGC Face Synthesis Scam Detection System for Smart Devices was granted the Award for Most Investment Value at the 2024 China Cybersecurity Innovation Competition
- HONOR' s AI Subtitles and Call Subtitles Functions were selected as "100 Landmark and Exemplary Achievements for the First Anniversary of the Implementation of the Law of the People' s Republic of China on Building Accessible Environments"
- HONOR Attended the 2024 Mexico Digital Summit to discuss inclusion and the future of AI
- HONOR was selected in the "Zero Carbon Future - ESG Innovation and Practice List" by Wall Street CN



Oct

- The HONOR Developer Conference organized the “Tech for Good: Together with AI, to Provide Warm Technology” forum in Beijing, bringing together scholars from the China Disabled Persons’ Federation, China Association of Persons with Hearing Disabilities, Accessibility Research Association, and accessibility experts to discuss advancements in technology accessibility
- HONOR released its new version of the Privacy Protection White Paper
- HONOR secured China’ s first ISO/IEC 42001 Artificial Intelligence Management System certification for smart devices
- HONOR’ s green products and “Tech for Good” initiatives were included in the 2024 CCF Tech for Good Case Collection



Nov

- HONOR Oasis Eye Protection Screen Leads Industry into All-Day Eye Protection Era won “Golden Key” Excellent Solutions award
- HONOR’ s Green Intelligent Manufacturing Future: AI Energy Management Platform Drives Factory’ s Low-Carbon Transformation won the “Golden Key” Excellent Solutions award
- HONOR was awarded the Bloomberg Green “ESG 50 Most to Watch List in China 2025: Leading Project”
- HONOR received the “World Internet Conference Distinguished Contribution Award”
- HONOR was included in UNGC’ s “20 Cases of Private Sector’ s Sustainable Development in China for 20 Years” report, showcasing its global impact with the Tech for Good practices
- HONOR AI Drives Tech for Good practice was selected as CAICT’ s outstanding cases for technology-enabled disability assistance



Dec

- HONOR was selected into “2024 China’ s New Growth · ESG Innovation Practices List” by Harvard Business Review
- HONOR was selected into The Paper’ s Annual Outstanding Cases of Responsibility Practitioners
- HONOR was selected into inewsweek.cn’ s “2024 Responsible Brands”
- HONOR won the Responsible Product Award in Huxiu’ s “2024 Sustainable Brand Model List”
- HONOR was selected as the National Green Supply Chain Management Enterprise by the Ministry of Industry and Information Technology
- HONOR won the “Outstanding Case of Barrier-Free Pioneers” Award from the China Times
- HONOR participated in the 2024 UNGC Climate Ambition Accelerator (“CAA”) Program
- HONOR promoted the establishment of the first intelligent agent security ecosystem collaboration organization in China, the “IIFAA Trusted Interconnection Working Group for Intelligent Agents”, and became one of the founding members and a vice-chair unit



About Our ESG



ESG leadership

Unwavering progress transcends time. In 2024, HONOR forged ahead through challenges with clear strategic vision and unyielding perseverance. This year, we stayed true to our original mission. With focus on our core competencies and product blueprints, we deepened the implementation of our ESG strategy, steadfastly advancing toward a sustainable future.

Following the orientation to green development, promoting upstream and downstream collaboration in the industry chain to achieve innovative development

Amidst the severe challenges posed by global climate change, HONOR adheres to “providing quality products and services to hundreds of millions of consumers while minimizing environmental impact”. We focus on four major strategies, including green products, green manufacturing, green operations, and green partners, to carry out green and low-carbon actions and actively transition to clean energy. This effort is aimed at contributing to a sustainable future. Relying on our technological innovation advantages, we continue to explore low-carbon, durable, and eco-friendly product solutions. Products such as the third-generation Qinghai Lake battery with higher density and the Magic V3 with a lighter and thinner design, have been launched, to forge a new path for green development in the industry. In addition, we use biodegradable and eco-friendly materials and explore mechanisms for product recycling and disposal in line with the circular economy principle, to protect the environment with practical actions.

Taking technological innovation as the driver to bridge the digital divide and achieve social progress

As a leading global provider of smart devices, HONOR will “persist in technological innovation to benefit humanity and contribute to the whole society”. By establishing a working group on accessibility, persisting in developing accessibility functions and AI capabilities, we help people in need “see” and “hear” the world and feel the benefits brought by technology. We closely monitor the health management needs of people living in a fast-paced world, leverage our technological ecosystem functions and platform resources to create multiple products with “health monitoring” attributes, helping everyone lead a healthy life. In 2024, focusing on the field of eye protection, we launched AI defocus eye protection technology based on the Oasis Lab. Meanwhile, adhering to the concept of technology for inclusion, we cooperated with multiple units to unlock technological potential and deliver convenience and protection for consumers, building a smarter world for everyone.

Adhering to the people-centered concept, promoting exchanges through technology and art to cultivate talent

Adhering to the core value of “Dedicated Employees as Foundation”, HONOR promotes talent empowerment work with a highly open attitude. For employees, we provide highly competitive remuneration, comprehensive welfare security, and a harmonious and warm workplace, hoping to create and share HONOR’s achievements together with them. For supplier employees, we also pay attention to their work and living conditions, aiming to co-create a sustainable future for the smart device industry. We have also launched the HONOR Talents Program, and hosted the HONOR Talents Global Design Awards and HONOR Talents Voice Maker Original Music Awards. By doing so, we build a broad stage for youth around the world, helping them use technology and art to showcase themselves.

Upholding compliance governance, practicing core values, and achieving a sustainable future

Responsible governance is the foundation of corporate operations. HONOR is committed to promoting business ethics, compliant operations, privacy protection, cybersecurity and information security. We improve our internal compliance system and adhere to the business philosophy of integrity in cooperation with partners. “Consumer Focus” is not only our core value but also a guide to our actions. While pursuing business success, we firmly safeguard the interests of society and others, earning trust through responsible actions and laying a solid foundation for HONOR’s sustainable development.

Looking ahead, we will redefine sustainable development paradigm through digital technologies. Under the Guidance of innovation and responsibility, we will forge ahead toward a sustainable future.

Wu Hui

Chairman of Honor Device Co., Ltd.

Li Jian

CEO of Honor Device Co., Ltd.

About HONOR

Established in 2013, HONOR is a leading global provider of smart devices. We are committed to becoming a global iconic tech brand and enabling a smart life across all scenarios and all channels, for all people. With a strategic focus on innovation, quality and service, HONOR is dedicated to developing technology that empowers people around the globe to go beyond through its R&D capabilities and forward-looking technology, as well as creating a new intelligent world for everyone with its portfolio of innovative products. At present, we have more than 14,000 employees worldwide, of which the R&D team accounts for more than 70%. With more than 52,000 HONOR experience stores and counters across the globe, we have established an extensive channel, and retail and service network, enabling 250 million users worldwide to enjoy the benefits brought about by digital progress.

Innovation

In the context of new quality productive forces emerging as a pivotal driver for China's economic growth, HONOR remains steadfast in its commitment to the "openness and win-win" philosophy, steering the new wave of global technology collaboration through relentless innovation. We allocate over 10% of our revenue to product and R&D, pioneering numerous technologies among the industry. We possess the R&D capability to cover the entire spectrum of mobile phones and smart ecosystem products, with our patent applications exceeding 28,600 worldwide. Starting with the debut of the Magic Live intelligent engine in December 2016, followed by the platform-level AI integration in MagicOS 7.0 in January 2022, the introduction of a new intent-driven human-computer interaction paradigm via platform-level AI in MagicOS 8.0 in January 2024, and the inauguration of the "autonomous driving" era with AI agent technology in MagicOS 9.0, HONOR has consistently delivered industry-leading innovative experiences with its ever-evolving AI capabilities.

Quality

"Creating a new world of intelligence for everyone" has been HONOR's guiding principle. We stick to lifecycle quality control of products, covering design, procurement, R&D, manufacturing and transportation, and strive for zero defects. By deepening the integration of R&D, trial production, mass production and testing at HONOR Pingshan Manufacturing Industrial Park, we aim to deliver high-quality innovative products and user experiences. At present, 85% of the processes in our production line are automated, and over 60% of the automation equipment is developed in-house.

Service

HONOR always adheres to providing users with warm, professional and high-quality services. We are committed to continuously optimizing our service system, and providing various online and offline service channels, so that each of our users can quickly access official services.

HONOR Support webpage and "My HONOR" serve as information bridges, providing users with the latest service updates and practical mobile tips. To further elevate the user experience, HONOR has introduced a suite of convenient services, such as online repair and in-city repair services. We are continuously enhancing our measures to safeguard user privacy and security. Moreover, consumers can enjoy complimentary services like charging and water at HONOR Service stores, ensuring that our services are efficient, transparent, and inclusive. Additionally, HONOR provides a range of official value-added services, including screen protection, warranty extension, and accidental damage coverage. These offerings are designed to provide comprehensive protection for consumers' product usage experiences, ensuring peace of mind at every step of using HONOR products.



ESG governance

HONOR upholds the concept of sustainable development, integrating ESG elements into both strategic sustainability decision-making and daily operational management. We have built a well-defined ESG management structure that consists of the ESG Committee and the ESG Working Group. The ESG Committee, under the authorization of the Board of Directors, consists of management personnel and assumes full responsibility for strategic planning and oversight of the Company’ s ESG management work. We hold regular ESG Committee meetings to ensure timely review and alignment of ESG strategic directions. Under the guidance of the ESG Committee, we have also established a dedicated ESG Office and several special ESG Working Groups. They are responsible for aligning various departments such as R&D, Production, Procurement, and Supply Chain Management to integrate the ESG strategy into the business process and carry out ESG work step by step, achieving the sustainable development goal of the Company.










We continuously improve HONOR’ s ESG governance. In addition to quarterly ESG Committee meetings, we also hold regularly ESG Working Group meetings to evaluate and examine specific areas, including organizational carbon reduction, product carbon footprint, supplier CSR, and product accessibility adaptation. The ESG Committee reviews and discusses the interim progress of this year’ s key ESG work, evaluates the achievements of related efforts, and reflects on and summarizes difficulties and pain points encountered during implementation. To ensure that HONOR’ s ESG strategic direction and ESG work remain up-to-date, we actively participate in sustainability-related activities. For example, we support external ESG initiatives, and engage in extensive communications with stakeholders on climate change, digital inclusion and other cutting-edge ESG issues. While sharing HONOR’ s sustainable development philosophy and achievements, we also seek out the best external practices to gain broad support and recognition from stakeholders, jointly advancing the sustainable development of the environment and society.

Stakeholder engagement and communication

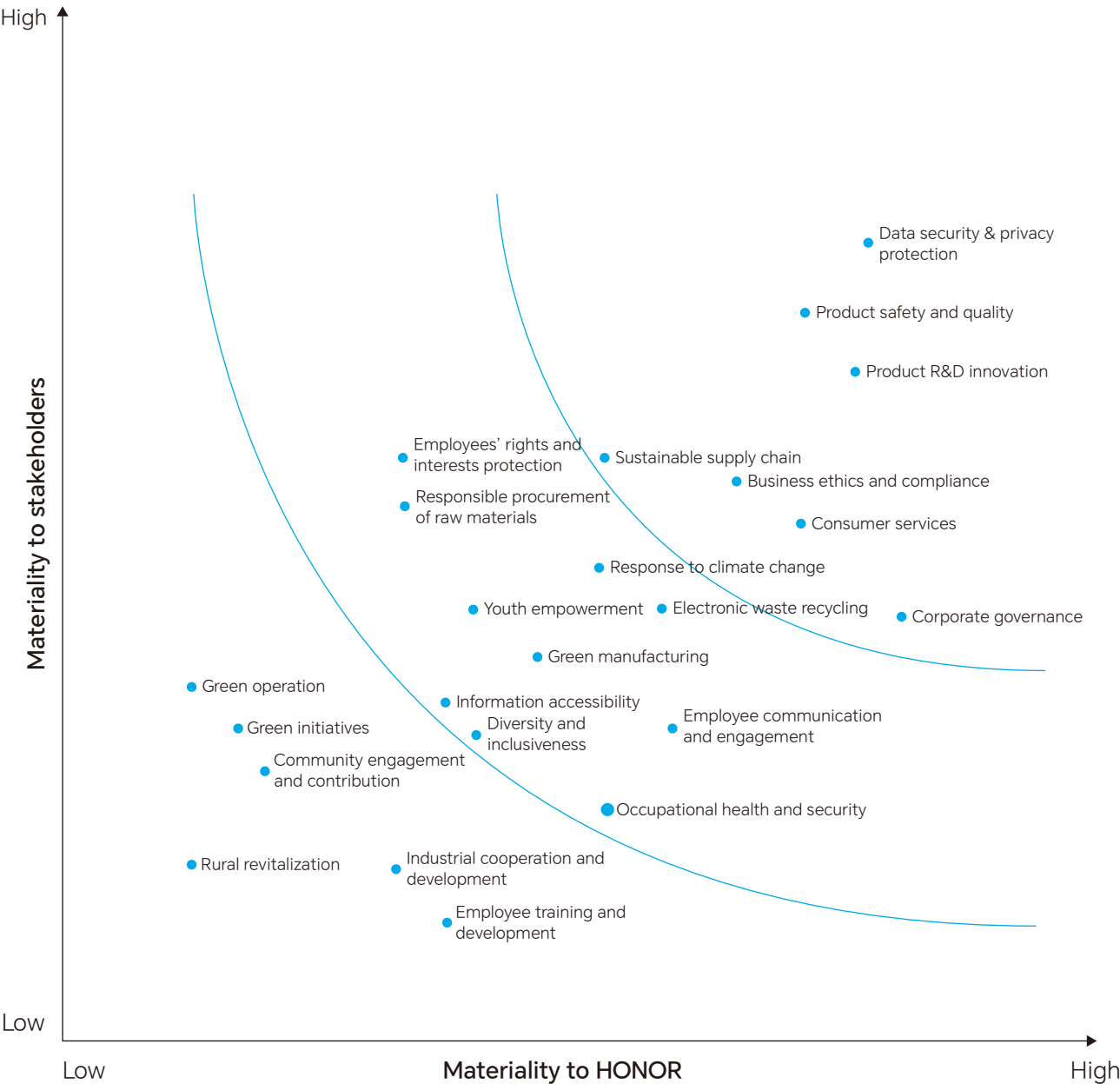
The expectations and demands of stakeholders are crucial considerations for HONOR in developing its ESG strategy and refining ESG management. By engaging in ongoing communication with all stakeholders, we are able to promptly address and enhance our management practices. We remain committed to fulfilling our social responsibilities, advocate for win-win cooperation, and strive to build a sustainable business ecosystem.

Stakeholders' expectations & our response

Stakeholders	Stakeholders' expectation	Communication and response
 Governments and regulators	<ul style="list-style-type: none"> Abide by laws and regulations Respond to national policies Rural revitalization 	<ul style="list-style-type: none"> Cooperate with regulators for inspection Implement government requirements Support rural construction across multiple fields
 Investors and shareholders	<ul style="list-style-type: none"> Compliant business Business planning and growth 	<ul style="list-style-type: none"> Improve Company's compliance system Regularly communicate with shareholders
 Customers	<ul style="list-style-type: none"> High-quality products and services User privacy protection Business integrity 	<ul style="list-style-type: none"> Improve product and service quality Establish a sound privacy protection system Improve complaint handling procedure
 Employees	<ul style="list-style-type: none"> Career development Benefits and salary Care about employees Healthy and safe working environment 	<ul style="list-style-type: none"> Organize training and improve promotion mechanism Improve salary and welfare system Conduct various activities Consolidate EHS management system
 Suppliers and business partners	<ul style="list-style-type: none"> Win-win cooperation Fairness and openness Green products and manufacturing 	<ul style="list-style-type: none"> Improve supplier management system Build communication platforms for suppliers Strengthen supplier carbon management
 Industry associations	<ul style="list-style-type: none"> Abide by the code of conduct Promote industry development Fair competition 	<ul style="list-style-type: none"> Participate in industrial seminars Empower partners with innovative technologies Resist unfair competition
 Community	<ul style="list-style-type: none"> Community building Talent cultivation Care about special groups 	<ul style="list-style-type: none"> Provide local job opportunities Organize competitions for youth Provide accessible products and services

Materiality assessment on issues

We attach great importance to the identification, analysis and management of material issues. Based on the external market environment and our business development plan, we conduct this year's materiality assessment by benchmarking against peer companies with leading ESG performance, through methods such as desktop research and questionnaire surveys. We ranked the materiality of those issues from the two dimensions, namely "Materiality to stakeholders" and "Materiality to HONOR" and developed a matrix to guide our ESG work and achieve business sustainability.



Environmental Protection

SDGs in this chapter:



Environmental Protection

Highlights 🍷

2040

We are committed to achieving carbon neutrality in our operation by 2040

2050

We are committed to achieving carbon neutrality across our entire value chain by 2050

Level B

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13%

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8%

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1,497 tonnes

In 2024, we reduced and avoided approximately 1,497 tonnes of greenhouse gas emissions through green product initiatives

310 tonnes

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Intelligent manufacturing

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Achieving green and low-carbon transformation through technological innovation is key for the consumer electronics industry. HONOR integrates the concept of green and circular economy into the whole life cycle of product development, has developed and introduced applicable green and low-carbon technologies, and provides users with innovative and eco-friendly products with high quality. To achieve this, we will reduce resource consumption from the outset by making product design and packaging greener. We make better use of energy and materials by optimizing product durability and reliability and actively contribute to the development of the circular economy through responsible product recycling and disposal methods. In the future, we will continue to improve the circular economy practices by refining management, increasing the use of recycled materials, and achieving zero waste to landfill.

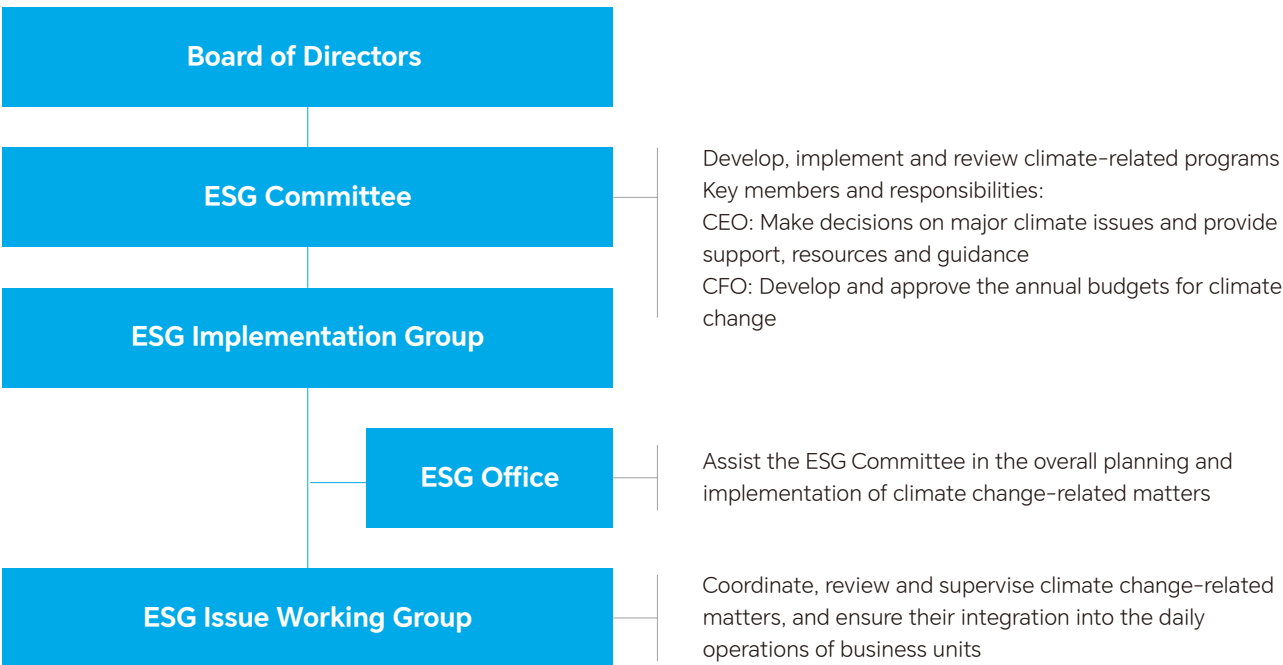


Our climate action

Climate change has increasingly emerged as a serious threat and challenge to human production and development in both contemporary and future contexts. It has long been a global consensus that proactive measures must be taken to address this issue. We integrate sustainable development into our corporate strategy and operations. We actively identify the risks and opportunities associated with climate change, proactively set carbon neutrality goals, and diligently outline action pathways. Our commitment lies in leveraging technological advancements to drive the low-carbon transition in the electronics industry. This year, we remained committed to aligning with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) by disclosing our plans, actions, and accomplishments in climate action from the four dimensions of governance, strategy, risk management, and metrics and targets.

Governance

We view addressing climate change as a vital element of our environmental strategy. To this end, we have developed a Climate Change Response Policy and established a climate governance framework, which incorporates the oversight, management, and implementation of climate-related issues into our ESG governance. These efforts ensure that our climate strategy is aligned with our commitment to sustainable development. We regularly organize ESG Committee meetings, which include management from departments such as R&D, operations, finance, and human resources, to identify and assess climate-related risks and opportunities. We develop short, medium, and long-term response plans, supervise the implementation of climate action plans by relevant departments, and periodically review and summarize the progress of climate strategies. Timely identification and rectification of issues are undertaken to comprehensively enhance our ability to address climate risks. In 2024, we convened 4 ESG Committee meetings to discuss the annual carbon reduction targets and progress against them.



△ Climate governance framework and responsibilities

Strategy

Based on the TCFD framework, we identify and evaluate the climate risks and opportunities associated with our business, formulate strategic plans to address climate change, and implement multiple measures to mitigate the adverse impacts of climate risks on our operations. We actively embrace the development opportunities brought about by climate change. In 2024, we identified 10 significant climate change risks and opportunities. Based on the duration of impact, likelihood of occurrence and severity of these risks and opportunities, we specified four strategic pillars: green products, green operation, green manufacturing and green partners, along with action pathways and specific response actions.

Transition risks

Category	Name	Description	Countermeasures
Policy and regulation	Mandatory requirements and regulations applicable to existing products and services	As China commits to achieving the "30·60" carbon peaking and carbon neutrality goals and other governments worldwide set carbon neutrality targets, policies and laws related to green development have been introduced in various regions. These measures place increasingly stringent requirements on the green transition of enterprises across the entire industry chain, including energy conservation, emissions reduction, and restrictions on the use of plastics, which may lead to increased production and operational costs.	<ul style="list-style-type: none"> ● In 2023, we integrated our carbon reduction targets into our corporate strategy. We committed to achieving peak carbon by 2030, and achieving carbon neutrality in our own operations and ensuring all the energy we use is renewable by 2045. We developed a green transition plan, implemented green initiatives, and conducted regular reviews to ensure we were achieving our carbon neutrality targets. In February 2025, we further reviewed our targets and progress and decided to achieve carbon neutrality in our own operations 5 years ahead of schedule. Meanwhile, we commit to achieving carbon neutrality across our entire value chain by 2050. ● Optimize product packaging solutions by using eco-friendly materials as substitutes to reduce the use of plastics.
	International regulations and bilateral agreements	Regulators around the world have issued increasingly comprehensive, strict and demanding guidelines on sustainability-related disclosure. Enterprises must improve their ESG disclosure and data management capabilities, which can lead to increased operational costs. Poor management can damage an enterprise's brand and reputation, and violation of the relevant laws or regulations may result in law suits and heavy fines.	<ul style="list-style-type: none"> ● Stay updated with the latest domestic and international sustainability disclosure guidelines, and continuously improve the quality of our disclosures. ● Actively establish communication channels with stakeholders, conduct regular communications, and perform annual materiality assessments to ensure targeted disclosure of issues of most concern to stakeholders. ● Increase employees' understanding of climate change through internal and external training, industry exchanges and communication with government, clarify the Company's legal responsibilities, and ensure full compliance with climate related regulations.
Technology	Low-carbon technology and product innovation	Enterprises need to optimize product design and production, and create green products that combine user experience with environmental benefits to seize a first-mover advantage in the market, and to promote their own and suppliers' development of new clean energy technologies. However, the transition to new technologies may increase the investment in R&D.	<ul style="list-style-type: none"> ● Optimize product design to continuously provide consumers with more efficient, energy-saving, and durable green electronic products. ● Collaborate with suppliers to reduce the negative environmental impacts from the production of raw materials. ● Explore the usage scenarios of clean technology, establish photovoltaic power stations, and purchase clean electricity, to advance the transition to green and low-carbon operations.

Category	Name	Description	Countermeasures
Market	Green consumption behavior	With the increasing attention from all sectors of society to environmental protection, consumers will prefer low-carbon and environmentally friendly electronic products. Companies that fail to meet consumer demand for green products will lose market share.	<ul style="list-style-type: none"> ● Incorporate sustainable design concepts throughout the whole life cycle of products, and promote environmental-friendly, high-efficient, durable, easy-to-maintain and recyclable electronic products. ● Implement responsible product recycling programs that benefit consumers, while exploring more environmentally friendly and circular economic models.

Physical risks

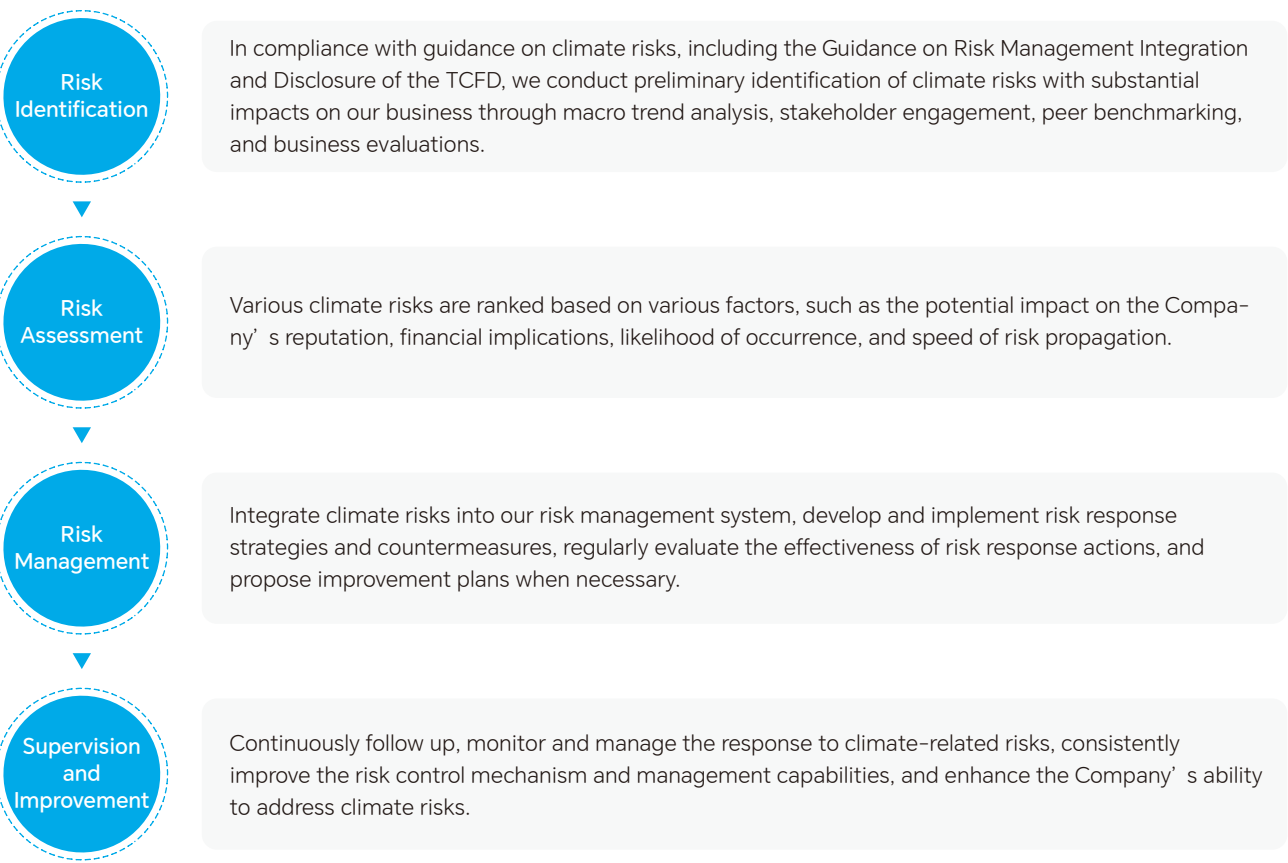
Category	Name	Description	Countermeasures
Acute risk	Extreme weather	The frequency and intensity of extreme weather events such as heavy rain, flooding and hurricanes, continue to increase, which may cause temporary disruptions to the operations of stores and factory production, leading to revenue losses.	<ul style="list-style-type: none"> ● Establish an emergency team for extreme weather, responsible for tracking and alerting extreme weather events and overseeing the implementation of response measures by relevant departments. ● Develop an emergency response plan for extreme weather, and conduct regular emergency drills to ensure the effectiveness of the Company's emergency and operational recovery plans. ● Equip emergency supplies to cope with production and operational disruptions caused by extreme weather, and enhance the efficiency of production recovery.
Chronic risk	Global warming	As the global greenhouse effect intensifies, the average temperatures in summer are rising year by year. The Company needs to equip more cooling facilities to ensure the comfort of employees in the office. However, this will increase the Company's operating costs.	<ul style="list-style-type: none"> ● Adjust the budget for cooling equipment accordingly, and promptly procure relevant facilities to ensure that the temperatures in operational premises meet the occupational health requirements for employees.

Opportunities

Category	Name	Description	Countermeasures
Resource efficiency	Product recycling	Governments around the world have introduced a series of policies to promote the development of the circular economy. Recycling, disassembly, and reutilization of products can enhance the efficiency of resource utilization, potentially reducing procurement costs and the demand for natural resources.	<ul style="list-style-type: none"> ● Engage in trade-in and environmental-friendly recycling business, encouraging consumers to deliver their waste electronic products such as mobile phones and tablets to the Company for environmentally friendly disposal. ● Send the scrapped products to qualified suppliers for environmentally friendly disassembly and concurrently explore the potential for recycling certain materials.
Product and service	Green product development	As public awareness of green environmental protection continues to rise, the innovative product development in green environmental protection is advantageous in gaining favor with consumers. It can also bring more investment opportunities in the capital market, leading to revenue growth for the brand.	<ul style="list-style-type: none"> ● Invest in ecologically designed products, enhance environmental performance such as energy efficiency and durability, and create innovative products with green and environmental advantages. ● Explore more environmentally friendly product packaging solutions. This involves optimizing packaging design to reduce material use, substituting recyclable materials, and utilizing soy ink printing to provide visually appealing, reliable, and environmentally friendly packaging solutions.
Capital flows and financing	Sustainability-linked loans	As global climate change intensifies, governments and financial institutions continue to launch financial programs to support climate action. The aim is to accelerate industrial restructuring, optimize the energy mix and invest in green product development. The Company's green and environmental investments and projects will attract more external funding.	<ul style="list-style-type: none"> ● Establish the HONOR sustainable finance framework, providing principles, guidelines, and action plans for the Company's green financing activities. ● Establish medium-to-long-term partnership with multiple banks on sustainability-linked loans, to support the implementation of seven ESG strategies including the environmental protection strategy.
Resilience	Enhanced resilience in the upstream value chain	The Company has implemented a number of measures and strategies to enhance the adaptability, resilience and sustainability of the upstream value chain in the face of climate change, such as extreme weather, policy changes, and shifts in consumer preferences. This enhanced resilience helps to ensure the stability of the upstream supply chain, reducing the risk of supply chain disruption and thereby improving the efficiency and competitiveness of the entire value chain.	<ul style="list-style-type: none"> ● In 2023, we actively engaged in reducing carbon emissions across the value chain, promoted our TOP100 suppliers to set carbon reduction targets by 2030, and provided them with support in this regard, such as organizing the HONOR Supplier GHG Management Forum and one-on-one meetings. In 2024, we provided suppliers with training and support, and collected and analyzed supplier carbon emissions data, to encourage suppliers to take actions for carbon reduction. In February 2025, we further committed to achieving carbon neutrality across the entire value chain by 2050, and a series of concrete measures will be taken to achieve this.

Risk management

We incorporate climate risks into our risk assessment and management system and annually evaluate risks and opportunities related to climate change. We have formulated internal regulations such as the Guidance on Risk Management Integration and Disclosure, the ESG Risk Management Manual and the Procedures for Identifying and Evaluating Climate Change Risks and Opportunities. These policies are designed to provide guidance for the identification, assessment, and response to climate risks. We have also developed the Greenhouse Gas Emission Risk Identification and Evaluation Checklist to scientifically manage climate risks.



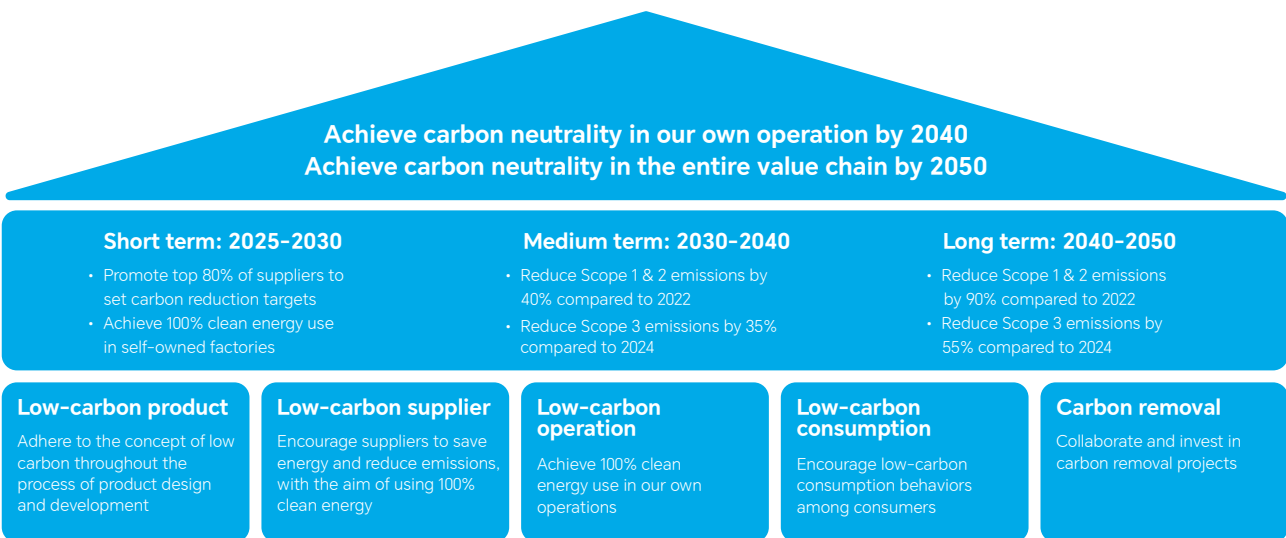
△ HONOR climate risk management process

Metrics and targets

In 2023, HONOR officially set its carbon neutrality goal for the first time, pledging to achieve carbon neutrality in our operation by 2045. After two years of proactive efforts and continuous improvements, we are thrilled to discover that, through a series of innovative technologies and management optimizations, we are fully capable of achieving this goal five years ahead of schedule. Therefore, in 2025, we make a solemn commitment: HONOR will achieve carbon neutrality in our operation by 2040.

HONOR is equally committed to reducing carbon emissions across its value chain. Since 2023, we have been systematically preparing for this effort. By 2025, we formally pledge to achieve carbon neutrality across our value chain by 2050. This goal will be realized through two key pillars: low-carbon products and low-carbon manufacturing. On the product front, we will continue to drive green innovation, developing more energy-efficient and environmentally friendly products. Within our supply chain, we will collaborate closely with partners to promote energy conservation and emissions reduction, building a greener supply chain system. For any unavoidable emissions after all possible reductions, we will implement carbon removal strategies to offset them in a scientifically sound manner. Through these comprehensive, multi-dimensional initiatives, we will ultimately achieve our ambitious carbon neutrality goal.

Throughout this journey, we recognize that carbon neutrality is not just a corporate transformation but a collective effort by society as a whole. Therefore, we sincerely invite every consumer to join us in this mission. By embracing low-carbon consumption and sustainable lifestyles, we can all contribute to a greener and more sustainable future for our planet. Let us take action together and turn our shared vision for a better future into reality.



Scope 1 emissions: GHG emissions from sources (such as vehicles and natural gas burned for heating) owned or controlled by the Company.
 Scope 2 emissions: GHG emissions from purchased electricity.
 Scope 3 emissions: All other indirect emissions from the Company's value chain, including those from upstream and downstream activities.

HONOR's progress towards carbon neutrality¹

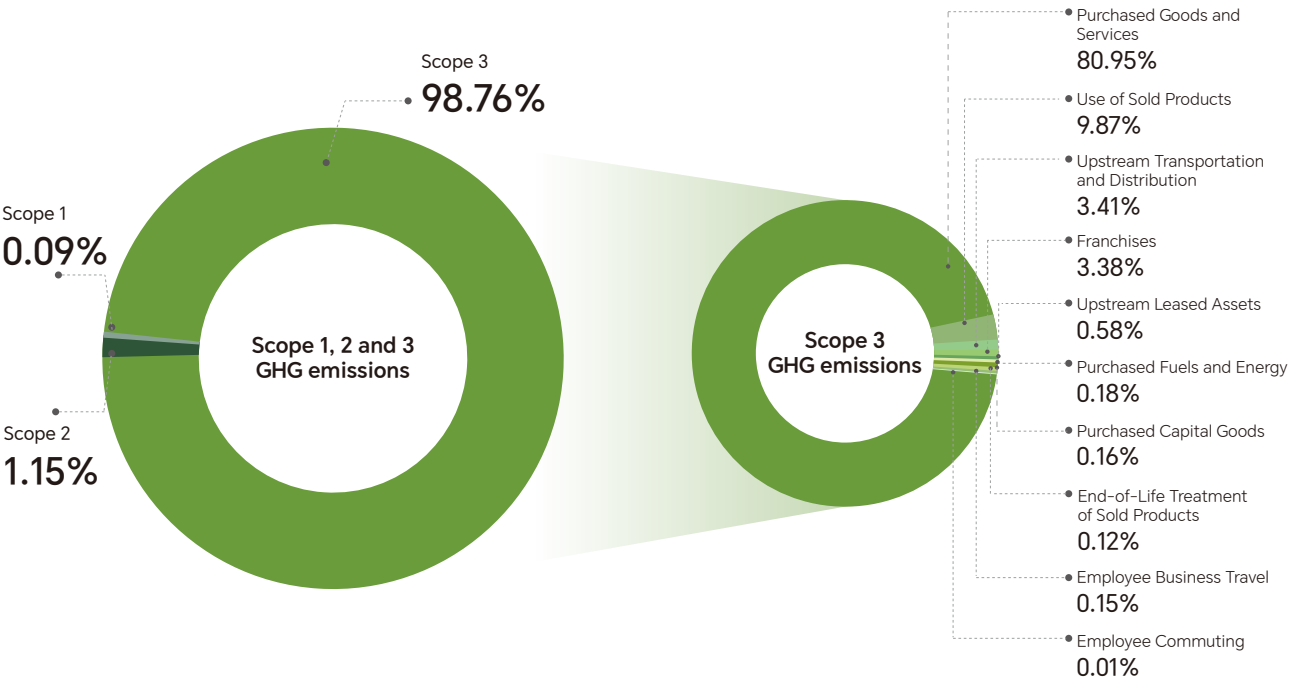
	2021	2022	2023	2024
Operational emissions	40,212 tCO ₂ e	68,038.01 tCO ₂ e	81,427.96 tCO ₂ e	81,780.98 tCO ₂ e
Use of clean energy (%)	0	0	8%	13%

¹. Due to business growth, and the continuous refinement of carbon inventory boundaries, our operational emissions increase year by year.

In 2024, we set out our key annual ESG targets in a publication issued by the ESG Committee. This document provides guidance on the implementation of our energy conservation and consumption reduction initiatives, enabling us to drive our overall carbon reduction in a well-organized and systematic manner.

Key targets for 2024	Target	Outcome
Per capita electricity consumption in domestic office areas compared to 2023	Decrease by 3.5%	Decrease by 8%
Electricity intensity in R&D laboratories compared to 2023	Decrease by 3.5%	Decrease by 5%
Use of clean energy (%)	13%	13%

Through our commitment to carbon neutrality, we have defined our emission reduction pathways and ambitions. We will continue to drive and refine our own operational emissions reduction efforts, while working with our supplier partners on specific carbon reduction actions. In 2024, in addition to annual key tasks, we further detailed the Scope 3 carbon inventory and initiated the SBTi measurement and planning.



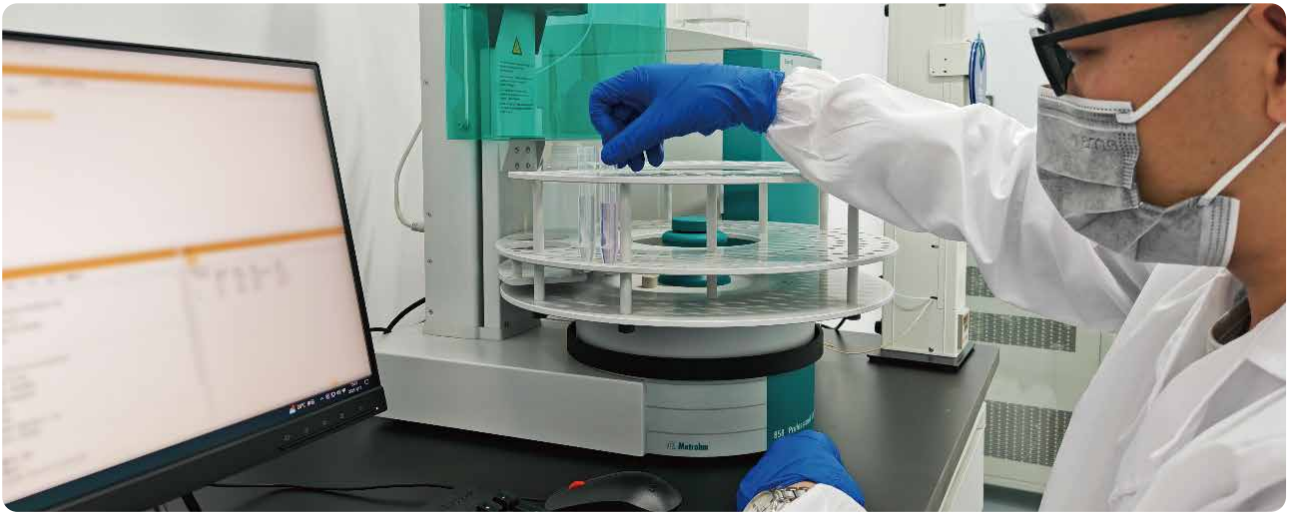
In 2024, the total GHG emissions of HONOR¹ were 6,580,925.94 tonnes of CO₂ equivalent.

1. The scope covers HONOR offices in Shenzhen, Beijing, Xi'an, Nanjing, Shanghai and Hong Kong and the overseas subsidiaries of HONOR.

Innovation in green products

Improving the user experience while reducing the negative impact on the environment is our guiding principle. We regard environmental protection as a strategic direction of our ESG governance, and integrate the concept of circular economy into the lifecycle management of products. We try to minimize the negative impact on the environment in every stage from product design to manufacturing, operations, sales and recycling. In 2024, we reduced and avoided approximately 1,497 tonnes¹ of carbon emissions through green product initiatives, with multiple products obtaining green certification.

We established a Green Product Technology Management Team to conduct research in professional fields such as environmental regulations, green product design, and clean production technologies. We set up an environmental protection lab and equipped it with chromatography, spectroscopy and mass spectrometry equipment. We built industry-leading environmental compliance and sensitizing substance detection capabilities to ensure the lifecycle environmental protection of HONOR products. In 2024, we completed the potential allergen screening and chemical testing for 105 materials. Our environmental protection lab, certified by the China National Accreditation Service for Conformity Assessment (CNAS), is able to provide environmental testing and certification services. This significantly supports environmental compliance and market access activities in various countries.



1,497 tonnes

In 2024, we reduced and avoided approximately 1,497 tonnes of carbon emissions through green product initiatives

173 models

By the end of 2024, 150 models of our mobile phones and tablets had obtained environmental certification from the China Quality Certification Center. Additionally, 22 models of laptops had obtained the China Environmental Labeling Certification and the Energy Conservation Certification, and 1 laptop model had been TOC certified.

1. Carbon reduction from green products totals about 1,497 tonnes, and is mainly achieved through packaging optimization for X5b Plus, X6b, the Magic7 Special Edition, HONOR Magic, the Digital Series European Edition, Tablet 9, and laptop products, as well as the use of electronic product manuals, recycled and bio-based plastics, recyclable coated paper, new gold plating processes, and soy ink printing.

Understand our environmental footprint and identify opportunities

The Life Cycle Assessment (LCA) of products is a key standard for measuring the environmental impact of products and serves as a valuable reference for companies to continuously optimize product design. Based on ISO 14064, ISO 14067, PAS 2050 standards, and the IPCC AR6 report, we have continuously iterated and optimized our product LCA methods. We track and obtain production data from key component suppliers and collect big data application scenarios during the product use and transportation phases. This enables us to complete a closed-loop analysis from design and development, through production and manufacturing, warehousing and transportation, and consumption and use, to recycling and disposal. The analysis helps to ensure that the calculation results better reflect the actual situation of the products and maximizes the authenticity and accuracy of the data. As of 2024, we had managed to calculate the environmental footprints of 36 products and prepared an environmental impact report based on the calculation results. The report is available on our website.

The analysis shows that raw material sourcing and manufacturing are the biggest contributors to our environmental impact. We have therefore focused our efforts on the selection and use of raw materials and the management of manufacturing suppliers. In addition, based on the LCA results, we have identified high-emission areas such as chips and displays. We then urge relevant suppliers to take emission reduction measures, such as improving the energy efficiency of production equipment, reducing the use and direct emissions of F-gases, increasing the use of renewable energy, green electricity, and recycled materials, and reducing the use of precious metals, thereby comprehensively reducing carbon emissions in the upstream supply chain.

In 2024, we used recycled plastics and components in 23 internal structural parts across 8 projects, with recycled and bio-based content exceeding 30%. This resulted in an emissions reduction of approximately 54.72 tonnes of CO₂ equivalent.

Item	Structural part	Eco-friendly materials	Content (%)
HONOR 200 lite	Mainboard bracket	Recycled plastics	30%
HONOR 90 smart	Camera mount	Recycled plastics	30%
HONOR Magic7 Lite	Clamping bracket	Recycled plastics	30%
	Side key pin	Bio-based plastics	38%
	Card tray push rod component	Bio-based plastics	38%
	Mainboard bracket	Bio-based plastics	38%
HONOR 200	Side key pin component	Bio-based plastics	38%
	Card tray push rod	Bio-based plastics	38%
	Mainboard bracket	Recycled plastics	38%
HONOR 200 Pro	Side key pin component	Bio-based plastics	38%
	Card tray push rod	Bio-based plastics	38%
	Mainboard bracket	Recycled plastics	30%
HONOR X7c	Main camera mount	Recycled plastics	30%
HONOR Magic V3	Side antenna bracket	Recycled plastics	30%
	Mainboard bracket	Bio-based plastics	40%
	Substrate holder	Bio-based plastics	40%
	Side key	Bio-based plastics	38%
HONOR Magic6 Pro	Side key	Bio-based plastics	38%
	SIM card needle	Bio-based plastics	38%
	Side antenna bracket	Recycled plastics	30%
HONOR Magic6 RSR	Side key	Bio-based plastics	38%
	SIM card needle	Bio-based plastics	38%
	Side antenna bracket	Recycled plastics	30%

We are also working to improve processes and testing methods for exterior parts that have higher reliability requirements. We are the first to use recycled plastics in the cases of Magic6 RSR and Magic V2 RSR. A total of 22.14 tonnes of carbon emissions were reduced in 2024.



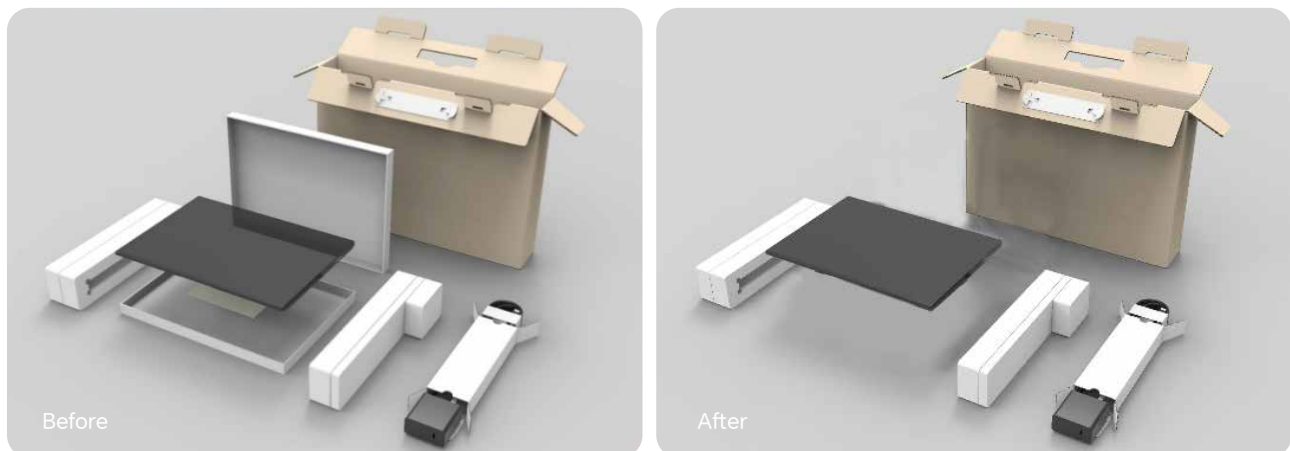
PORSCHE DESIGN
HONOR Magic6 RSR

Innovation for greener packaging¹

We advocate lightweight, small-sized, harmless, and easily recyclable packaging, and are committed to eliminating plastics and increasing the use of green materials in packaging. The aim is to create sustainable packaging solutions while providing good user experience.

Smaller package

- We have significantly optimized the volume and weight of product packaging boxes shipped to the European market. The volume of packaging boxes for mobile phones has been reduced by an average of about 50% ,and the weight by an average of about 30%; as for tablets, the volume of packaging has been reduced by an average of about 30% ,and the weight by an average of about 13%. This is equivalent to a reduction in carbon emissions of 263.05 tonnes.
- For laptop product packaging, we adopt a more integrated and streamlined folding packaging solution that eliminates the use of color boxes. Products are directly shipped on pallets to ensure safe transportation while reducing paper usage. This measure is equivalent to reducing 375.1 tonnes of carbon emissions.



- We have embedded product instructions in electronic forms such as “Phone Tricks and Tips” within the products to reduce the paper consumption compared with traditional printed manuals. We have now compressed the content of paper manuals to a minimum within regulatory limits. Starting with PCs and wearable products, this practice is being extended to all product categories. In 2024, the electronic manual measures saved approximately 110 million sheets of A4 paper, saving 3,817 adult trees and reducing carbon emissions by 454.89 tonnes.

1. The emission factors of color boxes, packaging materials, printed paper, plastics and inks in this chapter derive from the Ecoinvent database in Simapro.

Responsible use of plastics

- In order to prevent environmental pollution, we strive to reduce the use of disposable plastics in the packaging. Currently, the rate of plastic reduction in the packaging for our products in the European market has increased to 98%.
- We replace the original BOPP full packaging film for mobile phones with biodegradable and recyclable greaseproof paper made of matte fiber to reduce the use of plastics in the packaging.
- We have completed the reliability verification of recycled plastics and achieved mass production utilization in our phones, including HONOR Magic6 Pro and Magic 7 Lite. This is equivalent to reducing carbon emissions by 25.83 tonnes.
- We have incorporated bio-based plastics primarily derived from castor oil into over 14 product components, including the mainboard bracket, to reduce the use of petroleum-based plastics. This measure is equivalent to reducing 28.89 tonnes of carbon emissions.

Eco-friendly paper

- We have replaced the original PET anti-tamper labels with biodegradable high-density fiber labels, which are made from high-strength virgin fibers arranged in an oriented manner. This more environmentally friendly approach ensures material durability and effectively resists the risk of tearing during box packaging.
- The bare device protection for HONOR X8a in the European market has transitioned from PE bags to recyclable coated paper label film.

Eco-friendly inks

- The color box packaging and product manuals for our products are printed with soy ink. In 2024, we introduced soy ink containing no mineral oil solvents. This not only further reduces the harm to human health and the consumption of petroleum resources, but also facilitates the recycling of packaging materials. In 2024, we replaced traditional ink printing with soy ink printing, leading to an estimated annual reduction of around 22.37 tonnes of carbon emissions.

1. The emission factors of color boxes, packaging materials, printed paper, plastics and inks in this chapter derive from the Ecoinvent database in Simapro

Innovation for enhanced durability

Reliable and durable products not only provide consumers with a good experience, but also minimize resource consumption due to repair and replacement of parts and devices. HONOR aims to extend product life cycles by improving reliability and durability. We continuously innovate green design and technology to provide users with environmentally friendly, high-quality green solutions.

Rigorous testing standards for various scenarios

For mobile phone products, we have established professional reliability labs to simulate the use scenarios of mobile phones and test the reliability of the devices and components with strict standards. Such tests cover performance in waterproof, dustproof, shockproof, bending, twisting and soft pressure. This is to ensure that our products adapt to various extreme weathers or abnormal scenarios.

Drop test

The drop test simulates the process of a phone falling from a typical usage height onto a hard surface. The heights are set at several intervals: 0.5–0.6m, 0.7–0.8m, 1m, 1.2m, and 1.5m. Our products are tested for the front, back, top, bottom, left, and right sides and four corners. The product is only qualified if the phone screen remains intact and fully functional after landing.

Tumble test

Phones are placed inside the rotating barrel to tumble and fall freely. Each product undergoes 2,500 reliability tests in a 0.5m diameter barrel and 300 reliability tests in a 1m diameter barrel before being finalized.

Button durability test

The button reliability test is performed up to 500,000 times.

High/Low temperature storage tests

We simulate global environmental conditions in the lab, testing phones at -40°C and 70°C for 72 hours respectively to assess the degradation of mechanical and electrical performance after repeated exposure to high and low temperatures during transport and storage.

Water and dust proof test

Model	Magic5 Pro	Magic6 Pro	Magic7 Pro	Magic V3	HONOR 200 Pro
Waterproof	IPX8	IPX8	IPX8	IPX8	IPX5
Dustproof	IP6X	IP6X	IP6X	IP6X	IP5X
Splashproof	Splash-resistant	Splash-resistant	Splash-resistant	Splash-resistant	Splash-resistant

Other tests

Pressure load, distortion, port durability, etc., are all set based on the actual use scenarios in daily life and are continuously adjusted according to changes and developments.

Reliability test for HONOR Magic and HONOR X Series¹

Test item	Magic flagship phone	Non-flagship X Series phone
Repeated power on/off (ensure normal operation after repeated operations)	10,000 times	10,000 times
Repeated wake-up from standby (ensure the phone is in normal state)	100,000 times	100,000 times
Power button	200,000 times	200,000 times
Volume button	50,000 times	50,000 times
Plug and pull durability of the charging port	10,000 times	10,000 times
Fingerprint tap durability	200,000 times	200,000 times
Touchscreen tap durability	800,000 times	800,000 times
Static weight pressure	70KG	70KG
Temperature shock	-40°C-70°C	-40°C-70°C
Long-term high temperature and humidity	Temperature:55°C/ Humidity:95%	Temperature:55°C/ Humidity:95%
Long-term temperature cycling	-20°C-55°C	-20°C-55°C

1. The reliability test data for HONOR Magic and X Series products are all from standard tests.




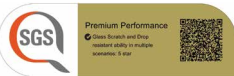



For tablet products, we have designed and conducted extensive reliability tests on keyboards, stylus pens and other accessories in a variety of use scenarios. We test performance such as bending, torsion, drop and splash resistance. According to the test results, the V9 Series products have achieved industry-leading levels of bending resistance.



For laptops, we conduct durability performance tests beyond industry standards to simulate multiple scenarios, including screen vibration wear, screen opening and closing durability, touch button tapping durability, high temperature and humidity, drop, shock, compression and pop-up camera durability. The aim is to ensure high reliability in complex use scenarios and a comfortable user experience. Our Magicbook Art 14 features the industry's first detachable AI magnetic camera. With the 1 kg/1 cm ultra-slim design, the product showcases the ultimate aesthetic elegance. Considering the new product features, we have conducted targeted reliability and experience tests to ensure high reliability and ease of use.

With regard to smart wearable products, we have developed comprehensive reliability tests for earphones and watches in different use scenarios, including simulated running, bending fatigue durability, sweat and cosmetic corrosion, water resistance during swimming/diving, drop, and bump, to meet high user comfort requirements and support users in different scenarios.



Product durability certification	
 <p>Magic7 Giant Rhino Glass SGS multi-scenario gold label five-star glass scratch and drop-resistance certification</p>	 <p>X60i SGS gold label five-star drop-resistance certification, extrusion resistance certification, IP64 certification</p>
 <p>MagicV3 with HONOR's King Kong Giant Rhino Glass SGS multi-scenario gold label five-star scratch and drop-resistance certification</p>	 <p>HONOR Play 60 Plus SGS gold label five-star drop-resistance certification and extrusion resistance certification</p>
 <p>Magic7 IP69&IP68 waterproof certification</p>	 <p>HONOR Magicpad2 SGS five-star bending resistance certification</p>
 <p>X60 SGS five-star comprehensive reliability certification</p>	

Innovative technology application for better user experience

Screen drop resistance is a key factor in extending the life of electronic products. High drop resistance significantly reduces the risk of screen damage from accidental drops, reducing repair costs, replacement frequency and the need for bulky protective cases. This contributes to improved product usability and reduced material consumption. HONOR has achieved multiple technological innovations in screen durability, enhancing the screen's resistance to drops. For instance, the King Kong Giant Rhino Glass in our Magic series is a significant technological achievement, characterized by:

- Ultra-high hardness

With a hardness of 7 on the Mohs hardness scale and scratch resistance 10 times better than that of screens made of common reinforced and microcrystalline glass, the screen can withstand scratches from keys, blades, and dust particles.
- Ultra-high drop resistance

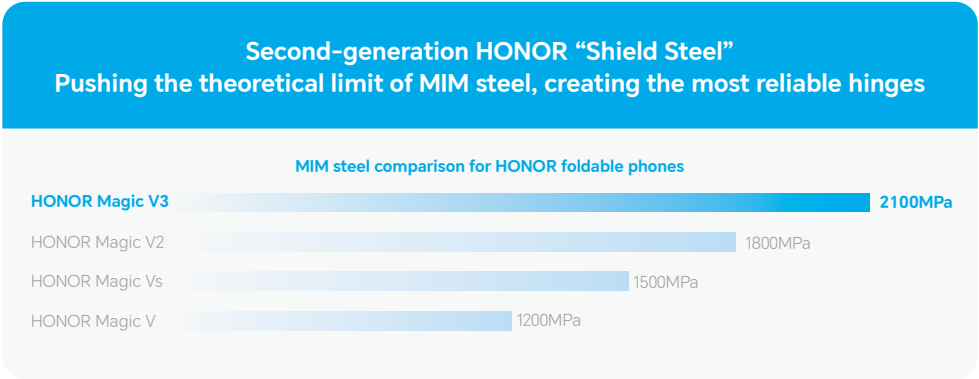
A 10-fold improvement in drop resistance is achieved for multiple scenarios, receiving the SGS multi-scenario gold label five-star scratch and drop-resistance certification. The glass has good durability even in harsh scenarios such as dropping onto marble, asphalt, and gravel roads.
- Excellent visual effects

A redesigned coating structure helps to make a micron-scale dense sputtering layer. The laminated structure with over 4,000 layers maintains high hardness and the original visual effects.

Even in non-flagship models such as the X60 Pro, we have upgraded the front glass material to secondary reinforced glass, increasing the glass strength by 35%. The use of second-generation Tai Chi Shock Absorption Architecture has increased the coverage of the under-screen shock-absorbing material to 90% or more, and increased the frame toughness by 33%. The improved support effectively protects the screen and provides a more shock-resistant experience.



With the advent of the foldable screen era, consumers are increasingly attracted to larger screens but are also concerned about the quality of foldable screens. In 2024, through continuous R&D investment, HONOR achieved another breakthrough in the critical aspect of foldable screens – the hinge. This makes foldable screens as durable as regular screens and allows consumers to use them freely without worrying. In 2024, HONOR Magic V3, equipped with the HONOR Super-light Titanium Hinge, is not only lighter but also more durable than the Magic V2. In addition, the industry-leading swing arm structure increases hinge stiffness by 1,250%, with a 25% improvement in hinge life. It can withstand 500,000 bending tests without failure, meeting the demands of high frequency use. The number of swing arm structures has reached six sets. MIM steel strength has increased by 16.7%.



Convenient and efficient maintenance, extending product life

We provide users with timely and convenient maintenance services instead of persuading them to buy new phones to extend the product life cycle. In the design stage, we adopt structural modular design and use parts with uniform specifications to facilitate later maintenance and replacement. During the product usage phase, we provide users with efficient and reliable after-sales service. To date, we have more than 1,000 service stores and 9 global call centers serving more than 45 countries and regions around the world. They ensure that our users have easy access to high-quality maintenance services when they need them.

To better protect our phones, we offer an unlimited filming service. In addition to the films that may come with the phone and the discounts, users who meet the requirements will receive free filming services when they visit our stores or send their phones in for repair. This can extend the life of the screen.

To prolong the life of our products, we have introduced a fixed-price battery replacement service. For some older models, consumers can get the original battery at a lower price at HONOR service centers. In 2024, around 200,000 devices had their lifespan extended through our official battery replacement service, with product safety maintained.

To enhance service efficiency and convenience, HONOR has launched an online repair service. Engineers can remotely communicate with users via text, audio, or video to quickly diagnose device issues. If further professional repair is required, we offer a door-to-door pickup service, providing users with a one-stop repair solution without leaving their house. In 2024, in addition to the online consultation service, we provided audio and video services to over 42,000 users to solve their problems.



Innovation for higher efficiency of energy and material usage in products

Highly efficient products not only optimize user experience but also reduce carbon emissions generated during product usage. For software, we adopt the intelligent energy-saving technology to adjust the state of mobile phone applications based on user habits and scenarios to improve product energy efficiency. When it comes to hardware, our focus on product design includes integrating more efficient components like chips and batteries and paving the way for advancements in technologies such as fast charging, screen-adaptive refresh rate based on Low-Temperature Polycrystalline Oxide (LPTO), and Pulse Width Modulation (PWM) dimming. These efforts have contributed to the overall enhancement of the product's energy efficiency, optimization of user experience, and increase of environmental benefits.



The third-generation Qinghai Lake Battery, with a silicon content exceeding 10%



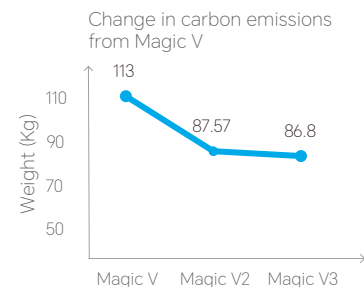
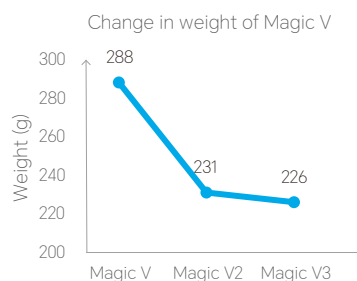
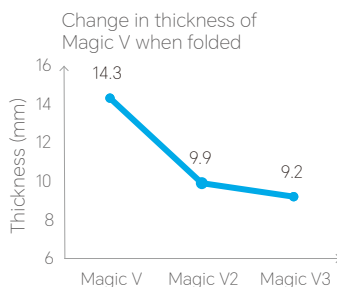
In 2024, HONOR introduced the third-generation Qinghai Lake battery technology, breaking the 10% silicon content barrier for the first time. The energy density is increased by 5.74% compared to that of the previous generation, while the battery thickness is reduced by 4.4%, achieving the battery-to-phone volume ratio of 24.7%. This reflects our continued commitment to improving battery performance and product longevity, offering users a thinner and longer lasting battery experience.

Dujiangyan Power Management System, exceptional battery life in all scenarios

The Dujiangyan Power Management System is inspired by the dam-free water diversion principle of the Dujiangyan Irrigation Project and the ancient wisdom of "deep dredging of the riverbed, low construction of weirs". It is capable of intelligent battery charging and discharging and low-temperature enhancement. Based on the Qinghai Lake battery management algorithm and electrochemical model algorithm, it maximizes the precision of energy efficiency management. The software battery life is optimized and the hardware power consumption is tuned, meeting the requirements of ultra-long battery life in complex environments in various scenarios.

Magic foldable phones, thinner and lighter

Thanks to increasingly sophisticated screen and hinge technologies and lightweight materials, our foldable phones have broken the boundaries between plate phones and foldable phones. Phone bodies are getting thinner and lighter. HONOR Magic V3 released in 2024 features the HONOR Super Steel Hinge and uses carbon fiber material. It has thinner and lighter speakers and motors and fast chargers. Weighing only 226 grams, the Magic V3 has a thickness of only 9.2 mm when folded, setting a new record for thinness and lightness while reducing raw material consumption.



Quality comes first, winning by experience

We always remember that quality is HONOR’s lifeline and the cornerstone of building the HONOR brand and reputation. We adhere to the strategy of “quality comes first; winning by experience”. Following the 4C quality policy, we have established a comprehensive quality management system covering R&D quality, material quality, manufacturing quality and sales service quality. We continuously innovate and raise quality standards to provide consumers with high-quality, safe and reliable products.

Consumer-centric	Comply Process	Create the ultimate user experience	Industry chain Co-construction
Be consumer-centric and always remember that quality is HONOR’s lifeline and the cornerstone of building the HONOR brand and reputation	Respect process rules and standards, do things right the first time and make continuous improvement	Have the courage to innovate and strive to deliver the ultimate user experience across all contacts, scenarios and domains	Foster open collaboration and work with the entire industry chain to improve product quality and user experience

△4C quality policy

We are also committed to developing a culture of quality. We hold annual company-wide quality conferences and offer quality incentives to encourage all employees to strive for quality excellence. Meanwhile, we continue to enhance employees’ quality awareness and professional competence through educational activities. We invite internal and external experts to propose methods for continuous quality improvement. We also organize “Quality Month” activities to communicate the Company’s quality philosophy and orientation, recognize top-performing teams and individuals, and strengthen the quality awareness of all employees.

Safety is the top priority in product quality management. We have established a comprehensive quality and safety management system and constructed a four-layered safety and compliance protection network. These efforts help us to maintain strict control over product safety and quality, and to drive higher product quality with higher standards.



First layer: Standard formulation participation

Actively participate in the formulation of relevant product safety standards by industry and regulators, such as GB31241-2202, to contribute to the development of industry safety standards.



Second layer: Safety design review

Integrate safety design reviews into the product design and development phase, strictly control key components such as batteries, shells and screens to ensure compliance with regulatory safety standards.



Third layer: Product safety testing

Establish safety and compliance labs with full accreditation and high capabilities to conduct safety testing on products, such as flame retardancy testing, and make timely optimizations and improvements to product designs upon identifying safety hazards.

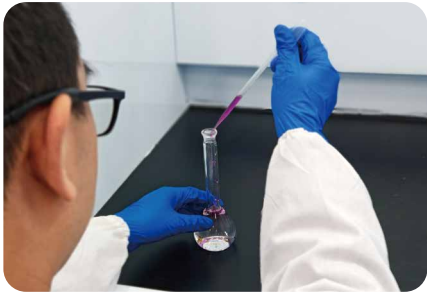


Fourth layer: Sampling inspection on product safety

Implement standardized sampling inspections on mass-produced critical components to ensure that each batch meets safety and compliance requirements.

Management of hazardous substances

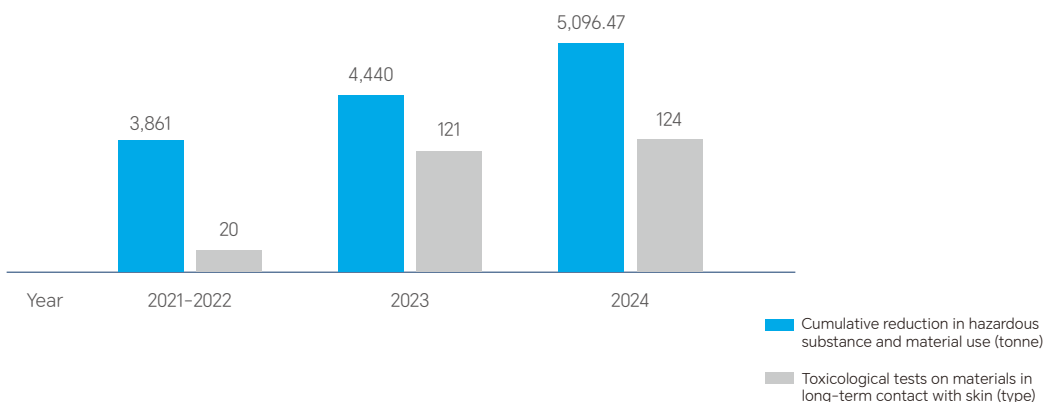
We have established a Green Product Technology Management Team to conduct research in professional fields such as environmental regulations, green product design, and clean production technologies. We have set up an environmental protection lab certified by the CNAS and equipped it with chromatography, spectroscopy and mass spectrometry equipment. We have built industry-leading environmental compliance and sensitizing substance detection capabilities to ensure the lifecycle environmental protection of HONOR products. In 2024, we completed the potential allergen screening and chemical testing for 105 materials, effectively protecting consumer health and reducing the environmental impact of our products.



At the design stage, we consider the potential involvement of hazardous chemical substances throughout the product's whole life cycle. We implement strategies to reduce the use of hazardous substances at source, ensuring that the chemical substances used in our products are safe and non-hazardous. In 2024, we continued to optimize and upgrade the HONOR Substance List in accordance with external regulations such as the Stockholm Convention, the EU's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation, and the proposal for restrictions on Per- and Polyfluoroalkyl Substances (PFAS). The updated list includes additional restrictions, such as requirements on application of PFHxA, its salts and related substances in textiles, leather and fur materials and the tightening of HBCDD requirement to 75ppm. This has reinforced control over the chemical substances used in our products.

We have established and continuously improved the hazardous substance management system. This system ensures that our products comply with domestic and international regulations on hazardous substances. It also helps us to identify and eliminate potential hazardous substances from products and packaging materials, minimizing negative impacts on the environment and user health throughout the product's whole life cycle. HONOR has independently developed a chemical hazard risk assessment method for chemicals not restricted by regulations. The method classifies and controls chemicals according to their hazard levels, and has identified the first batch of chemicals that need to be banned during the production process. In the future, we plan to update our chemical restriction details every year based on the hazard levels and exposure risks of substances. In 2024, HONOR continued to conduct comprehensive, systematic, and transparent process management system for hazardous substances and received certification for the QC 080000 Hazardous Substance Process Management (HSPM) system.

In addition, we actively collaborate with suppliers to identify restricted substances during the product manufacturing process and use new materials for effective substitution. For instance, we have cooperated with multiple material suppliers to test dozens of different raw materials. We now have achieved halogen-free power cables for all mobile phones and tablets, which greatly reduces the negative impact on the environment. As smart wearable devices can touch people's skin for a long time, we also attach great importance to the research and control of allergenic substances.



More responsible product recycling and disposal

The 14th Five-year Plan for Developing Circular Economy includes the action to improve the recycling of waste electrical and electronic products among the priorities for the development of the circular economy. HONOR actively responds to the national plan by embracing extended producer responsibility (EPR), extending the resource and environmental responsibility from production to recycling and waste management, and promoting the green, circular and low-carbon transformation of the industry. By establishing an effective recycling and disposal mechanism for used phones, we offer users a variety of recycling solutions to encourage more users to join the circular economy plan and improve the utilization rate of resources.

Used phone recycling and disposal solutions

- Build a reverse logistics recycling system based on the sales network, establish online and offline product recycling channels, and provide users with recycling services that include used phone evaluation, professional quality inspection, user data clearing, etc.
- Place recycling bins in some service stores as a transparent, safe, environmentally friendly and efficient method of product.
- Recycle both HONOR and other brands' products.
- Launch refurbished phone projects in Europe to refurbish and resell phones returned on e-commerce platforms in five European countries, while maintaining the quality commitment and ensuring lifecycle management of the consumer experience.

Year	2022	2023	2024
Cumulative electronic waste recycled (tonne)	1,780	2,185	2,439

We carry out a variety of publicity and experience activities and optimize the service experience of used phone recycling to encourage more consumers and employees to participate in circular economy and understand its importance. We also refurbish and resell phones returned on e-commerce platforms in five European countries. In 2024, we completed scheme iterations in the UK, France, Germany, Italy and Spain, giving consumers a better trade-in experience.

I “Recycle Everything, Renew and Repair the Old” campaign

In 2024, HONOR Mall partnered with recycling companies to launch the “Recycle Everything, Renew and Repair the Old” campaign. The campaign promotes the recycling of a wide range of products (including 3C digital products such as mobile phones, tablets, and computers, as well as home appliances and office equipment). It encourages consumers to upgrade to new devices and ensure that their old devices are recycled and processed in an eco-friendly manner, thereby reducing the environmental impact of electronic waste.

I “Turn Waste into Treasure and Protect the Green Earth” electronic waste recycling event

On June 5, 2024, the World Environment Day, HONOR, in cooperation with recycling companies, organized the “Turn Waste into Treasure and Protect the Green Earth” electronic waste recycling event for its employees. The event aims to provide employees with convenient channels for recycling electronic waste, educate them on the value of recycling and reuse, and encourage active participation in environmental protection.



Products collected through various channels are assessed and screened and then processed in a variety of ways, including refurbishment of used products for resale in certain regions, sale to employees and charitable donations. For certain components, we strive to maximize their use in an environmentally friendly manner. For example, components with minor visual defects that do not affect use, such as screen components, are sold at discounts in HONOR stores, subject to our professional quality inspection. Consumers can thus enjoy preferential screen replacement service. This not only reduces out-of-warranty repair costs for consumers, but also represents a joint effort with consumers to practice low-carbon environmental protection. All discounted screens have undergone 13 production processes and 8 inspection procedures to ensure strict quality control. In addition, consumers can enjoy a 90-day warranty for added peace of mind. In 2024, over 47,000 consumers used the preferential screen replacement service, equivalent to carbon reduction of 163 tonnes¹.

We have established a waste treatment system to carefully disassemble and sort the recycled products that can no longer be used, and identify the reuse value of materials and components.

- For used components with potential for reuse, we strive to take various methods to explore their values such as returning them to the factory for repair and transforming them into internal assets. For example, certain adapters are utilized for manufacturing testing, to fully explore the recycling value of waste.
- For components with no value, a special supplier certification working group is appointed for supervision, to ensure that suppliers dispose of waste in compliance with regulations and minimize potential environmental pollution.

We have launched recycling and disposal systems across our global markets, including China, Europe, the Middle East, Africa, and other regions. This proactive approach aligns with global environmental protection policies on electronic waste such as the Basel Convention, the Waste Electrical and Electronic Equipment Directive (WEEE) of the EU, and the Extended Producer Responsibility (EPR) policy in Germany and France. This ensures the compliant disposal of product waste and explores the potential for resource recycling.

100%

In 2024, 100% compliant disposal of electronic waste

I Recycling waste batteries as resources

HONOR's waste battery processing suppliers use advanced indigenous physical crushing technology and nickel-cobalt-manganese-lithium wet extraction technology. They recover valuable materials from waste batteries through crushing, screening, magnetic separation, and fine grinding. The materials are then either sold or repaired, enabling battery remanufacturing. This technology realizes high recycling rates and purity of recovered materials. In addition, dust collection systems are used to minimize pollution and maximize resource recovery.

1. Emission factor data for screen components are derived from the Ecoinvent database in Simapro.

Intelligent manufacturing, lower carbon emissions and saving more energy

Green manufacturing is an important means of addressing the country's resource and environmental challenges, an effective way for the industry to achieve green development, and an inevitable choice for companies to actively fulfill their social responsibilities. HONOR actively responds to the national "dual carbon" strategy. We are advancing production technology through technological innovation and creating high-standard demonstration parks for intelligence, energy conversion and emissions reduction. These efforts have given new impetus to the "green wave" in the manufacturing industry.

In 2024, Shenzhen Honor Smart Machine Co., Ltd. (HONOR Intelligent Manufacturing Industrial Park) was selected as a green factory by the Ministry of Industry and Information Technology. It has obtained domestic and international certifications for green management systems, including ISO 14001 Environmental Management System, ISO 50001 Energy Management System, and the Shenzhen Voluntary Clean Production certification, and passed the Intelligent Manufacturing Capability Maturity Evaluation (Level 4). Building our own green, intelligent manufacturing parks meeting high standards not only demonstrates our commitment to energy conservation and emissions reduction, but also sets an example for upstream and downstream manufacturing partners. This encourages more companies to join in the energy conservation effort.

Green factory

Adhering to a green manufacturing philosophy and supported by leading technology and cutting-edge innovation, HONOR is building green and digital intelligent factories featuring low-carbon energy consumption, clean production and waste recycling. In February 2024, Shenzhen Honor Smart Machine Co., Ltd. was selected as a green factory by the Ministry of Industry and Information Technology. In December 2024, HONOR was selected as a Green Supply Chain Management Enterprise by the Ministry of Industry and Information Technology. Currently, 85% of our production processes are automated. The lean production technology and intelligent production model help us to optimize our production processes and greatly improve production efficiency while guaranteeing product quality. An intelligent production model featuring high efficiency, high product quality and low emissions has been implemented.

Energy management optimization

HONOR has established a smart energy management platform that automatically collects energy consumption data from equipment and monitors and analyzes the data in real time. The platform also issues alerts for equipment with abnormal energy consumption, ensuring timely intervention to reduce energy waste.



△HONOR's smart energy management platform

HONOR's Green Intelligent Manufacturing Future: AI Energy Management Platform Drives Factory's Low-Carbon Transformation won the "Golden Key" Excellent Solutions award

Comparative analysis of energy consumption data from equipment helps us identify energy-saving improvement projects, such as lighting optimization, HVAC system upgrades and production equipment improvements. In this way, we actively adopt new energy-saving technologies, processes and equipment to reduce energy consumption.

Efficient resource utilization

Aiming to build zero-waste factories, HONOR Intelligent Manufacturing Industrial Park has established a waste management system and statistical standards in line with industry requirements. In 2024, Shenzhen Honor Smart Machine Co., Ltd. completed the inventory of waste discharge, final disposal methods, and waste transfer rates and received the Zero Waste to Landfill Management System Certificate (2 Star) from TÜV Rheinland. This reflects the company's outstanding performance in waste management and resource recycling, and lays a solid foundation for promoting environmental sustainability.

Zero landfill

Shenzhen Honor Smart Machine Co., Ltd. received the Zero Waste to Landfill Management System Certificate (2 Star) from TÜV Rheinland

Compliance

We strictly abide by national environmental protection laws and regulations and manage various waste in a timely and effective manner. In 2024, HONOR had no record of discharge misconduct, and was included in the positive examples for corporates during the ecological and environmental law enforcement in Shenzhen.

Green warehousing

Through the use of advanced green technologies and innovative management concepts, HONOR continues to advance the construction of green, low-carbon warehousing and logistics systems. The aim is to pave the way for both environmental protection and economic development. Since 2024, HONOR has been phasing out the use of paper documents in warehouses and during transportation, promoting paperless operations. This initiative has resulted in the paperless processing of 14 types of documents, reducing approximately 11.9 tonnes of carbon emissions.

Low-carbon logistics

HONOR continues to optimize its transport structure by increasing the use of lower-carbon emission methods such as sea and rail transport, thereby reducing the carbon emissions from product transportation.

Since 2024, HONOR has begun using sustainable aviation fuel for express deliveries, helping to reduce emissions during transportation. By 2024, our delivery services had covered 59 countries, reducing 130 tonnes of carbon emissions.

Since 2024, HONOR has been optimizing raw material transportation routes. These efforts have reduced detours for raw material transportation by 52 thousand tonnes.

HONOR continues to advance channel development, having established a unified warehousing and distribution network based on omnichannel integration. The network has integrated physical flows and improved channel efficiency. By 2024, the network had covered the entire country.

Green operation, green experience

HONOR is committed to promoting green business practices. Based on the principles of increasing efficiency and eliminating waste, we have implemented several green operating and management measures in our offices and stores. The aim is to achieve carbon neutrality in our operations by 2040 and to fulfill our responsibility to protect the environment. HONOR actively engages in energy-saving management by conducting regular inspections at five critical points, optimizing the operation of air conditioning, fans, lighting, and other equipment, and taking technical and management measures such as intelligent control transformation of cooling systems. These efforts helped to save 2.5 million kWh of electricity in 2024, with per capita electricity consumption in the office area down 8% year-on-year.

8%

In 2024, per capita electricity consumption in the office areas decreased by about 8% compared to 2023.

I Intelligent transformation of Vanke Lake International' s air conditioning system

HONOR worked with the property owners to upgrade the air conditioning system at Vanke Lake International. By enabling communication between the intelligent control platform and the main unit, we optimized the operating logic of the air conditioning unit, adjusting parameters in real time based on weather changes to achieve on-demand supply. In 2024, the intelligent transformation project saved a total of 160 thousand kWh of electricity.



- We encourage employees to use public transportation. We also provide a total of 81 commuting buses and local shuttle bus service between office parks to reduce carbon emissions from driving.
- We are committed to promoting the clean energy transition of our vehicle fleet. We use new energy shuttle buses in Shenzhen and Beijing. Electric buses accounted for 73% of all our commuting and shuttle buses nationwide in 2024, 21% higher compared to 2023.



- We rent green, energy efficient and eco-friendly buildings as our offices to reduce energy and resource consumption in our operations.
- We promote paperless offices and continue to improve office platforms such as HONOR E. In 2024, we reduced paper consumption by about 0.57 tonnes, equivalent to reducing 1 tonne of carbon emissions.
- We have built an internal second-hand asset sharing platform for our people and reallocate them to other departments in need. This platform facilitates cross-departmental resource reuse and enhances resource utilization efficiency. In 2024, we reallocated 693 devices through the platform.

We give priority to renting green buildings with greater energy efficiency as our offices. Our Beijing offices at Vanke Lake International and the ZHONG GUAN CUN · NO.1 Building D2 have obtained the Leadership in Energy and Environmental Design (LEED) Gold certification.

Our Shenzhen office at New Generation Industrial Park has obtained the two-star green building design certification.



I HONOR environmental protection - Activities for energy conservation and environmental protection

In June 2024, we held an environmental protection event at the HONOR Intelligent Manufacturing Industrial Park. Employees were invited to participate in fun activities focused on energy conservation and emissions reduction, including DIY, graffiti, quizzes, plant care, and waste sorting. We aimed to help employees relieve work stress while learning about environmental protection and integrating green practices into their daily lives.

We also prioritize green environmental practices in our offline store operations. We integrate technology, fashion, and traditional cultural elements in our building designs and employ front-end design strategies to reduce energy consumption, contributing to energy conservation and emissions reduction.

- For our street-facing direct-sale retail stores, we incorporate adjustable translucent fabric curtains to increase the intake of natural light and reduce energy consumption. We utilize the energy-efficient SI4.0 lighting system with owned intellectual property. While similar 3C brands adopt large-area surface light designs, we pioneer the use of a point source lighting system, resulting in a 30% reduction in the energy consumption of lighting system.
- We offer paperless services at our service stores. Processes involving paper documents such as acceptance forms, retrieval forms, and repair reports in the repair service scenario are all handled through online terminals, to minimize the need for printing paper documents. As of the end of 2024, our paperless services were available in 768 service stores, saving printing paper by over 100 tonnes and reducing carbon emissions by 175.6 tonnes¹.

Green store

We incorporate the concept of green, health, safety, and efficiency within our stores. We continuously consider every detail of the consumer experience and aim to collaboratively build a sustainable, safe and considerable experiential environment with consumers.

- We have undertaken environmental, health, and safety (EHS) audits and personnel empowerment in our self-operated stores. Any issues identified during the audits are promptly addressed, achieving a 100% issue closure rate. Regarding interior layout, we have established separate experiential zones with different color temperatures to reduce consumer fatigue. In two-story stores, we have lowered the step height of the stairs to enable children to use them safely and comfortably.
- To provide a better user experience, we have improved our in-store services and made waiting less boring to meet the different needs of users. This has earned us more recognition and trust from users.

1. Calculated based on the China Products Carbon Footprint Factors Database (CPCD).

I HONOR store in Kuanzhai Alley in Chengdu

The HONOR flagship store in Kuanzhai Alley in Chengdu has won the favor and praise of consumers with its eco-friendly design and humanistic experience. It has won multiple international awards including the 2024 EuroShop RetailDesign Award China (ERDA China), the MUSE Design Awards (Gold Award), and the London Design Awards (Gold Award).

The store is designed in an environmentally friendly way based on the local traditional culture:

- The structure is made of local tiles, reducing the transportation cost and environmental impact.
- Large glass curtain walls are used to create a wide entrance, which not only makes effective use of daylight but also reduces energy consumption.
- In terms of presentation and layout, we make clever use of closed and chimeric structures to save space and materials.
- Natural light and ventilation are used in the tea and coffee areas to save energy and reduce emissions.



Green partners, build a green business ecosystem

While advancing green development, HONOR adheres to the cooperative philosophy of “openness and mutual benefit”, sharing green opportunities and expanding green value through collaboration and exchange with partners from various sectors. By leveraging complementary strengths and mutual empowerment, we are accelerating green transformation and jointly building a sustainable, win-win ecosystem.

Industry organizations and events HONOR has joined

United Nations Global
Compact (UNGC)

United Nations Industrial
Development Organization (UNIDO)

China-Britain Business Council (CBBC)
Sustainability Working Group

ESG Global Leaders Conference
organized by Sina Finance

Carbon Footprint
Industry Alliance

I UNGC campaigns

Climate Ambition Accelerator

HONOR has participated in the UNGC Climate Ambition Accelerator program, completing the first phase and joining the second phase, with a view to long-term cooperation.



I Photo competition on circular economy

In August 2024, HONOR held a training session on circular economy photography at its Beijing store. We collaborated with the China Association of Circular Economy to raise users' awareness of environmental protection.

In November 2024, HONOR organized a sustainability salon and photo review at UNIDO ITPO Beijing, bringing together green partners for a grand event.



I China-Britain Business Council campaigns

HONOR has deepened cooperation with chambers of commerce and associations from the US, the UK, Germany, and France. HONOR has participated in events such as the China Britain Investment & Partnership Forum (CBBC), the ICAEW & CBBC Roundtable on Comparison of ESG and Sustainability Standards and Cooperative Opportunities between China and the UK, and the UK-Greater Bay Area Conference, sharing its sustainability and ESG focus and practices with global stakeholders.



The first NBD Green and Low-Carbon Sustainable Consumption Forum

In March 2024, HONOR attended the Green and Low-Carbon Sustainable Consumption Forum organized by the National Business Daily (NBD). Our case was included in the "Top 10/Outstanding Cases of China's Green and Low-Carbon Sustainable Consumption Trends Survey (2023)". Ma Bing, President of IT and Quality Operation Department of HONOR, delivered a keynote speech at the forum. He shared our experience in using technological innovation to achieve green and low-carbon product transformation, with a view to create a green and low-carbon life together with industry partners.



GSMA Circular Economy Roundtable

During MWC Barcelona in February 2024, our Senior Vice President Xu Zhiyu was invited to the GSMA Circular Economy Roundtable. He shared HONOR's commitments to sustainability and ESG practices. In addition, HONOR is an active participant in the GSMA Handset Affordability Coalition and is highly recognized.



The 2nd HONOR ESG Sustainable Development Forum

In May 2024, HONOR unveiled the 2nd HONOR ESG Sustainable Development Forum at the Jianfu Palace Garden in the Forbidden City. Under the theme of "Driving Sustainable Development with Technological Innovations", the forum brought together diplomats, international organizations, industry associations, universities and enterprises for discussions on several sustainability issues.



2024 Shenzhen Green Manufacturing and Energy Saving Forum

In September 2024, HONOR attended the 2024 Shenzhen Green Manufacturing and Energy Saving Forum with the theme of "Together, for a Low-Carbon Future". At the forum, we shared our established experience in green manufacturing and factories and had positive interactions with government agencies, research institutions, and model companies.



I Bloomberg Green ESG Forum of Influence

In November 2024, HONOR participated in the “Challenges and Innovative Paths for Corporate Green Transformation” roundtable at the Bloomberg Green ESG Forum of Influence. We shared green and low-carbon innovation practices in the consumer electronics industry and discussed the importance and implementation paths of green transformation with industry leaders.



I 7th Hongqiao International Economic Forum

In November 2024, our Senior Vice President Xu Zhiyu attended the 7th Hongqiao International Economic Forum and delivered a speech at the Artificial Intelligence Empowering New Industrialization sub-forum co-hosted by the Ministry of Industry and Information Technology and the Ministry of Commerce. At the forum, Xu Zhiyu shared with guests how AI is empowering the smart terminal industry and introduced MagicOS 9.0, the industry's first all-scenario personalized AI operating system with an intelligent body, which we recently launched. He also shared our continued efforts in high-end manufacturing and green production with the support of AI technology, stressing that “HONOR will continue to ride the AI wave and explore the infinite possibilities of combining AI and smart terminals”.



I 24th China International Fair for Investment & Trade

In September 2024, HONOR was invited by the ITPO Beijing, China – UNIDO to set up a green booth at the 24th China International Fair for Investment & Trade, to demonstrate our new achievements and practices in green product development.



In addition, HONOR actively responds to national policies. We have combined ESG strategies and business characteristics to establish a green and sustainable development financial framework, providing principles, policies, and action guidelines for the Company to engage in green financing activities. We aim to ensure that our green projects receive reliable financial support, thereby safeguarding long-term stable and sustainable development.

We have established medium-to-long-term partnership with multiple banks on Sustainability-Linked Loans (SLL), providing financial support for the implementation of seven major ESG strategies, including environmental protection strategy. Our green finance projects adhere to the Sustainability Linked Loan Principles (SLLP) issued by the Asia Pacific Loan Market Association, where the loan interest rates are linked to our performance indicators in the ESG strategy. The selection of key performance indicators (KPIs) for green loans, validation of sustainability performance targets (SPTs), loan characteristics, information disclosure, and verification are evaluated and demonstrated by independent third-party entities to ensure the reliability and authenticity of the information. Furthermore, we commit to engaging independent third-party organizations annually to conduct ongoing tracking and verification during the continuance of the SLL, and to disclose validation reports externally. In 2024, we met all of our performance commitments.

Privacy and Security

SDGs in this chapter:

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>17 PARTNERSHIPS FOR THE GOALS</p> 
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Privacy and Security

Highlights 🍷

90

We have cumulatively participated in drafting over 90 privacy and security standards that have been published or submitted for approval

0

In 2024, we have 0 complaints or cases concerning customer privacy

Three-Star Level

HONOR received a three-star (system level) rating in the “DS & PIP Social Responsibility Evaluation” pilot program

Certification on privacy protection and security

We have newly obtained a series of authoritative certifications such as ISO/IEC 42001, ISO/IEC 27701, ISO/IEC 27001, ePrivacyseal, PCI DSS, TEE, FIDO and UPDSS

Cyberspace protection for minors

HONOR has obtained the Certificate for Software for Protecting Minors in Cyberspace

42,000

In 2024, we have responded to 42,000 data subject requests

With the advent of the AI era, the inherent demand for massive data of large models has brought more challenges to privacy protection. In the meantime, diversified user needs complicate data processing, resulting in greater need of providing users with transparency and control. Only in this way can we win the trust of our users.

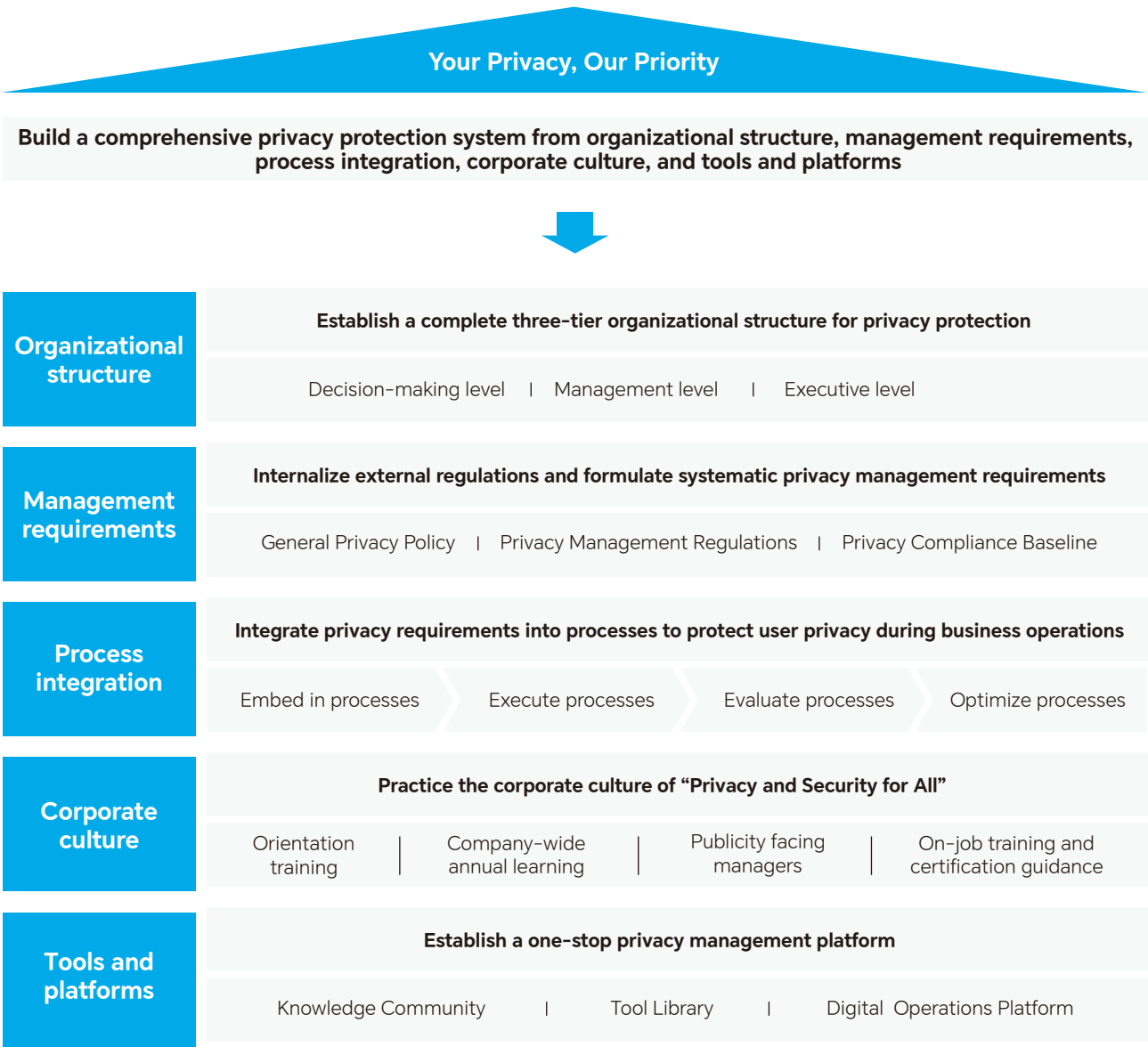
Upholding the philosophy of “Your Privacy, Our Priority”, HONOR takes the protection for user privacy as a fundamental prerequisite for providing products and services, which has been integral to our business endeavors. We insist on innovating technology and refining management to provide users with better product experience and security.

Based on laws, regulations, and industry practices, HONOR has formulated 7 principles for personal information processing:



Establish a sound privacy protection system

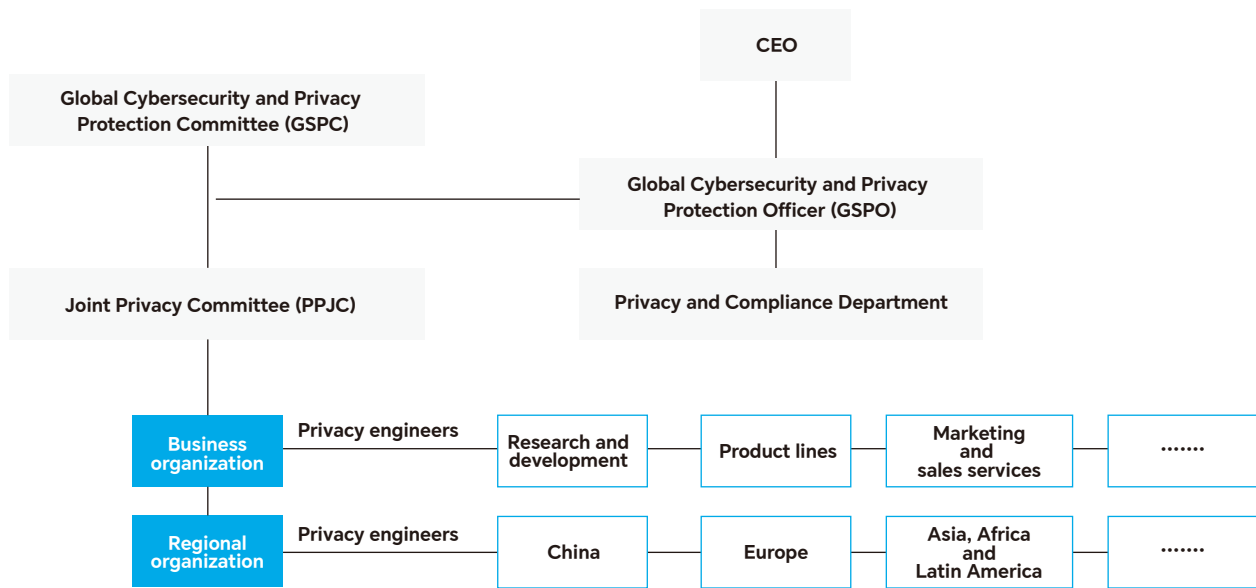
Adhering to the core value of “Consumer Focus”, HONOR has developed a comprehensive system to safeguard privacy and security from organizational structure, management requirements, process integration, corporate culture, and tools and platforms. We keep innovating technology to ensure comprehensive user privacy protection and security, thus building a technology brand that users can trust.



△ HONOR’s privacy protection system and organizational structure

Organizational structure

HONOR has established a complete three-tier organizational structure for privacy protection. The Global Cybersecurity and Privacy Protection Committee serves as the highest management organization for cybersecurity and privacy protection, positioned as the decision-making level. The Global Cybersecurity and Privacy Protection Officer is appointed as the Committee Director and directly reporting to the CEO. The Joint Privacy Committee is responsible for the day-to-day management of privacy protection and is positioned as the business management level, with the Privacy and Compliance Department supporting its daily operations and reporting to the Global Cybersecurity and Privacy Committee. Each business organization and regional organization has appointed privacy engineers, responsible for the implementation of the privacy protection work, positioned at the executive level.



△HONOR's organizational structure for privacy protection

Management requirements

With the Generally Accepted Principles and Practices (GAPP) as the framework and the Personal Information Protection Law of the People's Republic of China and EU General Data Protection Regulation (GDPR) as the basis, HONOR has formulated and published the Overall Privacy Policy, the Privacy Protection Management Regulations, the Privacy Compliance Baseline and other management requirements, to ensure that HONOR's global businesses comply with the laws, regulations and standards of relevant countries or regions.

Process integration

HONOR ensures the effective implementation of privacy requirements in business processes by embedding relevant requirements in processes and executing, evaluating and optimizing the processes.

- We integrate such activities as privacy impact assessment (hereinafter referred to as "PIA"), cybersecurity design, open-source and third-party software cybersecurity assessment, and privacy compliance review for business launch into the R&D process.
- We integrate such requirements as ensuring safety of incoming materials and manufacturing, preventing from tampering during transportation, and removing personal information of returned materials into the supply process.
- We integrate such requirements as conducting due diligence on privacy protection for suppliers/partners, and signing data processing agreement into the procurement process.
- We integrate such requirements as conducting PIA for marketing campaigns, and enabling repair mode when repairing products into the sales service process.

I Mobile phone repair mode to avoid disclosure of user privacy

Unsupervised repair of electronic products is always exposed to a risk of privacy disclosure, which may bring adverse consequences such as economic losses and personal threats to users. To address this pain point, HONOR has introduced the repair mode which ensures that users' personal data is encrypted with an industry-leading algorithm. The mode also ensures that repairers can only detect and repair devices, and cannot access to the photos, videos, messages and other data in the devices. Thanks to the mode, we have completely isolated personal information from the repair process to avoid the disclosure of private information.

To enhance users' awareness of privacy protection, we will also take the initiative to remind users to back up their data in advance, enable the repair mode, and lock their personal information. Such reminder is also presented on the tablet PC during the acceptance process, and we strengthen awareness of the risk of unofficial repair. With these efforts, we join hands with users to safeguard privacy and security.

Capacity building for privacy and security

HONOR attaches great importance to promoting employees' awareness of privacy protection, committed to creating a workplace of "Privacy and Security for All". We regularly provide privacy protection education and awareness training for all employees. For this purpose, we have developed a complete set of training courses for privacy protection and organize annual study and examination for all employees. By this way, we enable employees to fully understand precautions for privacy and data protection involved in business processes, thus establishing a privacy protection culture covering the whole value chain.

100%

In 2024, 100% of employees passed the knowledge exam for privacy protection.

I Annual Privacy and Security Week

International Data Privacy Day – every year on January 28 – witnesses a company-wide Privacy and Security Week at HONOR, which has been held for three consecutive years. During the event, we carried out activities regarding privacy protection such as introducing global legislation, collating cases for publicity, organizing online communication in the knowledge community, and launching award-winning quiz. Such activities aim to enhance employee participation, improve the awareness of privacy protection among all employees, and build a sound culture for privacy protection.



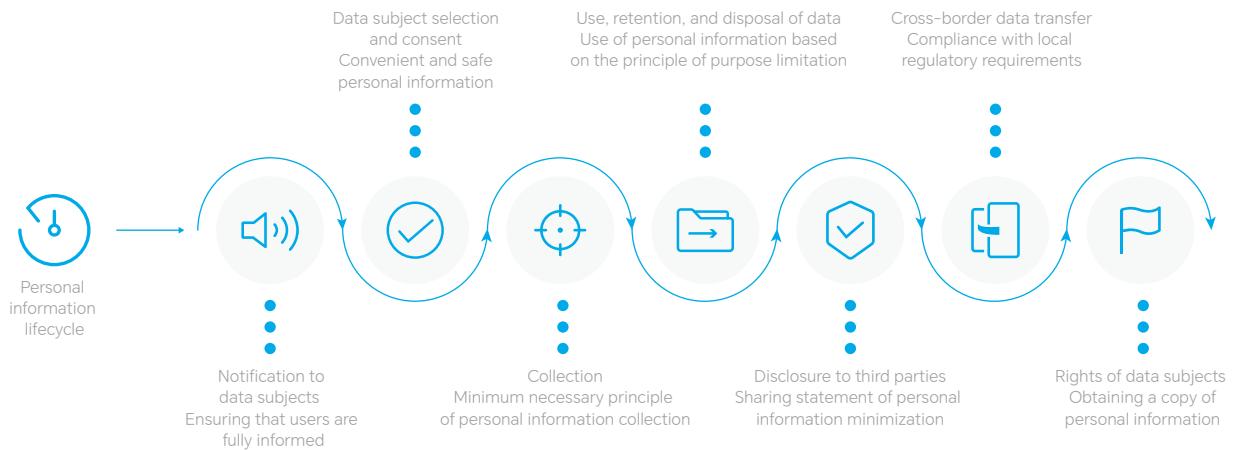
Tools and platforms

HONOR systematically builds a one-stop privacy protection management platform, including a privacy security knowledge community, a privacy security tool library, and a privacy security digital operations platform to support efficient management and operation of privacy protection business.

Privacy protection community	It covers laws and regulations, management requirements, implementation guidelines, business practices, insight consulting, training and empowerment, AI governance, and Q&A. It is designed to help employees quickly check, obtain, and exchange privacy protection knowledge.
Privacy security tool library	It covers PIA tool, protocol management tool, and Key Management Service, all devised to effectively support the implementation of privacy security requirements.
Privacy security digital operations platform	It covers online business review, responses to Data Subject Request, vulnerability management system and dashboard. It facilitates operators to manage and supervise the implementation of privacy security requirements.

Protect personal information during the whole lifecycle

Based on the GAPP, HONOR has established a comprehensive and long-term mechanism for personal information protection. The mechanism covers all stages of personal information processing, aiming to provide users with continuous and comprehensive privacy protection.



We ensure that our users enjoy the rights granted by laws and regulations, and provide them various ways to exercise their rights as information subjects to protect their entitlements. Users can obtain a copy of personal information in the “Privacy Center” of HONOR terminals, or submit a request in the name of personal information subjects via the official website (<https://www.honor.com/cn/privacy/feedback/>). Such request will be responded and processed in a timely manner in accordance with applicable laws and regulations.



△ Feedback page for privacy issues on the official website

In 2024, we have responded to **42,000** data subject requests

Integrate privacy protection into product development

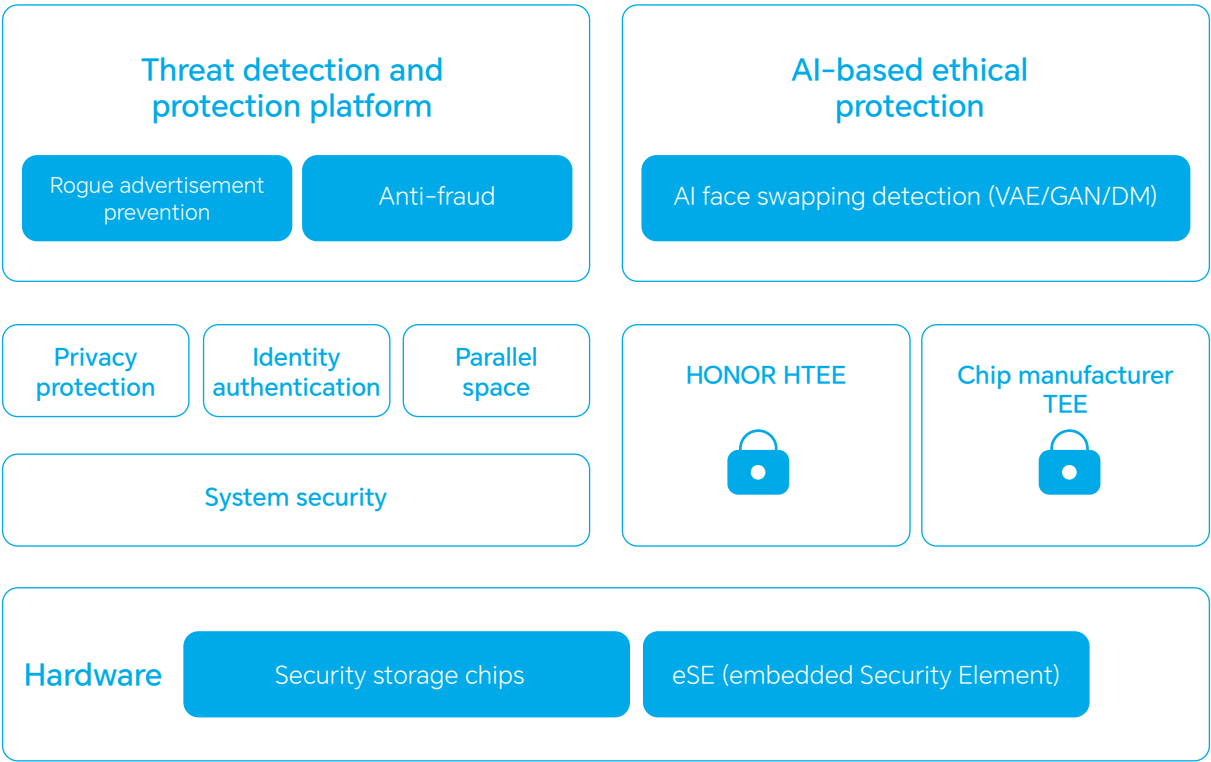
HONOR takes the protection for user privacy as a fundamental prerequisite for providing products and services. From product design to service provision, HONOR takes a full account of user privacy and security in every link. We insist on optimizing privacy safeguards at all levels, committed to realizing autonomous control by users over their personal data.



△ Privacy protection management in product development process

Technical architecture for privacy security: MagicGuard

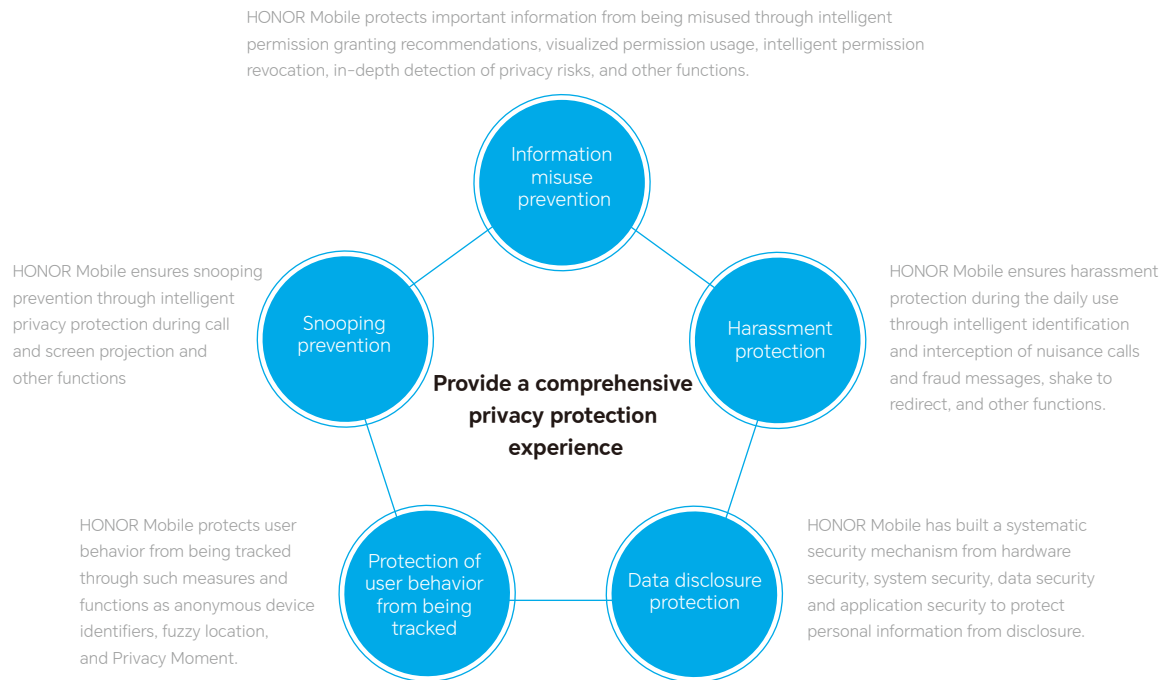
With chip-level system security as the base for MagicGuard, HONOR leverages AI to reconstruct an active security service framework with automatic perception and intelligent identification for real-time perception and protection of permissions, behaviors and contents. By this way, we have built a new privacy security architecture that guards AI ethics.



△ R&D of technical architecture for privacy security

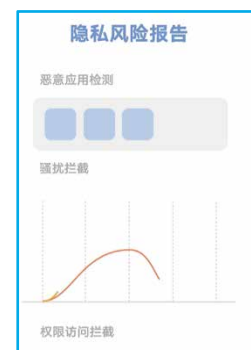
Provide users with a comprehensive privacy protection experience

By building a five-dimensional privacy risk framework, HONOR Mobile provides a full set of privacy protection services to bring consumers a safer and more reliable experience.



Information misuse prevention

- **Privacy Assistant:** Conduct in-depth detection from system environment, payment environment and application behavior, provide one-click optimization, and push privacy security inspection reports at the beginning of each month. With the help of the assistant, we enable users to easily keep abreast of the privacy security status of their mobile phones anytime and anywhere.
- **Minimal Permission Recommendations:** Identify the best authorization mode for APP in the current scenario by analyzing the basic functions provided by the APP and the usage scenarios, and provide permission recommendations.
- **Privacy Access History:** Display privacy access history within seven days, push privacy risk reports, analyze existing privacy risk and provide recommendations for optimization.
- **Automatic Deletion of Clipboard Contents:** Automatically delete clipboard contents after 15 minutes of update to avoid user information leakage; and notify users with a message notification when APP reads the clipboard contents.



Harassment protection

- **Prevention from Telecom Fraud:** Identify, intercept, and warn fraudulent phone numbers, APP and websites by leveraging the database from the National Anti-Fraud Center, and notify users for multi-tiered fraud protection.
- **Anti-harassment Radar:** Accurately identify abnormal behaviors of APP, intelligently control malicious pop-ups and hidden icons, and provide one-click uninstall to help users stay away from harassment.
- **Avoidance from random advertisement skipping:** Address the issue of users being inadvertently redirected to third-party apps while using the current app due to induction or misleading actions such as “shaking”, “swiping”, or “tapping”.



Minimal Permission Recommendations

- **UKey:** Provide Ukey for mobile banking, with the digital signature for transfer transactions encrypted and stored by the security chip. The mobile phone interface when entering the password is tamper-proof, screen recording-proof, and screenshot-proof, to ensure safe and convenient transfer.
- **Repair Mode:** Encrypt users' personal information with an industry-leading algorithm to ensure that repairers cannot access to any personal information in devices to avoid user privacy disclosure.



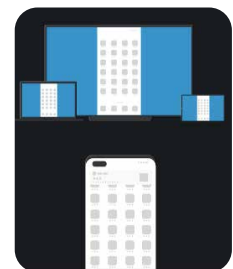
Protection of user behavior from being tracked

- **Position Fuzzification:** Provide fuzzy location (accuracy of 1 square kilometer) for APP that does not need precise location, such as weather and dating APP, to avoid being tracked.
- **Detection of Unknown Bluetooth TAG:** Remind users that an unknown tag is following when the mobile phone detects a tracking tag, and users can identify the unknown tag by following the sound to prevent malicious tracking in time.
- **Privacy Moment:** Disable the camera, microphone, positioning, Bluetooth and network data services when entering the Privacy Moment, and only phone calls, contacts, and SMS are available to further enhance user privacy protection.



Snooping prevention

- **Privacy Protection during Screen Projection:** Neither instant messages such as WeChat and SMS, nor the login password input screen, is displayed on large-screen devices by default when using a mobile phone for cross-device screen projection to prevent privacy messages from snooping.
- **AI Privacy Call:** Minimize sound leakage when users make and receive calls through innovative audio technology and unique audio channel design, to reduce the risk of phone privacy disclosure.



Build privacy and security ecosystem with partners

HONOR is committed to open collaboration. We are making sustained efforts to improve our terminal privacy and security and AI governance capabilities, and are working with partners to build a security ecosystem for the “Age of AI”. All of this is to create a trusted digital life for our consumers.

Hardware ecosystem security

As smart living solutions find wider application in interconnecting applications and devices, privacy and security are more and more important. HONOR is committed to providing users with secure and convenient smart life services through innovative cross-device security technologies and effective security management capabilities. The aim is to protect privacy and security as a solid backing for a seamless flow of full-scenario experiences.

MagicRing supports secure cross-device collaboration	Integrating privacy and security protection in ecosystem products
Powered by the identity authentication system, multi-device self-discovery, self-networking and self-connection are enabled for different HONOR devices under the same account with low power consumption. This allows resources and services to flow and be shared in an efficient and secure manner.	The Regulations on Managing the Integration of Privacy Protection in All-Scenario Ecosystem Products is released, setting out requirements for privacy and security protection in ecosystem products.

Software ecosystem security

HONOR is committed to building a secure and reliable software ecosystem through a dual strategy of privacy and security controls for both open capabilities and the application market.

Privacy and security control for open capabilities	Privacy and security control for application market
<ul style="list-style-type: none">● Open capability Kit delivery● Openers integrate open capabilities	<ul style="list-style-type: none">● Application launching review● In-shelf application inspection● Application grade management

Partners management

HONOR collaborates with partners in hardware and software ecosystem construction, marketing activities, and after-sales services. Comprehensive privacy protection requirements are imposed on partners to ensure that the services provided by partners fully protect user privacy.

- Admission certification: Partners are subject to privacy protection due diligence and are required to sign privacy and security agreements.
- Day-to-day management: Partners are trained and regularly assessed for privacy and security performance. Unqualified partners are subject to measures such as remediation within a specified timeframe and termination of relationship.
- Termination of relationship: Partners are required to stop processing personal information and to completely delete the data or return the relevant data to HONOR.

Work together with peers for common progress

Adhering to the concept of “win-win cooperation”, HONOR maintains in-depth and diversified cooperation. We share development opportunities and invigorate innovation in our collaboration and communication with peers. We work to create a healthy and win-win cooperation ecosystem and promote the industry development with stakeholders through deeper and broader peer cooperation and exchanges. In 2024, we joined hands with Ant Group to create a full-link protection system for terminal security, and teamed up with JD to build trusted AI solutions on the terminal side based on HTEE.

I HONOR Developer Conference 2024 (HGDC) Privacy and Security Session

In October 2024, HONOR Developer Conference was held in Beijing, with a Privacy and Security Session added. At the Privacy and Security Session, HONOR released its Privacy Protection White Paper. At the session, in-depth discussion was made on the application and future development of AI intelligences in privacy and security protection. And excellent practices and cases were exchanged with peers for the joint development of scenario-based solutions by partners in the ecosystem.



I 2024 World Internet Conference Wuzhen Summit

In November 2024, the 2024 World Internet Conference Wuzhen Summit kicked off in Wuzhen, Zhejiang. With a number of innovations in terminal-side AI, user privacy and security, and other related areas, HONOR won the first World Internet Conference Outstanding Contribution Award at the summit. This highlights HONOR's outstanding performance in privacy and security protection. Our practices are a reference for the protection of user privacy and security for peers.



There is more we can do to protect privacy

Protect children's privacy in the digital world

HONOR is fully aware of the importance of protecting children's privacy and personal information. We have formulated the Children's Personal Information Protection Policy, which sets out provisions for the protection of children's information. Our exclusive services such as Child Account – Parental Consent Form, Digital Balance – Kids Mode, and HONOR AI Space – Family Space enable parental authorization, default privacy protection, content control, remote management and other functions that effectively protect children's privacy and security.

HONOR was granted the first Certificate for Software for Protecting Minors in Cyberspace by CTTL–Terminals of China Academy of Information and Communications Technology and the Telecommunication Terminal Industry Forum Association. It demonstrates HONOR's leadership in the protection of minors' personal information rights, the prevention of minors' Internet addiction, and the safeguard of minors' physical and mental health. The HONOR Pad 9 Pro is the first of its kind that is equipped with the latest software for protecting minors in cyberspace.



Take care of elders to stay away from online scams

HONOR has been steadfast in the commitment to the social responsibility of protecting the information security of the elders. HONOR phone(s) offers functions including virus scanning, harassment interception, malicious URL detection, scam detection, Wi-Fi security testing, anti-counterfeit base station, and reminders to install applications from external sources. In addition, the HONOR Club offers a "Security and Privacy Protection" section that regularly publishes tips on privacy and scam prevention. This helps older people to be more aware of scam prevention and less vulnerable to online scams.

Achieve autonomous control over personal information by HONOR Health

HONOR Health respects user privacy and does not collect personal information by default. We use the differential privacy technology to process exercise and health data collected with user consent and add random noise to it, to protect user data from being recognized in the cloud. HONOR Health by default stores exercise and health data locally. Users can decide to back up the data to the cloud as needed for cross-device data synchronization, with the option to clear cloud data at any time. Additionally, users can choose to share their exercise and fitness data with other applications or users, and can stop data sharing at any time. HONOR also provides end-to-end secure transmission channels, ensuring that data uploaded to the cloud is encrypted and secure.

HONOR AI Space to safeguard family's privacy and security

HONOR AI Space is a unified management platform for HONOR full-scenario intelligent devices. It can identify, connect, and manage HONOR full-scenario devices and HONOR Connect ecosystem intelligent products, thus achieving the interconnection of intelligent devices. HONOR employs multiple security measures to ensure access authentication, transmission, and storage security from IoT devices to phones and from phones to the HONOR AI Space servers. This includes client identity authentication, support for end-to-end secure transmission channels, encryption of transmission channels, and encryption of sensitive data stored. Meanwhile, HONOR AI Space provides a "Family Space" feature, allowing parents or other guardians to associate family devices through "Family Space" to achieve remote monitoring, remote location viewing, geographical boundary setting, and fraud warning, so as to better protect family privacy and security.

Stay open and transparent

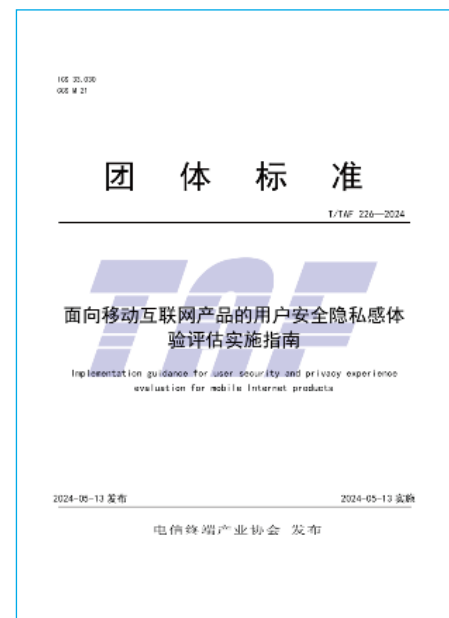
HONOR complies with local laws and regulations on privacy protection, personal information, and personal data protection. In addition to existing privacy protection and management efforts, we are making further commitments to strengthen our privacy protection system and capabilities. We are open to communication and cooperation with regulators, industry associations, and consumers. We also share our privacy protection practices and achievements with the public.

Cooperate with regulators and industry associations

HONOR keeps abreast of regulatory requirements and developments, liaises with local regulators, implements regulatory requirements and responds promptly to regulatory enquiries. We have a Data Protection Officer (DPO) in Europe who is responsible for protecting our personal data across the continent. We also have privacy engineers in the countries and regions where we operate, who work with local lawyers to comply with the monitoring requirements.

In addition, HONOR is committed to working with privacy industry associations. We are a platinum member of the International Association of Privacy Professionals (IAPP). By the end of 2024, the number of HONOR IAPP licensees had reached 65.

Our standard setting team devotes continuous and increasing efforts to standardizing and promoting privacy security in the industry. In 2024, the team focused on setting and promoting standards for AI security governance, personal information protection, protection of user rights and interests, data security, and protection of minors. It is gaining influence and leading the development of standards-based privacy protection. In 2024, the group standard Guidelines for Assessing User Security and Privacy Experience in Mobile Internet Products set under the leadership of HONOR was released. And we again collaborated with the China Academy of Information and Communications Technology and partners in the industry to set two standards: Evaluation Method for Face Synthesis Detection Technical Capacity of Mobile Intelligent Terminals and Guidelines for Risk Classification of Generative AI Products and Services. This joint effort is focused on creating a security ecosystem for terminals.



20+

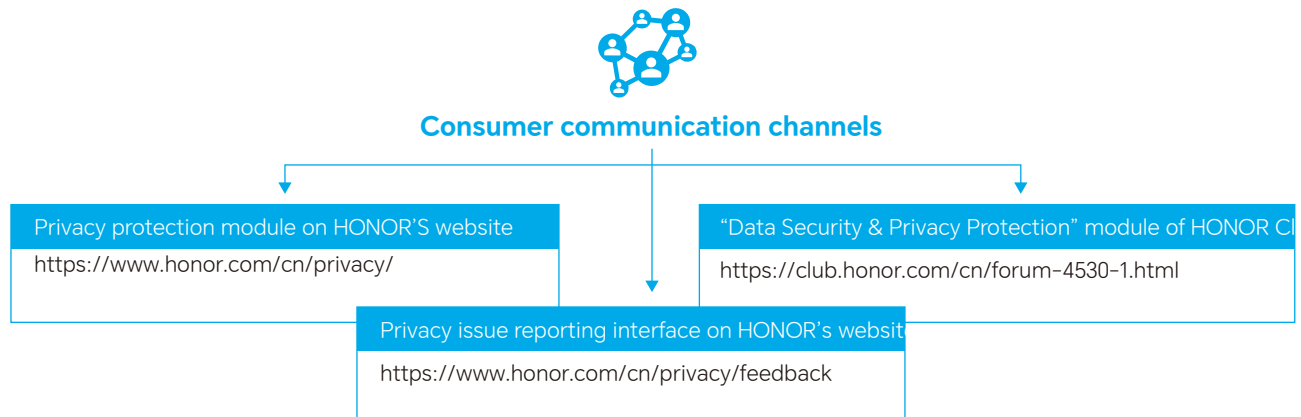
In 2024, we led or participated in the development of more than 20 privacy and security standards

90+

We have cumulatively participated in drafting over 90 privacy and security standards that have been published or submitted for approval.

Listen to consumers' voices

HONOR listens to consumers' voices through various communication channels. We actively promote privacy protection measures and functions, to ensure that users can fully understand the privacy and security benefits of our products. These efforts are also aimed at helping the public become more aware of personal privacy protection and providing convenient means of communication on privacy issues to effectively relieve users of privacy concerns.



Certifications on privacy and security

HONOR has obtained a series of authoritative certifications on privacy and security, including ISO/IEC 27701, ISO/IEC 27001, ePrivacyseal, PCI DSS, TEE, FIDO, UPDSS, and Double-List. Also, HONOR will, as always, accept supervision from certification authorities. In 2024, we received the CCIA three-star commendation (system level) for data security and personal information protection as corporate social responsibilities, demonstrating our excellence in data security and personal information protection.



ISO/IEC 27701



ISO/IEC 27001



ISO/IEC 42001



ePrivacyseal



PCI DSS



FIDO



HONOR HTEE
Technology Certification of
Mobile Financial Service



Commendation for data security
and personal information
protection as corporate social
responsibilities

Trustworthy and Responsible AI governance

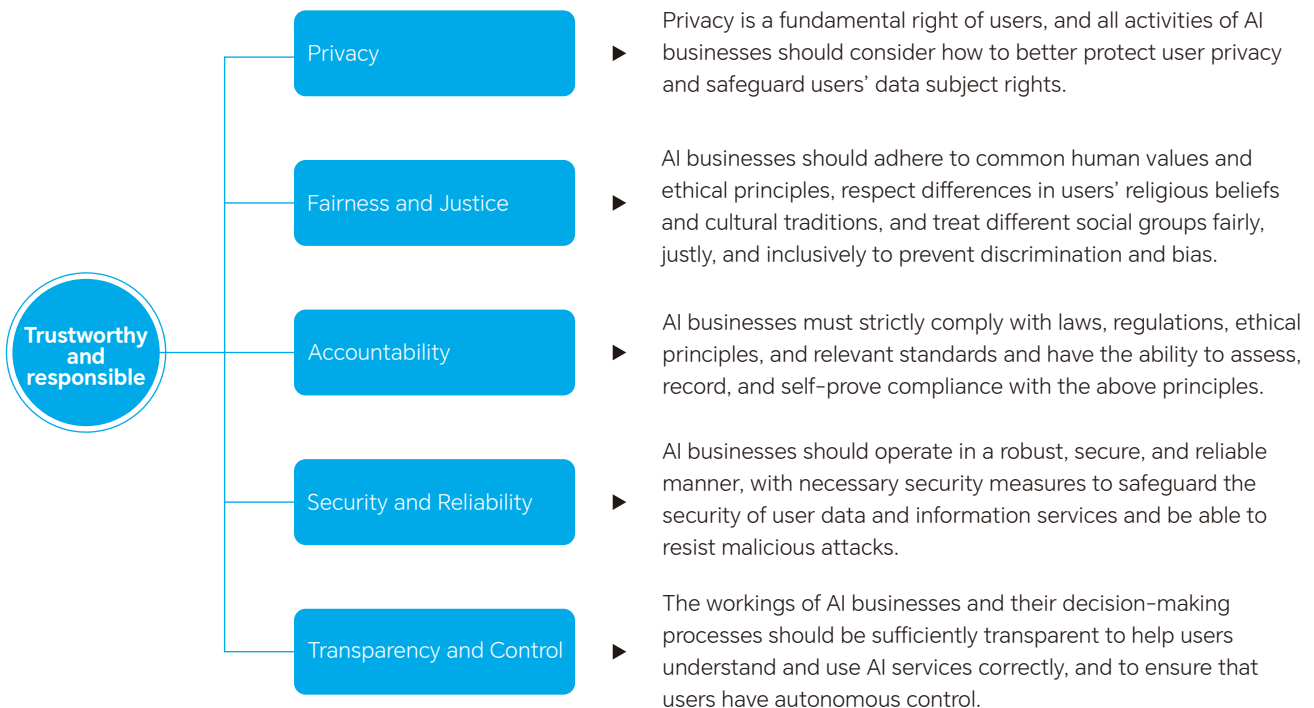
AI-driven intelligent business brings convenience to our lives, but also poses challenges to user privacy protection. As a pioneer in intelligent applications, HONOR designs AI services with privacy, security, and user experience at their core. We build trustworthy and responsible AI services based on data, models and service systems.

We have published the Overall Policy for AI Business Governance, AI Business Governance and Management Provisions, and other internal policies. We require our AI business to comply with applicable laws, regulations, scientific and technological ethics, and other relevant requirements. As a human-centered company, we objectively assess and prudently handle uncertainties and technology application risks, and constantly improve the security, reliability, controllability and fairness of our AI business.

In October 2024, HONOR was certified to ISO/IEC 42001 Artificial Intelligence Management System, becoming the first terminal company passing this certification in the PRC. It demonstrates our industry leadership in AI technology.



Five principles for AI governance



Requirements review	Requirements review is to identify the risks of AI businesses and prohibit the release of generative AI businesses that violate laws, regulations or technological ethics.
Data collection	Data collection is subject to user consent and should be law-based. Effective measures should be taken to control illegal and undesirable information in the data and to ensure the quality of the data introduced.
Model development	A full-process model governance mechanism should be developed, so as to improve model security and reliability by controlling model introduction, training, and optimization.
Model testing	The reliability and effectiveness of models in practical application should be tested. The test shall cover major security risks such as violation of the core socialist values, discriminatory content, commercial violations, infringement of the legitimate rights and interests of others, and so on.
Service provision	The legitimate rights and interests of users should be respected. The services should be transparent and controllable. Users should be provided with a clear and unambiguous description of the content and algorithm of the service, and the personal data processed. Sound mechanisms and processes for complaints and reporting should be established.

△ AI business governance and management requirements

In 2024, our focus was on the risks of generative AI business. Following a risk-based governance philosophy, we developed a list of risks, control and management measures and auditable and traceable records for generative AI business throughout its governance lifecycle. Meanwhile, we implemented a development strategy of generative AI business innovation and governance. While ensuring security and efficiency, we reviewed our business scenarios and carried out tiered governance.

HONOR also insists on underlying innovation. We provide users with a full range of privacy protection experiences with innovative privacy technologies, continue to lead terminal security, reconstruct the security architecture with AI technology, and guard the AI ethic with security practices. In this way, we continue to create intelligent, proactive and secure privacy protection solutions.

I AI face swapping detection eliminating “fake faces”

AI face-swapping scams are often highly deceptive and difficult to prevent, which can lead to considerable financial losses. To combat the new scams, HONOR has developed an “AIGC face synthesis scam detection system for intelligent terminals”. The system is the first AI face-swapping scam detector equipped on terminal devices in the world. It is capable of detecting faces during video calls and alerting users to the risk of AI synthesised faces through a pop-up window. All detection is done locally to ensure that users’ information security is not at risk. Our face synthesis scam detection system was granted the Best Investment Value Award at the 2024 Network Security Excellent Innovation Achievement Competition for being highly innovative, advanced and useful. It was also selected as the “Typical Case of Artificial Intelligence Innovation Application (2024)” by the Cyber Security Association of China. The system was showcased and promoted at the “Cybersecurity Theme Exhibition” of the “Light of the Internet” Expo during the 2024 World Internet Conference. These recognitions have earned it widespread acclaim from both the industry and users.



△ HONOR's face synthesis scam detection system was granted the Best Investment Value Award at the 2024 Network Security Excellent Innovation Achievement Competition



△ The system was showcased at the “Cybersecurity Theme Exhibition” of the “Light of the Internet” Expo during the 2024 World Internet Conference as the “Typical Case of Artificial Intelligence Innovation Application (2024)” selected by the Cyber Security Association of China

Tech for Good



SDGs in this chapter:



Tech for Good

Highlights 🍷

3,800,000

By the end of 2024, ScreenReader had benefited 3.8 million users.

1,050,000

In 2024, Color Correction benefited over 1.05 million people each month.

770,000

In 2024, Magnification Gesture benefited over 770 thousand people each month.

2,760,000

In 2024, the Simplified Mode benefited 2.76 million people each month.

190,000

By the end of 2024, Call Subtitles had benefited nearly 190 thousand people each month.

1,200,000

By the end of 2024, AI Subtitles had benefited nearly 1.2 million users each month.

1,000

We engaged in face-to-face interactions with over 1,000 hearing-impaired users to promote information accessibility.

Full Care Display 4.0

In 2024, the HONOR Magic 7 series was certified with Full Care Display 4.0 as the first product being certified at this level.

570,000

In 2024, HONOR Magic Moments mobile photography project received over 570 thousand global submissions.

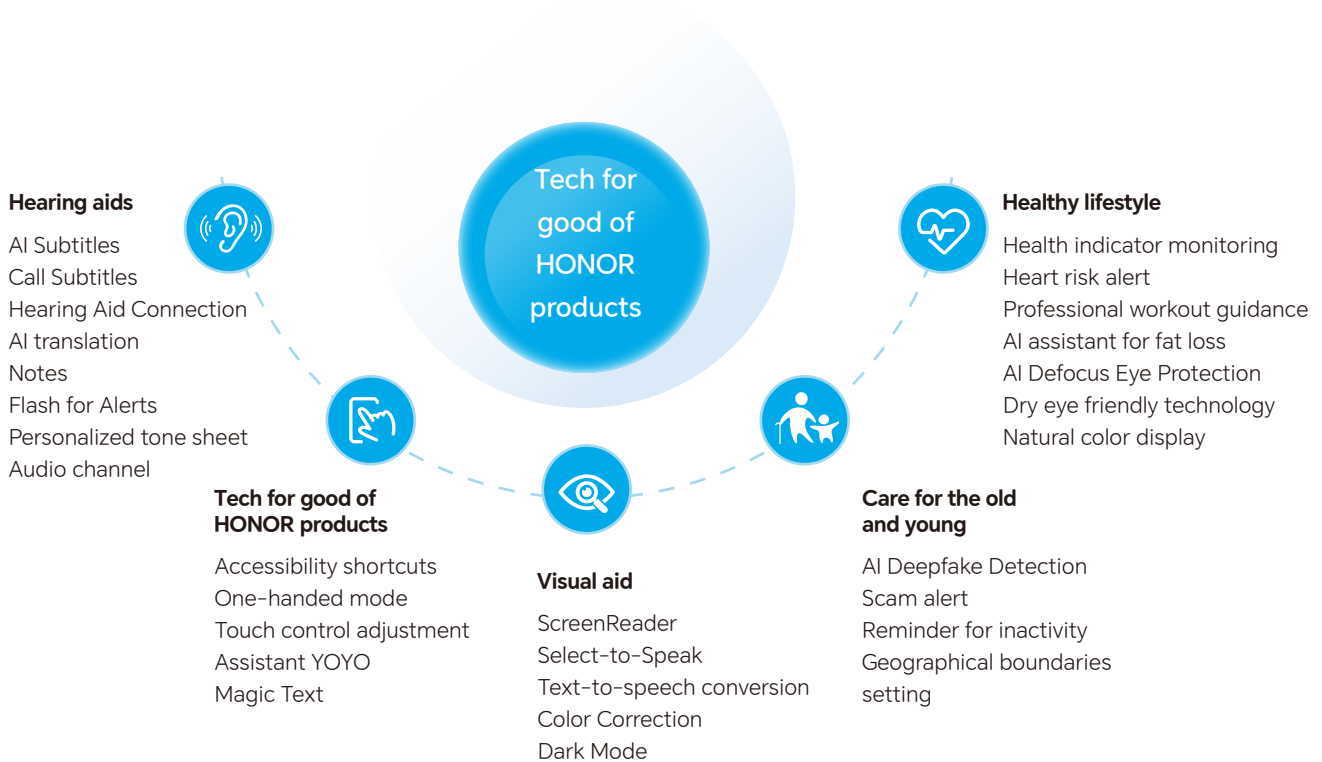
“Adhering to the value of consumer focus, HONOR delves into consumers’ pain points and needs. We develop platform-based AI capabilities to deliver warm products and services and to break down barriers to communication for people. In this way, we make promising dreams a reality and usher in a more imaginative and inclusive future via technology.”

Bridge the digital divide by technology and create a better future

According to the China Disabled Persons’ Federation, approximately 17 million people have low vision and over 27 million are hearing impaired in China. The 2023 National Bulletin on the Development of the Elderly Care shows that China’s elderly population over 60 years old had exceeded 297 million, accounting for 21.1% of the country’s population by the end of 2023. Helping senior citizens to live better remains a common wish of society. It also embodies HONOR’s adherence to the “human-centered” concept of tech for good.

We strive to help people with disabilities receive more information from the world by delivering MagicOS accessibility solutions. To bridge the digital divide for people with disabilities, we have set up a working group on accessibility to analyze the problems they face in using mobile phones, listen to their opinions, explore user needs and application scenarios. We also continue our efforts to advance technological innovation. Meanwhile, we continuously build up platform-based and AI competence, working to develop robust foundations for MagicOS large language models, AI intelligences, as well as platforms and AI technologies that enable image recognition and human-machine interaction. Young or old, able-bodied or handicapped, all users can enjoy the world’s splendor with touches on the screen.

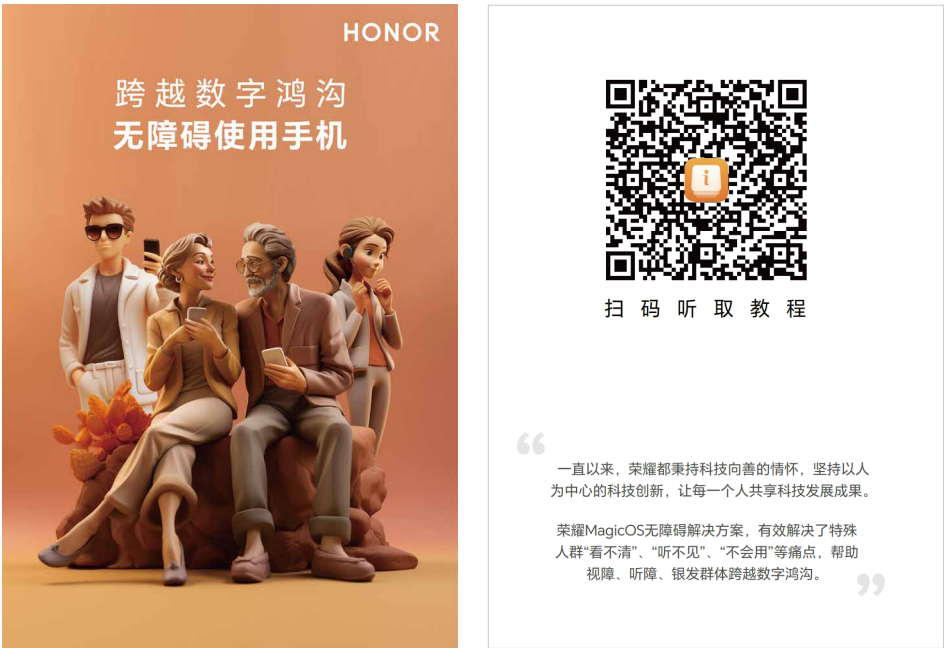
HONOR has been recognized by various parties thanks to our responsible practices on accessibility. These practices were selected into the 2024 CCF Tech for Good Case Collection and the “100 Landmark and Exemplary Achievements for the First Anniversary of the Implementation of the Law of the People’s Republic of China on Building Accessible Environments”. In addition, HONOR was listed as a “Sustainable Brand Model” by Huxiu in 2024 and won the “Responsible Product Award”.



Note: The availability of above features may vary by model and system version. Please refer to the actual product for accurate information.

By communicating with users of accessibility features, we have gained a detailed understanding of the real and frequent mobile usage scenarios among individuals facing information access barriers. In May 2024, we updated the Accessibility User Manual to include four main categories of visual, hearing, elderly-friendly and intelligent aids, with common usage scenarios and feature descriptions for each category. Besides, we placed an audio QR code on the title page of the manual and printed the text introduction on the page in Braille. As such, the visually impaired group can learn the content by touching the dots or by scanning the code for audio introduction.

We adopted the most intelligible approach to prepare the manual content. For example, we described the Select-to-Speak feature as “receiving the text information on the screen like listening to the radio”. By combining images and phone operations, we achieved hands-on instruction. Upholding the principle of readable, simple and inclusive design, we utilized warmer visual styles with safer color blending to make the manual more comprehensible and acceptable for people with disabilities.



Vision, at your fingertips

To improve the experience for visually impaired users, we continuously optimize the mobile phone functions in every detail to help them better enjoy a digital and convenient life with technological achievements. We collaborated with the School of Information at Renmin University of China on a visual recognition project. In 2024, we released the image and environment description feature on MagicOS 9.0.

ScreenReader makes life easier

When ScreenReader feature is turned on for users who are blind or have low vision, HONOR phones can read out what they tap, select and activate in real time to inform them what they are operating. In 2024, the Magic 9.0 system was upgraded to include ScreenReader, enabling image description and real-time broadcasting of environmental information. This enabled visually impaired users to accurately acquire environmental information through screen reading, thus achieving securer travels with HONOR phones. By the end of 2024, ScreenReader had benefited 3.8 million users.

AI recognition and broadcasting of image content:

The system will automatically read out the image content when users browse album pictures or view the selected image on third-party applications.

AI real-time broadcasting of environmental information:

The system will identify and broadcast the environmental information in the camera aperture in real time when users activate the camera preview function of HONOR phones. Users can set a standard or simplified mode for environmental image description based on their personal preferences. Moreover, we apply visual large model technologies to enhance the system's accuracy of understanding the environment, thereby providing users with more accurate descriptions.

Select-to-Speak enables reading on a click

Select-to-Speak enables users to freely choose reading content. With Select-to-Speak, digital materials in form of text and images become accessible to users interested in the content, offering them an alternative to audiobooks for accessing extensive information.

Magnification enables clearer views

The Magnification Gesture allows users to adjust the screen by quickly zooming in on screen content when they cannot see clearly. In 2024, Magnification Gesture benefited over 770 thousand people each month.

Color Correction brings true colors back to life

Color Correction can better meet the needs of users with color blindness or weakness, helping them read the screen more easily. In 2024, Color Correction benefited over 1.05 million people each month.

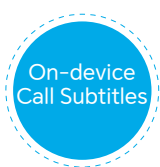
Dark Mode provides a clear display

Dark Mode increases contrast, making the screen clearer and more accessible, especially for visually impaired users and in low-light environments.

Visualize all audios on your phone

HONOR is dedicated to offering a more inclusive and convenient digital experience to hearing-impaired users through technological innovation. The effort aims to bring them an equal digital experience as normal hearing people have.

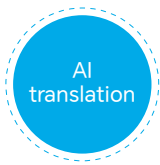
Available on HONOR's phones, laptops, tablets, watches and other products, the hearing assistive features support the conversion of speech to text, enabling hearing-impaired users to communicate smoothly with normal hearing people. In 2024, HONOR successively optimized and launched a variety of features on the MagicOS 8.0 and MagicOS 9.0 systems, including on-device Call Subtitles, offline AI Subtitles, and AI translation (simultaneous interpretation). By means of model compression via quantization and on-device deployment, hearing assistive features can run smoothly without network connections, enabling fast speech-to-text conversion. Built on basic models pre-trained with extensive audio data, HONOR's speech-to-subtitle feature recognizes and supports 10 international languages, including English, German, French and Spanish, as well as 6 Chinese dialects, including Cantonese and those in Sichuan, He'nan and Shandong provinces. Drawing upon the industry-leading Automatic Speech Recognition (ASR) technology, HONOR's speech-to-text feature provides users with a care-free and smooth experience in both quiet and noisy environments.



Users can touch the "Call Subtitles" button to convert the speech to text in real time during a phone call. Users can also enable the text reply shortcut, through which the system will read out the content to the other side. Since the on-device speech-to-text feature requires no network connection, real-time conversion of speech and text is available as long as the call is answered. While ensuring accessibility of calling for hearing-impaired users, the function protects their personal data and privacy. By the end of 2024, Call Subtitles had benefited nearly 190 thousand people each month.



Users can use the speech-to-text function for face-to-face communications or videos fully free from network limitations, even in the flight mode. In 2024, we strengthened the recognition of and adaptability to different accents and dialects with large-scale pre-trained data. Also, we improved the accuracy and responsiveness of offline translation. By the end of 2024, AI Subtitles had benefited nearly 1.2 million users each month.



In 2024, we launched the AI translation function on MagicOS 9.0, enabling "simultaneous translation" across multiple languages. The function supports speech-to-text conversion and real-time translation for dialogues or meetings, making it easy for users unfamiliar with foreign languages to communicate with foreigners. Relying on powerful voice recognition models, users can obtain high-quality speech-to-text conversion and translation results even in complex situations such as in a noisy environment or from a distant location.



One can record the speakers' speech from the Notes interface and then convert it to text. The Notes feature can recognize different speakers, and record and save the content in segments. The text content can be edited and compiled into minutes or executive summaries with a single click. In 2024, the Notes feature was upgraded to support the recognition and simultaneous translation of 8 languages and 6 Chinese dialects.



The Hearing Aid Connection feature offers hearing-impaired users a more convenient hearing experience by combining strengths of hearing aids and wireless earphones. Those with hearing loss can make or receive phone calls, watch TV programs, listen to music and more through mobile phones connected to hearing aids, gaining easier access to the digital world. Our mobile phones are compatible with hearing aids of world's top 5 brands, aiming to deliver the optimal listening experience.



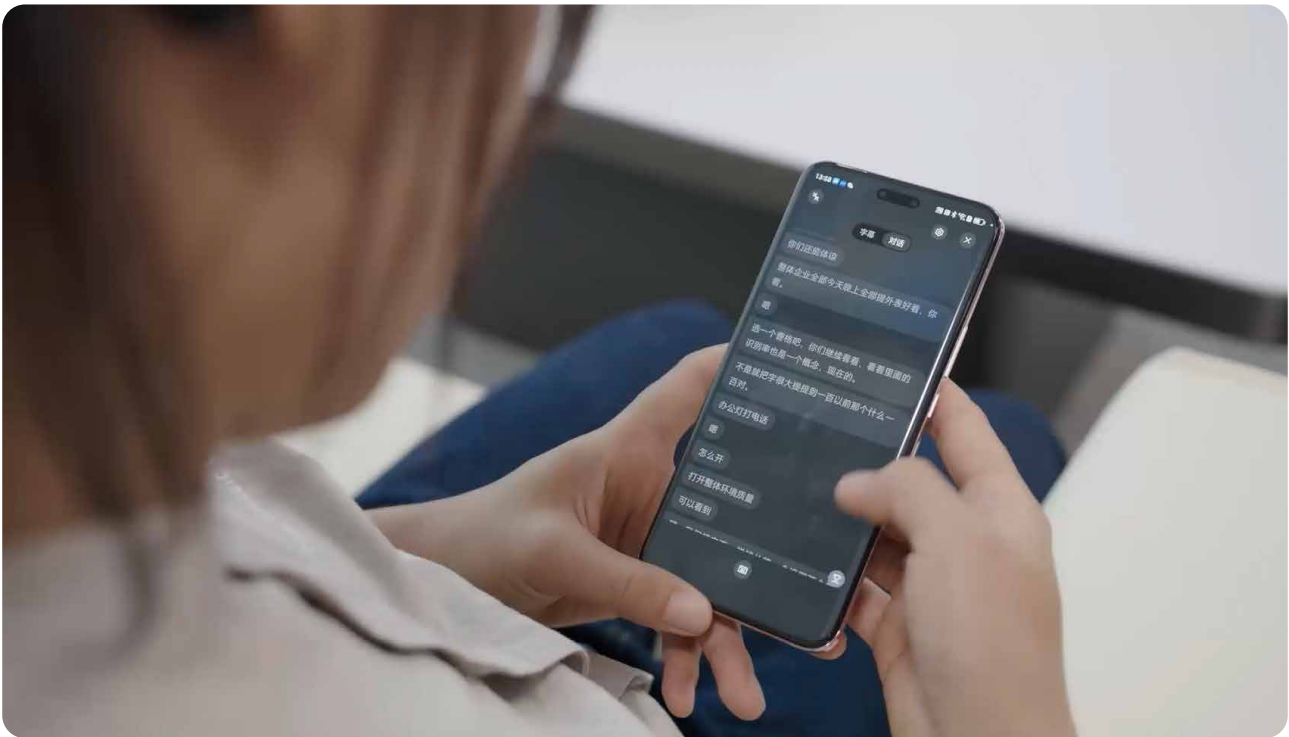
Users can create personalized tones in 3 seconds by simply reading a short sentence. On this basis, the voice large model optimizes the tonality to make the synthesized voice more realistic and natural. Once created and selected, the personalized tone will be used by the system to announce messages and text replies in the Call Subtitles.

I AI brings a full sense of security

As a bilateral cochlear implant user, Qiuye faces abundant challenges in communication and access to information. In the daily life and work, she often misses important voice messages because of the insensitivity of the speech-to-text function or the unstable network signal. For example, she fails to pick up food or express deliveries because she cannot reply to the call in time. She cannot respond quickly to her superiors or clients because she does not hear clearly when communicating with them. Accessibility features on mobile phones are essential for people with hearing impairment like Qiuye, who are eager for more considerate and convenient accessibility features.

The development of HONOR' s on-device AI capabilities spreads hope for hearing-impaired users to have smoother face-to-face communications and phone calls. After using the on-device speech-to-text feature on the HONOR phone, Qiuye delightedly fed back to us that she was no longer anxious about phone ringing or worried about team meeting due to the unstable network signal. "From giving a feedback and collecting opinions to outputting work results, the time consumed is shortened. The efficiency of my life and work has been raised hugely. It really cheers me up", said Qiuye.

Nowadays, Qiuye has become a key feature at her unit and the Shenzhen Association of the Deaf. She not only tries her best in own life, but also constantly inspires hearing-impaired peers to realize their life values bravely. As a responsible technology enterprise, HONOR sticks to the ESG strategy of tech for good, with a view to shining everyone' s path forward with AI.



Ensure digital inclusion for the elderly and the children

We firmly believe that age should not be a barrier for users to enjoy a better digital life. The Remote Caretaking feature integrated in “HONOR AI Space” has helped tens of thousands of users guard their family “online” since its launch on the MagicOS 7.0 system in 2023. The function bridges the gap between children and their parents, providing constant and reliable companionship. Following a design concept of clear visibility, audible perception, ease of operation, and compassionate companionship, we focus on the key scenarios for elderly individuals utilizing mobile phones to provide friendly interactions. In 2024, we completed and implemented 26 elderly-friendly projects.

Simplified mode makes phones easier to use

Simplified mode features a more straightforward desktop layout and larger display of text and icons for easier reading and recognition. Additionally, the system can switch to default three-key navigation, which is more friendly to elderly users who are unfamiliar with complicated gesture operations.

Remote Caretaking provides close companionship anywhere

“HONOR AI Space” integrates various functions such as reminders for inactivity and remote location tracking, enabling children from afar to track their parents’ life and phone usage. Remote Caretaking allows the user to acquire the geographic location of the person under their care in time. Besides, the function sends out reminders if the person has not used the phone for an extended period, so that the user can promptly check in and offer support in real time.

Scam alert empowers fraud prevention

HONOR’ s scam alert function connects to the National Anti-Fraud Center database, helping users identify fraudulent information. The system will send alerts when users receive messages containing fraud risks. Furthermore, if the person under the user’ care installs a malicious application, clicks on a scam link or calls back a fraudulent phone, the system will promptly notify the user to intervene and address the situation. In 2024, we pioneered to introduce the industry-leading on-device “AI Deepfake Detection” feature on the MagicOS 9.0 system. The function can detect the fraudulence of AI face swap in real time during a video call and warn the user when a risk is detected, so as to ensure their security during the video call.

I Walk along with parents in the era of intelligence

“When we were young, our parents taught us life skills hand by hand. As we have grown up, we should share with them the convenience of smartphones.”

HONOR has been releasing the Guide to Smartphone Use for Parents since 2022, as an effort to call on the youth to take care of their elders and help the silver-haired embrace the digital life.

On Father’ s Day in 2024, we released the annually updated version of the Guide to Smartphone Use for Parents. By means of scenario-based design and graphic presentations, we aimed to assist senior users in mastering system setup, photography, social communication and other mobile phone operations. By doing so, we helped the young bridge the digital divide for their parents and walk along with them.



It is also our goal to let children grow up healthily in the digital world, avoiding addiction to electronic devices or exposure to inappropriate information. HONOR's phones, tablets, TVs and routers are all equipped with child-oriented functions. Parents can set limits on device usage to help their children navigate the digital era in a scientific and healthy manner.

In 2024, we actively responded to the initiative of the Office of the Central Cyberspace Affairs Commission on developing a device mode for minors, optimizing the minor mode for healthy usage of HONOR products. We have formulated stricter rules for controlling device applications and content, including screen time limit, application time limit and device outage time. We have also developed a one-click shortcut for minor mode to build a safer and cleaner environment of device use.

To better filter the application content, we have debugged over 25 applications across 4 kinds of online activities, including gaming, live broadcasting, audio and video calling, and social interaction, as stipulated in the Regulation on the Protection of Minors in Cyberspace. With the minor mode enabled, these applications can automatically identify and block improper content for children.



Digital Balance - phones

With the "Digital Balance" function, parents can keep track of children's location and app usage, and agree on a "time protocol" with their children to effectively control the time spent on the device. It helps guide kids to use electronic devices in a healthy and moderate manner.



Digital Balance - tablets

HONOR tablets are equipped with a series of eye comfort solutions at the software level. We have developed Digital Balance, a feature specially designed for teenage students, which monitors and warns against bad habits that affect eyesight, such as positioning too closely, lying down while viewing, viewing in low light, and shaky holding. These solutions have improved the effectiveness of eye protection in tablets.



Healthy network environment

HONOR routers provide the Parental Control function to prevent children from getting addicted to games and short videos. To ensure a safe and healthy online environment for their children, users can customize the Internet time limit and set function restrictions on certain gaming and video apps in HONOR AI Space.



Efficient online learning

HONOR's "Online Class Network Speed up" feature effectively solves network delay that children may encounter when learning online. When the HONOR Router 4 Pro detects data traffic for online classes, it will automatically prioritize this traffic to ensure smooth network connection and avoid Internet lag. Adopting cutting-edge audio technologies, the HONOR Pad X8 Pro is programmed with self-developed vocal enhancement algorithms. As a result, the device can intelligently optimize the vocal sound of audio and video, thus providing a clear tone quality and supporting online learning for children.

At the same time, HONOR has created the first tablet to be certified with minor protection in cyberspace according to national standards. The HONOR Pad X9 offers both device-end protection and remote caretaking modes for child protection, which involves apps management, market management and other aspects. Meanwhile, the HONOR Pad X9 provides the Eye Protection Mode, which sends reminders for positioning too closely, lying down while viewing, shaky holding and other bad habits. By encouraging good practices of using electronic devices, we help children study more attentively and parents feel more relieved.

In 2024, HONOR was granted the first Certificate for Software for Protecting Minors in Cyberspace by CTTL-Terminals of China Academy of Information and Communications Technology and the Telecommunication Terminal Industry Forum Association. It demonstrates HONOR's leadership in the protection of minors' personal information rights, the prevention of minors' Internet addiction, and the protection of minors' physical and mental health. In addition, to protect children's privacy, we have released Children's Personal Information Protection Policy, which regulates the entire process of collecting, processing, managing, protecting, and controlling children's information.



AI builds a more inclusive environment

Information accessibility aims to make information equally and conveniently accessible and usable for everyone in every scenario. Despite the ubiquity of technology, the screen of mobile phones is spread with various apps. Users have to scour for the target app through the cluster for a long time. Based on the principle of IDEAL, HONOR has worked hard on addressing bothering issues with technology, so as to break down barriers to device usage.

Inclusive AI	Diversity	Empathy	Accessible interface	Love
Develop universal products and services for all users by adapting AI to all scenarios and collecting user insights to bridge the digital divide.	Access to accessibility features should be diversified. We need to consider the conflicting needs of various groups of users and provide more inclusive solutions.	Information accessibility requires awareness and empathy. We need to carry out scenario-based analysis and put ourselves in the shoes of users.	When the basic capability is built, we need to further think about how to present the features in a simple and accessible manner.	Love can break down all barriers. We promise to create an ideal accessibility environment and a smart new world for everyone.

As a pioneer of smart technology, HONOR always espouses the human-centered concept to lead the innovative revolution for connectivity among intelligent devices. Supported by the MagicOS system, we connect all kinds of intelligent hardware in users' lives to build a full-scenario intelligent ecosystem. Catering to users' needs with science and technology, we empower them to manage their lives more efficiently and conveniently.

Driven by the MagicRing, HONOR' s interconnectivity technology enables a smart, interconnected experience, featuring hardware integration and hardware-software service sharing across HONOR phones, tablets, computers and other devices. Thanks to the technology of Works With HONOR Connect (HONOR IoT solution), we have strengthened the connectivity for HONOR Choice and HONOR IoT devices in the ecosystem. In this way, we have overcome the limitation of traditional IoT experiences and expanded HONOR interconnectivity. In addition, we have extended mobile phone functions to automotive infotainment systems, large-screen systems and other fields in the ecosystem, thus bringing users boundless interconnectivity across categories, brands and ecosystems.

Since its debut in 2022, the MagicRing has provided millions of users with a new way of cross-device information transferring in pursuit of human-centered smart connection. Therefore, it contributes to more convenient and efficient interconnectivity. In 2024, the MagicRing was upgraded for stronger fundamental performance and stability, driving more robust interconnectivity for collaborative security, heterogeneous networking and system development. At early stages of ecosystem construction, we quickly built up platform-level capabilities for Works With HONOR Connect to support connection to 30 devices. In 2024, HONOR IoT leveraged fundamental phone functions to help partners rapidly enhance activation volume. While speeding up the business development in the ecosystem, we provided users with a smarter experience. Looking ahead, HONOR IoT will cover more frequent user scenarios, create more representative experiences, and expand the connectivity, so as to make the ecosystem flourish across the board.

Moreover, we have developed several functional modules, including AI Lens, AI Voice, and AI Services. Such a comprehensive system connects people, devices, and services with AI technology and presents common features for users in a simple way.

22million

AI Lens can quickly recognize all kinds of text information in the digital and physical world. The monthly users of the Magic Text service have reached 22 million.

1billion

AI Voice provides a more convenient voice interaction service to HONOR users in various scenarios, such as taking pictures and answering calls. Voice Assistant YOYO is activated over 1 billion times each month to provide smart services.

2,000partners

HONOR hopes to improve the exposure of third-party apps to target users through MagicOS, thus promoting their business. By the end of 2024, MagicOS had been used by 2,000 third-party partners through YOYO Suggestions, improving efficiency for millions of users every month.

Get closer to users to deliver better features

We carefully listen to the voice of every user and ensure their experience as a priority. In 2024, we continuously visited communities and users. By thoroughly understanding the needs of people with disabilities, we have improved our accessibility services to ensure equal access to convenient technology for every user.

We have built a “human-centric” service network, and conducted the “love can break down all barriers” information accessibility exchange activities in many places. We hope that through such activities, we can create a platform for the Accessibility R&D team to interact directly with the vulnerable groups, encouraging more people to share their experiences. In this way, we can know the most authentic user needs to promote the rapid development of our accessibility features and services. Since 2023, HONOR Information Accessibility campaigns have been carried out in communities and colleges across China, covering more than 10 regions, such as Beijing and Tianjin cities, as well as Shanxi, Sichuan, Henan and Guangdong provinces. We have established a platform for warm, smooth and barrier-free communication with more than 1,000 hearing-impaired users.

“Love can break down all barriers” represents our actions more than a slogan. Since 2022, HONOR has joined hands with organizations such as the China Association of the Deaf and Hard of Hearing, the China Association of Persons with Visual Disabilities and the Accessibility Research Association to conduct annual training sessions and volunteer activities for employees on information accessibility. These events include the learning of national sign language, service etiquette for visually impaired users, volunteer activities of speaking rehabilitation for the hearing impaired, and specialized training on the hearing/visual accessibility functions of products. These efforts help us raise employees’ awareness in and competence of accessibility services.



Industrial cooperation for common progress

We have made unremitting efforts to promote the development of accessibility industry standards. In 2024, HONOR drafted the industry standard of Technical Requirements for Authentication Accessibility of Visually Impaired Users of the China Communications Standards Association (CCSA). We also helped revise the national standard of Information Accessibility – Accessibility Design Guides for Information Terminal Equipment. Meanwhile, we have actively participated in professional forums and other activities related to the industry and information accessibility to promote industrial technological development.

I Tech for Good Forum of HONOR Developer Conference

On October 24, 2024, the “Tech for Good: Together with AI, to Provide Warm Technology” Forum of HONOR Developer Conference was held in Beijing. With a focus on technology accessibility, ageing-friendly care and smart services, the forum brought together members of the China Association of Volunteers for Persons with Disabilities, the China National Committee on Aging and the Accessibility Research Association, as well as multiple eco-partners and industry experts of HONOR. At the forum, they discussed how to drive socially inclusive development with technological innovation. HONOR showcased our progress in “tech for good” efforts over the past year to government leaders, industry partners and all other attendees of the conference. On the site, we invited participants to experience the inclusive scenario-based solutions provided by HONOR MagicOS 9.0.

Adhering to the value of consumer focus, HONOR delves into consumers’ pain points and needs. We work to deliver warm products and services and break down barriers to communication. In this way, we usher in a more imaginative and inclusive future with technology.

I HONOR joined the “Valuable 500”

In 2024, we joined the global initiative of “Valuable 500”. To help people with disabilities better integrate into society and realize personal values by exerting own influence and cooperating with partners worldwide, we played a part in building a more inclusive society with warm technology offerings. We promise to:

Strengthen the innovation in inclusive accessibility	We are committed to developing accessibility technologies to meet the needs of people with disabilities and of senior age when designing products and services;
Empower interaction and services	We earnestly listen to and engage with customers to bridge the digital divide. Putting people first, we collect the real needs of disadvantaged groups and apply technology to improve consumers’ independence, connectivity and life quality when necessary;
Build partnerships for inclusive solutions	We actively build partnerships with organizations, advocates and communities that focus on the elderly generation and people with disabilities. These partners are critical in devising all-rounded and sustainable solutions to the challenges faced by these disadvantaged groups.

HONOR was elected as the Rotating Convener-General of the Accessibility Joint Conference

On May 16, 2024, HONOR participated in the 6th Technology Accessible Development Conference (2024TADC) and was elected as the new Rotating Convener-General of the Accessibility Joint Conference. In pursuit of “openness and win-win results”, we held heated discussions about legislation and standard formulation on accessibility along with member units. We also organized the Accessibility Summit Forum to advance the dialogue and cooperation among members. Additionally, we explored ways to support developers’ innovation in accessibility solutions and developed the industry-academia-research ecosystem on this front. As such, we contributed to the talent cultivation in the field of accessibility. In the meantime, the results of “2024 Information Accessibility Excellent Cases” were released at the conference. Our case, Inclusive Technology Development with Platform-level AI Capabilities, which showcases our dedication to providing full-scenario, multi-mode inclusive services with HONOR platform-level AI capabilities, won the “Achievement Influence Award” and was included into the “2024 Case Compilation on Information Accessibility”.



I China International Silver Industry Exhibition

On November 15, 2024, HONOR presented all product series at the 10th China International Silver Industry Exhibition, showcasing a full range of mobile phone products including Magic V3, V Flip and Magic 7, and various terminal products such as smart wearable devices, PCs, tablets and TVs.

We specially designed the exhibition stand into four zones for function experience, including “AI Deepfake Detection – Remote Caretaking”, “Clear Vision”, “Visualize all Audios” and “Eye Comfort – Healthy Display”. This practice aimed to show consumers our commitment to tech for good and advanced technologies applied in our products.



I Forum of 2024 China National Computer Congress (CNCC)

On October 24, 2024, HONOR participated in the forum of “Driving Social Innovation with AI Technology” organized by the Public Welfare Working Committee of the China Computer Federation (CCF) during the 2024 CNCC. The forum was themed on how to drive social innovation and ease social issues with technology. At the forum, HONOR was invited to share our endeavors in tech for good, especially the innovation in accessible design and AI application.



HONOR tech for good practice was selected in the United Nations Global Compact Report, demonstrating our global impact

On November 29, 2024, HONOR participated in the Release Conference of 20 Case Examples of Private Sector's Sustainable Development in China for 20 Years organized by the United Nations Global Compact (UNGC) and the First Global Roadshow of UNGC for Participant Companies' Sustainability Actions. The case, "HONOR: Inclusive Technology Development with Platform-level AI Capabilities", was included in the report, and the excellent practice of HONOR was shown to the world in the form of a global live broadcast.

Looking to the future, we believe that HONOR will adhere to innovation, continue to optimize the end-side applications, and enhance the human-computer interaction experience of vision, hearing and touch. HONOR will join hands with more industry partners to bring consumers a more extreme user experience, and use technology to open up a more imaginative and inclusive future.



△Roadshow

#HONOR the Challenger

During the Olympic Games Paris 2024, the "#HONOR the Challenger" campaign went viral on social media at home and abroad. HONOR encouraged participants to post a video of themselves in motion for 5 seconds to raise public attention to people with Amyotrophic Lateral Sclerosis (ALS).

As a high-tech enterprise, HONOR was involved in the campaign and introduced the eye tracking technology. Designed for ALS patients, this technology enables them to control smart devices through the eye-control feature of AI-assisted interaction devices. By providing a more natural interaction, we help improve their life quality and autonomy. HONOR is the first smartphone brand in the industry to launch the intent-based eye-tracking technology. Advent of this technology marks our advance in the field of accessibility solutions, bringing unprecedented convenience and hope to ALS patients and other individuals with disabilities.



△Eye tracking technology

Technology leads a healthier life

With the increasingly fast pace of modern life, people's pursuit of a healthy lifestyle has grown. HONOR has developed several products with health monitoring functions to keep users informed of their health status directly and quickly for efficient health management.

Protect visual health at source

According to statistics, more than 700 million Chinese people are nearsighted, myopic patients will account for 49.8% of the global population by 2050, and over a half of adults witness a deteriorating vision between the ages of 20 and 30. As an increasing number of people spend longer time in watching electronic screens too closely due to higher study and work pressure, challenges intensify for myopia prevention and control.

As a terminal enterprise, we are well aware of the harm caused by excessive eye use and the growing user demand of eye comfort. To this end, we strive to lead the healthy display sector.

Eye Comfort

HONOR established the HONOR Eye Comfort Lab in 2023. Relying on powerful AI capabilities, we have devised professional solutions of healthy display. We firstly selected and surveyed a group of employees whose eyes are sensitive and have high demand for eye comfort within the Company. We tested and filed their eye physiological indicators and continuously tracked their feedback on product trail, so as to optimize our eye comfort features and user experience. At the HONOR Eye Comfort Lab, HONOR has developed dozens of professional visual testing technologies, including optometry, ocular surface, fundus, and eye movement analysis. HONOR has also fostered comprehensive research capabilities, such as eye physiological analysis, human experience in a luminous environment, micro-optical design and big data analysis.



On this basis, we have established joint laboratories with BOE, Beijing Tongren Hospital, China National Institute of Standardization and many others. On July 11, 2024, HONOR entered into a strategic partnership agreement with Beijing Tongren Hospital of Capital Medical University. The two parties planned to deepen cooperation and build a joint laboratory to facilitate the inclusive application and promotion of healthy display technology.

AI defocus eye protection

In 2024, we took the lead in unveiling the AI defocus eye protection function, leveraging AI to simulate defocus glasses on the smart device's display. When users watch videos or read books on apps, the phone intelligently adjusts display details according to varying lighting and screen time. The AI defocus technology integrates the latest research results in optics and biomedicine. By simulating the visual effect of optical defocus via image computing, the technology presents part of the image content in front of the user's retina, so as to inhibit the growth of axis oculi and relieve visual fatigue. According to the pioneer experience data report of HONOR AI defocus eye protection technology, 91% of the testers have thickened choroid membranes with an average growth of 6 microns. It helps soothe visual pressure and slow down myopic deterioration. In 2024, thanks to HONOR's attention to and R&D investment in myopia prevention and control, we were awarded as a caring enterprise at the Bright China Myopia Conference 2024 International Myopia Forum.



Dry eye friendly technology

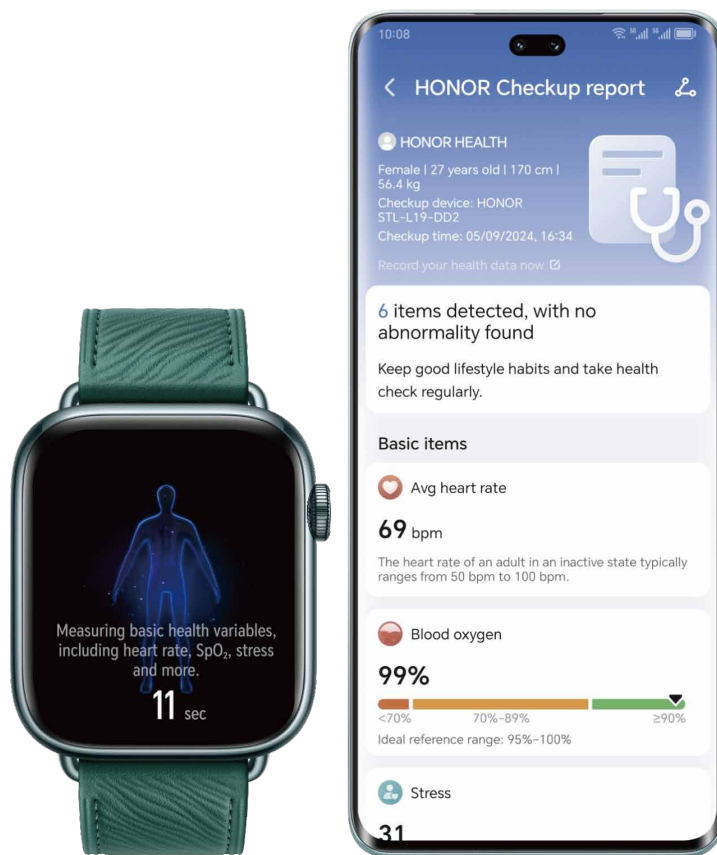
The HONOR phone can intelligently detect the user's blinking frequency and guide blinking at proper times. The phone can also adjust screen color and contrast dynamically to help alleviate dry eyes, sore eyes and visual fatigue. We have collaborated with the Dry Eye Center of the Eye & ENT Hospital of Fudan University to develop and validate dry eye friendly technology. We have conducted research and clinical verification directly on outpatients with mild to moderate dry eyes. Experimental results show that the dry eye friendly feature can improve users' indicators regarding tear film and reduce the risk of dry eyes caused by prolonged screen time.

In 2024, the HONOR Magic 7 series was certified with Full Care Display 4.0 by TÜV Rheinland, an internationally authoritative third party of testing, inspection and certification, as the first product being certified at this level. Meanwhile, the HONOR 200 Pro was the first to win the award of Golden E - Mobile Life Eye Protection Recommended Product, and passed the dual certification of Flicker Free and Full Care Display by TÜV Rheinland.



Exercise and health

As a leading global provider of smart devices, HONOR always bears users' needs in mind and transforms cutting-edge technology of fitness into smart products and services for public. To this end, we work to create a professional and customized exercise and health system. Relying on the robust AI capabilities and hardware strengths accumulated for a long time in the field of smart devices, HONOR has built up an industry-leading health monitoring system. As a result, we can make personalized exercise and health recommendations to users, making the phone more user-friendly. Combining software and hardware solutions, HONOR provides a series of features to help users manage their health status with science-based methods. HONOR wearables provide professional workout guidance, creating a unique fitness experience tailored to each individual user. HONOR Watch 5 supports up to 97 exercise modes, including 12 professional workout modes and 85 personalized ones. These allow users to scientifically manage the exercise process and improve the workout quality by providing more professional and accurate data through scientific algorithms. Besides, the watch packs with the AI fat loss mode, which helps users live better by providing them with daily fat loss services and tailored diet plans.



In addition, HONOR also cooperates with Fuwai Hospital of the Chinese Academy of Medical Sciences, one of the top cardiology hospitals in China. Through the continuous development of high-precision algorithm engines, it is able to provide risk alerts for suspected atrial fibrillation, suspected premature beats and suspected sleep apnoea, providing the first line of defense for the user's heart health. HONOR Health collects key human health data such as heart rate, blood oxygen, stress, sleep and heart health. One can activate the function and generate a health report with one click, thus keeping track of different health statuses. HONOR Health can record and analyze users' exercise and health data, helping users manage health status with AI technology. Based on the platform-level AI capabilities of MagicOS, HONOR Health can customize exercise plans for users in view of their habits. It helps users create their own exercise and health management plans effectively.

I HONOR develops cross-industry cooperation with Fuwai Hospital, building a shared service ecosystem

The healthcare industry aims to improve human health by various means. The whole healthcare process involves tools and equipment, data indicators, professional diagnosis, method improvement and service tracking. They are rendered by independent and irreplaceable segments of the industry, altogether constituting a closed-loop system of healthcare services.

From June 2021, HONOR has been working with expert teams from Fuwai Hospital on a heart health research project. We have designated a core R&D team consisting of several doctors of medicine and algorithm to support the project. Based on the co-developed algorithms, HONOR has programmed the HONOR Heart Health. The app obtains various user heart health data from PPG heart rate information, captures potential heart risks at any time, monitors atrial fibrillation, premature beats and sleep apnoea, and provides accurate preventive and screening functions. In cooperation with Fuwai Hospital, HONOR has conducted research on premature beats, atrial fibrillation and sleep apnea. With these efforts, we have collected extensive high-quality data. Users' active measurements amount to 300 thousand times, and passive measurements 30 million times. The accuracy rate of atrial fibrillation testing reaches 95%, helping identify heart problems for thousands of users.

Adhering to the idea of inclusiveness, HONOR transforms its technological strength into professional and practical products. HONOR carefully records user action in all aspects. With multiple health management products and services, we provide users with professional data and rich activity experience to help them manage their health effectively. In 2024, we launched HONOR MagicOS 9.0, the industry's first personalized full-scenario AI operating system featuring intelligences. Starting the "autonomous driving" era of mobile phones, the system helps achieve more active health management and more customized health services. For example, when a user faces difficulties in sleeping, Assistant YOYO may take the initiative to provide training of body relief for better sleep or give advice of 20-minute relaxing running, guiding the user to better condition the body. Driven by MagicOS platform-level AI capabilities, HONOR Health can propose tailored exercise plans for users, getting rid of the uniform app interface and recommendation.

I "HONOR Shenzhen Marathon 2024"

"HONOR Shenzhen Marathon 2024" kicked off on December 1, 2024. HONOR has sponsored the race for three consecutive years to provide all-rounded support and guarantee. By closely integrating cutting-edge technology and exercise, we immersed more people in the charm of marathon.

The year of 2024 marked the 10th anniversary of Shenzhen Marathon. At this milestone, HONOR participated in the Shenzhen Marathon 2024 upholding the concept of technology-enabled sports. In addition to a number of coaching courses for runners, we organized online challenge campaigns and other interactive events to make the event more interesting and engaging. By doing so, we scaled up the race with stronger public enthusiasm.

On HONOR Health, we have released premium running courses, including a 45-minute easy run, a 16-kilometer jogging and Yasso 800s marathon training. On the race day, we accurately monitored blood oxygen, heart rate and other key indicators in real time for runners using HONOR's innovative high-tech products and workout solutions.

HONOR Magic Moments discovers love and beauty in life

We believe that our life, consisting of countless tiny moments, is wonderful and great. Every touching and beautiful moment deserves to be captured with HONOR that is enabled by science and technology. Recording marvelous life by capturing every extraordinary and precious moment as well as every contre-jour shot – This is the essence of HONOR Magic Moments Awards. This award aims at breaking through the boundary of dynamic visual expression through innovative technology, and discovering love and beauty in life around mobile phone shooting experience and lens expression.

On April 6, 2024, HONOR Magic Moments Awards, the fourth annual global mobile photograph competition hosted by the brand was officially launched. Themed on the “humanistic aspect of photography”, the contest featured six categories of “Protection, On the Way, The Story, We, The Moment, and Video”. During the course of the project, we collected mobile photograph submissions from all over the world. The HONOR Magic Moments Awards saw over 570 thousand entries from 51 countries and regions around the world over the past 120 days. This year’s competition gathered pictures and videos from five major regions outside of China, including Europe, Latin America, Asia Pacific, Middle East and Africa, and Eurasia.



△Six major categories: Capture humanistic photographs

The contest brought together 7 top photography masters from home and abroad, including Zhao Yingxin, President of China Photo Press, Ale Megale, winner of the LUX prize, Mathieu Courdresses, French wildlife photographer, Stefano Guindani, Italian fashion photographer, Jassim Rabia Al-Awadhi, Chairman of the Emirates Photography Association. After rigorous competition, a total of 59 global awards were selected. There was 1 Photographer of the Year, and 1st Place, 2nd Place and 3rd Place in each category. Besides, there were 20 Winners of the Recommendation Award and 20 Winners of the Excellence Award, regardless of category.

The HONOR Magic Moments Awards actively connects various participants, such as communities and photography associations, to work together on image-related projects. It encourages people to explore the unknown, use their mobile phones to capture beautiful moments in life, and take humanistic photographs that better reflect the lives of the public.



A Beautiful Tree in the Ocean, noor nasikin (Indonesia)

Photographer of the Year of HONOR Magic Moments Awards 2024, photographed on HONOR X Series

"An isolated mangrove tree stands still with dotted roots, sketching the poetic nature. The quiet ocean mirrors the harmony between man and nature as fragility and vitality are intertwined with each other. Rooted in the water, the indomitable tree enlightens that mankind shall respect and co-exist with nature in pursuit of progress."



Deer's Enchanting Eyes, Waijie (China)

3rd Place in Protection category of HONOR Magic Moments Awards 2024, photographed on HONOR Magic4 Pro

"On February 21, 2022, I arrived at Sifangding in Huinan County, Jilin Province with my HONOR Magic4 Pro and was lucky enough to capture this image of a sika deer walking through the snow. As snow covered the mountains in quietness, the deer's light figure broke the silence. In such a vast and silent setting, the deer appeared agilely with a sense of mystery beyond my expectation."



Football Playing, Bosan (Thailand)

1st Place in The Moment category of HONOR Magic Moments Awards 2024, photographed on HONOR Magic Vs

"This summer, I watched a football match in our village. I saw a ray of sunlight through the trees. The light looked all the more splendid against the dust, making the match more attractive. The moment remains unforgettable for me."

Youth Empowerment

SDGs in this chapter:



Youth Empowerment

Highlights 🏆

34,000

As of 2024, HONOR Talents Global Design Awards received 34,000+ submissions, covering over 240 universities across 43 countries and regions

700

HONOR Talents Original Music Awards in 2024, featuring four divisions – Northern, Central, Southern, and Campus, received over 700 pieces of original music compositions worldwide

Young people are a source of innovation. Their creativity and vitality play a crucial role in social development. By youth empowerment, we can unlock their innovation potential and develop their problem-solving abilities, so as to drive social development towards greater intelligence and digitalization. Supported by technology, young people can give full play to their talents in all walks of life and make more contributions to social progress.

Youth is the future of the world, and technology is an important engine for social progress. Empowering youth with technology can not only arouse the innovation potential of young people, but also bring more opportunities and possibilities to them. The rapid development of technologies such as information technology, artificial intelligence, and big data has provided a broader space for young people to develop. Thanks to these technologies, young people today have greater options and convenience in innovation and entrepreneurship, learning and growth.

New HONOR is as full of dreams as a youth. We value the power of youth and care about youth development. We are willing to work together with young people to create a more imaginative future. HONOR has hosted various and exciting activities, inviting young people from all over the world to participate in together and share wonderful moments. We utilize our strong scientific research strength and mobilize rich brand resources to help expand and refine the youth knowledge system, with a focus on developing and applying their creations, and showcasing and disseminating their talents.

HONOR hopes to help young emerging talents and let their works and talents be seen by the world.

HONOR Talents

HONOR Talents is a brand window of HONOR designed for youth. Upholding the philosophy of “youth empowerment”, HONOR seeks young talents in different fields through a variety of competitions. HONOR Talents Program consists of HONOR Talents Global Design Awards and HONOR Talents Voice Maker Original Music Awards. HONOR encourages young people in different fields to give full play to their creative thinking, interests and expertise, in an effort to promote innovation development, social progress and cultural exchanges by means of technology and art. Through this Program, HONOR attempts to give more creative young people the opportunity to communicate face-to-face with industry experts, international masters and other big shots. We provide multi-dimensional support and incentives for youth development to fulfill the dreams of more creative young people. Believing in the power of youth, we hope to become a carrier to help young people tap into the diversity and innovation of thinking with technology and art, hence creating a better world with a shared future.

HONOR
Talents

Youth Empowerment



HONOR Talents Global Design Awards

HONOR Talents Global Design Awards brings together the pioneering artistic power of young people and aims to mobilize the rich resources of the HONOR brand to support, empower, and incubate more forces with original thinking. The project continues to carry out a global dialog on art and technology, including art design, end product experiential design, and new forms of design expression. We hope this could enable the brilliance of young and creative talents to be seen by the world, and allow consumers to experience the innovative beauty of combining technology and art every moment. HONOR believes that two things are indispensable in future life, namely technology and art. Tech makes our life more convenient while art makes our life sublime.

I HONOR Talents Global Design Summit

On November 1, 2024, HONOR Talents Global Design Summit officially commenced in Beijing. Witnessed by attending guests, HONOR held the 2024 HONOR Talents Global Design Awards Ceremony and announced that outstanding entries would be exhibited at the CAFA Art Museum. Representatives from international organizations, deans of art institutions worldwide, globally renowned artists, and industry partners delved into cutting-edge trends in the design field, exchanged insights with emerging designers, and drove the empowerment of digital talents.

Additionally, to actively support the United Nations Industrial Development Organization (UNIDO) Fourth Industrial Revolution Alliance's Digital Talent Committee in advancing global digital transformation and fostering the development of talent in digital technologies, HONOR unveiled a program to promote digital talent cultivation and innovative design. This initiative will expand innovative design platforms, empower young artistic pioneers worldwide, and foster a thriving industry ecosystem.



△ HONOR Talents Global Design Awards

Since its inception in 2020, HONOR Talents Global Design Awards has reached in-depth cooperation with internationally renowned design institutions such as Central Academy of Fine Arts, China Academy of Art, Tsinghua University, Tongji University, Politecnico di Milano and Aalto University. After five years of growth, the competition has attracted young creators from 240+ renowned institutions across 40+ countries and regions to participate in, with a total of 34,000+ works received. Among them, 240+ winning entries were customized into themes, wallpapers, art backs, retail products, etc., and toured the world. The competition has fully activated the power of young pioneering artists around the world.

HONOR Talents have unique eyes and see beauty in everything they see. Besides that, they can sooth the soul with creativity and inspiring inspiration with innovation. In 2024, HONOR Talents Global Design Awards launched a global call for "Bringing Beauty of Art and Technology to Life" and invited submissions worldwide. The competition featured five themes: "Cultural Prosperity · Celebration", "Renewal of life · Return", "Genesis · The Future", "City Inspiration · Beauty", and "Panda · Mutual Learning". It encouraged participants to explore and reinterpret these themes, breathing new life into ancient cultural heritage through modern technological mediums.

Aligned with HONOR's business ecosystem, the event introduced six design sections, including Themes, Magic Lock Screen, Watches, Standby, Art & Technology, designed to explore infinite possibilities for future life aesthetics. Notably, the Magic Lock Screen and Standby – new features of HONOR's self-developed MagicOS – transformed HONOR products into mediums for creativity, empowering young creators to express their imagination and ingenuity while delivering more personalized and intelligent interactions for consumers. There were 93 prizes in total, including the Global Champion Award, the Top 3 winners of each design section, the Best New Talent Award, the Judges' Choice Award, the AIGC Innovation Award, and the Best Interactive Participation Award. In 2024, the competition received 9,827 submissions from 196 universities across 43 countries and regions globally, with students accounting for 61.4% of the contributors.

Yingge Dance by Li Hao (China)

Global Champion Award

This work transforms the traditional Chaoshan Yingge dance culture into a digital interactive experience, innovatively reinterpreting the art through drumming and visual interactions that “bring to life” a virtual dance troupe. The digital interactive art installation invites audiences to engage by striking the drum surface, which triggers real-time interactions with digital heroes on the screen. These interactions not only produce dynamic sound effects but also synchronize the animated performances of the virtual dancers. Variations in striking speed dynamically alter the dance’s intensity and rhythm, amplifying the heroic spectacle’s grandeur. This pioneering format enhances Chinese cultural appeal by making it globally accessible while leveraging technology to ensure vivid, enduring heritage preservation.

HONOR
Talents



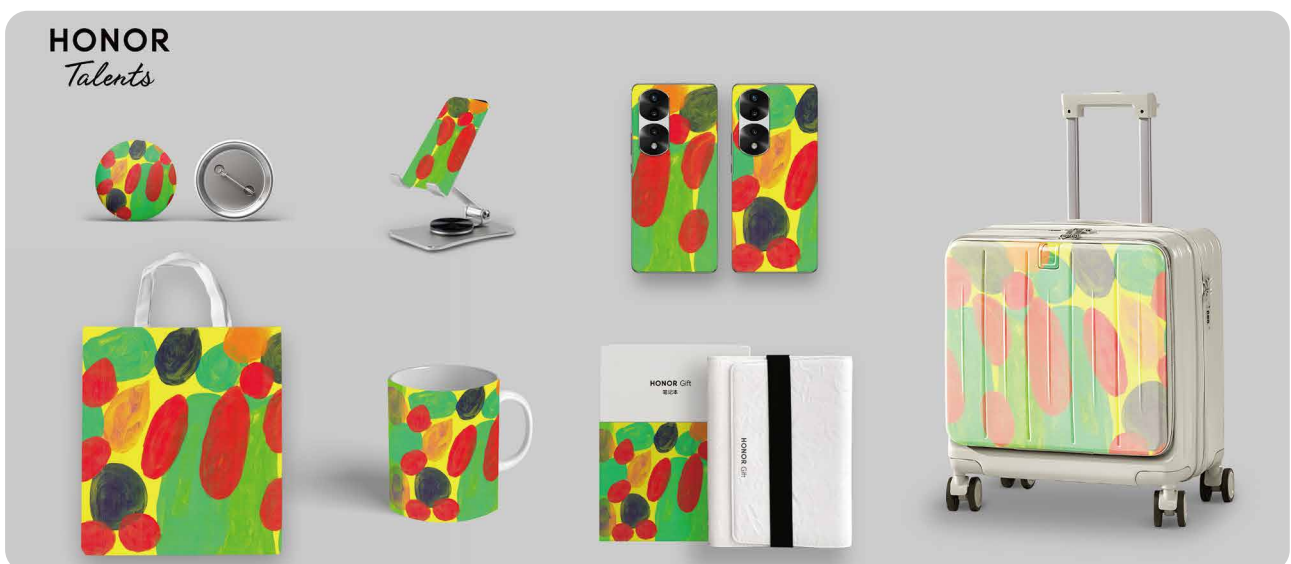
“Untitled” by Xing Yi

Judges’ Choice Award

This work is recommended by Shenzhen Neixiang Outsider Art Studio. The creator, Xingyi, is known as a “child of the stars” and has a deep passion for art. At just over two years old, Xingyi was diagnosed with severe autism. He did not speak, avoided interaction with others, and even failed to recognize his own parents. His extreme hyperactivity made it a luxury for him to sit still for a meal.

To calm him, his family introduced him to painting. Though he initially fled after a few brushstrokes, persistent encouragement helped him gradually engage. Three years ago, he discovered outsider art, a medium that unlocked his emotional expression. His works evolved from monochromatic strokes to vibrant and colorful expressions, mirroring his rich and diverse perception of the world and reflecting the colors of his life.

While autism isolates him from societal complexities, it also preserves his mental purity and creative freedom. When he paints, his inner world illuminates viewers’ hearts, evoking profound empathy. Through art, Xing Yi harnesses the healing power. His work reveals a real world that brings a long-lost sense of familiarity and awakens our awareness and feelings towards life.





Utopian Pottery: Landscape of Cultures by Lucrezia Spapperi Gestri (Italy)

AIGC Innovation Award

Lucrezia Spapperi Gestri, an Italian artist graduated from Tsinghua University and Politecnico di Milano, has submitted Chinese cultural-themed works for two consecutive years and earned global accolades. This piece merges Italian ceramics with contemporary Chinese urban aesthetics. Enhanced by AI-driven creative techniques, the work bridges tradition and innovation. Inspired by her journey in China, the work emphasizes the interplay of art, culture, and modern technology, celebrating the fusion of cross-cultural exchange, modernity, and futuristic beauty.

HONOR has always valued the growth and development of young people. As a reward for the winners of the competition, HONOR offers five major opportunities, including the “recruitment PASS card, opportunity for the work to be applied, exhibition exposure opportunities, developer rapid certification”, and the newly offered opportunity in 2024 to participate in the “Art & Tech China Tour”, aiming to unlock more career and personal development possibilities for the winners. It's particularly worth mentioning that this new benefit, “Art & Tech China Tour”, provides winners with the opportunity to visit HONOR's headquarters and partner universities and institutions. During the activity, winners will have the opportunity to engage in in-depth discussions with global young talents and industry experts about future design and development trends, thereby enhancing their industry knowledge and design skills.

I Empower youth: Grow from award winners to HONOR UX designers

Zhu Yuanyuan, a graduate of the University of the Arts London, was awarded the Best New Talent Award at the 2022 HONOR Talents Global Design Awards. Her award-winning work, “CAMV-022-5”, revolves around the theme of environmental conservation, brimming with a futuristic aesthetic. The piece serves as a reminder that if we fail to protect our ecological environment, we may only be able to cultivate plants in laboratory chambers.

This piece was showcased during the on-campus recruitment interview as part of Yuanyuan's portfolio, leaving a profound impression on the interviewers, one of whom also served as a judge for the competition. Eventually, in 2023, she successfully received the campus recruitment offer and joined HONOR as a UX designer. Upon officially joining the HONOR UX Aesthetic Design Center, Zhu Yuanyuan demonstrated rapid professional growth. She independently took charge of three projects, delivered 13 commercial wallpapers, 8 themes, and 1 set of MagicOS default icons, and obtained two design patents.

HONOR remains steadfast in its commitment to fostering the growth and development of young people. By empowering competition winners, HONOR helps them unlock greater possibilities for career and personal development at HONOR and enables them to encounter a bigger world.

HONOR
Talents

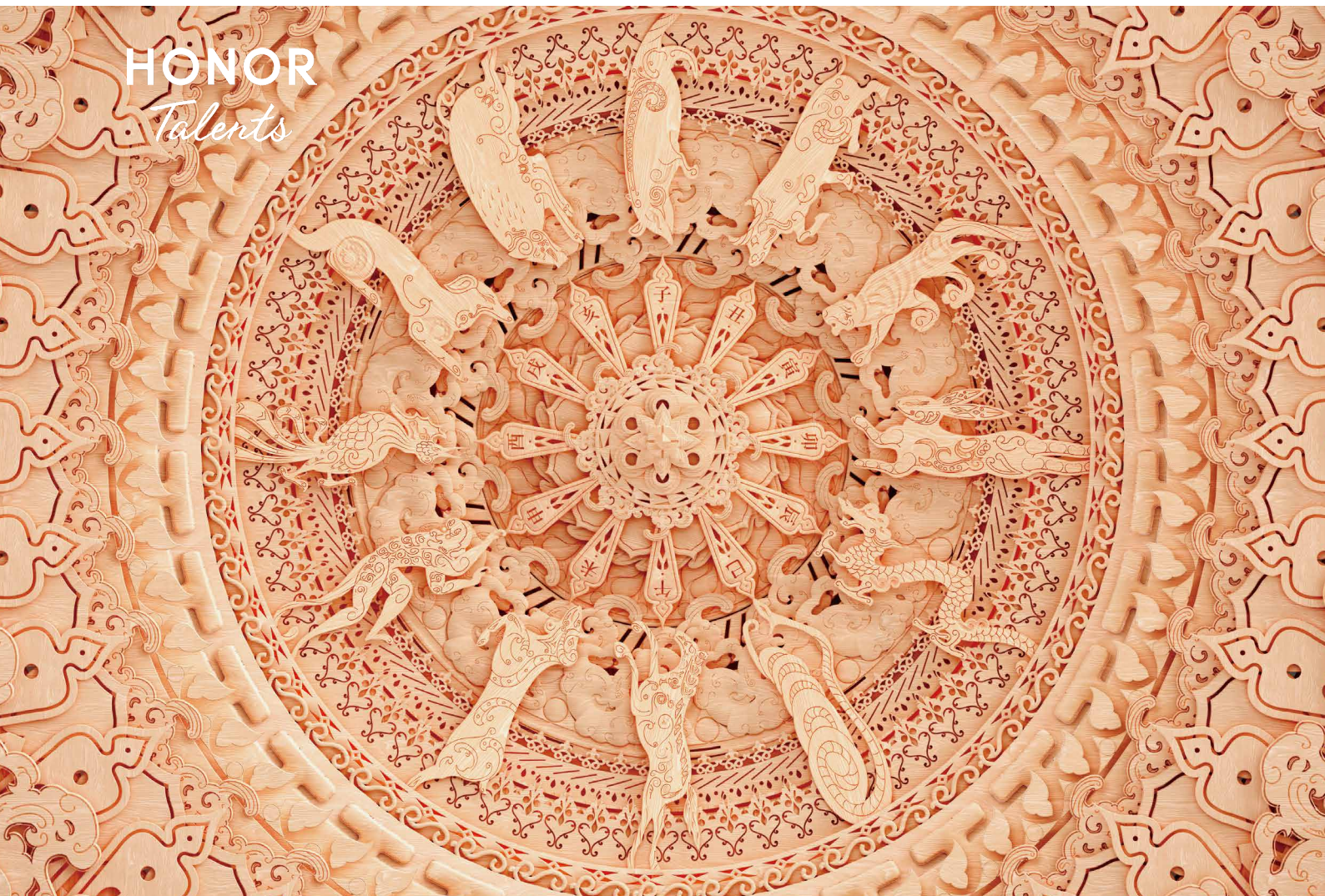
CAMV-022



I Build a broader platform to empower young artists

Yang Long graduated from the Swan College of Central South University of Forestry and Technology. From 2021 to 2024, he participated in the HONOR Talents Global Design Contest for four consecutive years, achieving remarkable results: Champion of the LOGO Category in 2021, Global Champion Award in 2022, Third Place in the Smartwatch Category in 2023, and Third Place in the Art & Tech Category in 2024. HONOR Talents not only provided Yang Long with a platform to showcase his talents but also witnessed the continuous progress and development of his creative abilities.

Yang Long's works consistently integrate elements of traditional Chinese culture and craftsmanship into modern artistic expressions. His 2021 Logo Category Champion piece, "HONOR's Mortise and Tenon Structure", was inspired by the traditional mortise and tenon joint, creatively interlocking and overlapping the HONOR logo to achieve a visually striking aesthetic. In 2022, his Global Champion Award work, "HONOR Twelve Hours", fused ancient Chinese timekeeping units with the twelve zodiac animals. Presented in the form of intricate wood carvings, this innovative smartwatch dial design won the highest award. His 2023 Third Place-winning piece in the Smartwatch Category, "HONOR · THANG KA", drew inspiration from Thangka art, using vibrant colors and rich compositions to capture the beauty of traditional craftsmanship. In 2024, Yang's Third Place-winning work in the Art & Tech Category, "Chinese Wall: Six Chapters", portrayed the evolution of Chinese architectural history. By incorporating the artistic styles of different dynasties, he created visually stunning walls that seamlessly integrated with the HONOR Talents logo, forming a cohesive visual identity.



I Industry-academia-research collaboration: Jointly cultivate design talents with universities

In 2024, the HONOR Talents Global Design Awards partnered with academic institutions to launch a joint design workshop initiative, aimed at co-establishing a new model that integrates industry, academia, and research institutes. By delivering online and offline courses, this initiative incorporated elements of the HONOR Talents Global Design Awards into curricula, bridging classroom-acquired theoretical knowledge with real-world industry demands. This teaching methodology fostered students' innovative thinking and produced a series of visually appealing yet practical UX design works. Selected outstanding pieces were exhibited at the HONOR MagicOS 9.0 launch event, showcasing students' creativity and design talent globally.

In June 2024, HONOR participated in the "Co-Dao: Sino-Foreign Cooperative Education, International Design Education Academic Week and NACAA One-Year Anniversary Event Series" organized by China Academy of Art. During the event, HONOR was awarded the "Industry-Academia-Research Base", signifying strengthened university-enterprise collaboration. Both parties will jointly cultivate design talents aligned with contemporary needs.



HONOR Talents Voice Maker Original Music Awards

HONOR Talents Voice Maker Original Music Awards is mainly open to music creators from universities and society. HONOR hopes to support, empower and incubate more original music creation forces by mobilizing the rich resources of HONOR brand. In this way, HONOR strives to create the most influential youth empowerment platform in the technology industry, and leverages HONOR's global brand strength to co-create a music repository. Placing a high premium on music copyright protection, the competition endeavors to protect the legitimate rights and interests of original music creators and foster a favorable environment for creators.

In 2024, the competition called for original songs, which must have positive content and conform to mainstream aesthetics. To be specific, the songs need to have an appropriate style, and a delicate and impressive musical expression. This year's competition, in collaboration with MUSICACOUSTICA-HANGZHOU, NetEase Cloud Music, Guangzhou Modern Music Association, and other organizations, invited experts and distinguished guests from the global music industry to form a panel of judges. The competition received over 700 entries in different styles. The competition was held in four divisions – northern, central, southern, and campus – each featuring exclusive activities that provides creators with more opportunities to showcase their talents.

In the Northern Division, the USC2024·HONOR·REMIX Special Track was launched in collaboration with the UpChord Sound Conference, providing a stage for young audio creators to showcase their talents and deliver musical surprises and inspiration.



In alignment with national strategies, the world's first AI Electronic Music Composition Competition was held in the Central Division as part of the 3rd Global Digital Trade Expo. This competition focused on the fusion of music and AI, bridging science and art, tradition and innovation. It garnered widespread attention from all sectors of society and marked the development of new trends in the music industry.



HONOR, together with the Guangzhou Modern Music Association and institutions from Hong Kong and Macao, held the Guangdong-Hong Kong-Macao Greater Bay Area Modern Music Showcase and HONOR Talents Voice Maker Original Music Awards in the Southern Division. This initiative comprehensively highlighted the region's achievements in art development, identified national artistic talents, elevated youth artistic capabilities, and contributed to building a culturally strong nation.



In the Campus Division, the National College Students Digital Music Innovation and Entrepreneurship Competition was held, which was co-organized by over 20 music industry associations, leading enterprises, and renowned institutions like the Central Conservatory of Music and China Conservatory of Music. The competition saw a record-breaking number of submissions, marking a significant milestone in the emergence of innovative "Music+" industry ecosystem. This surge in participation not only catalyzed the cultivation of talent within the music sector but also contributed to the sustainable and healthy development of the broader music industry.



Explore musical ideas and enjoy the beauty of music. Various awards, including the First Prize, the Second Prize, the Third Prize, and the Award of Excellence, have been established in each division for HONOR Talents Voice Maker Original Music Awards. The competition also provides participants with multi-channel exposure and opportunities for face-to-face communication with international masters and honored guests. Winning works will be made available to HONOR users via the HONOR Original Music Library and have a chance to be featured in official HONOR events, where creators can engage in discussions with globally renowned leaders in the music industry. We always uphold the principles of innovation, diversity and openness when organizing the competition. While supporting the young emerging forces in the music field to showcase their works and talents, we hope to join hands with them to explore a more innovative future for music together.

The first prize of the Northern Division, “Traces of Time”, by Wang Shicheng

“This song expresses everything that time has brought to me and the marks it has left on me – whether regrets or joys, all are unforgettable”, says Wang. Much like the sincere emotions found in the lyrics that spring from the heart. The composition blends hip-hop and R&B styles, creating a sense of freedom while maintaining a strong attitude. The arrangement is a fusion of classic R&B and electronic elements, creating a relaxed yet deeply moving atmosphere. The consistent ticking of a clock sampled throughout the song symbolizes the passage of time. “As a child, I dreamed of becoming a scientist to study atomic bombs. But now, I guess I haven’t let my younger self down. At least now, my music is playing through the speakers, etching my 17-year journey through time. That’s enough.” The memento of time is time itself.

The First Prize of the Central Division, “Welcome Aboard!”, by Jin Yunhai

This work, awarded the First Prize in the AI Electronic Music Composition Competition, blends electronic elements with vibrant and rhythmic pulse. Its innovative and relatable lyrics, infused with contemporary themes, resonate deeply with a wide audience. The creation and production process integrates AI, showcasing a profound exploration of the synergy between “AI + human creativity” in music composition.



Youth empowerment campaign now in motion

HONOR is committed to providing diverse platforms for young people to showcase their creativity and gain recognition. We also organize tech-powered initiatives to fuel young talent's growth. These initiatives have garnered extensive coverage from leading domestic and international media, along with acclaim from industry professionals and global audiences.

Feb	<div> <div></div> <div>New York, USA</div> </div>	Held the art exhibition with the theme of "Dragon on Tour, Global Celebration of the Chinese New Year"
Apr	<div> <div></div> <div>Mexico City</div> </div>	HONOR CEO met with the current Mexican Minister of Culture
	<div> <div></div> <div>Mexico City</div> </div>	The HONOR Talents Award Exhibition was held at Paseo de la Reforma
	<div> <div></div> <div>Mexico City</div> </div>	Attended the 2023 Diseña México Awards Ceremony, presenting the "HONOR Youth Award" to outstanding young talents
May	<div> <div></div> <div>Paris, France</div> </div>	Held the "HONOR Night"
	<div> <div></div> <div>Chengdu, China</div> </div>	The "Youth Empowerment · HONOR Talks" was held at its global first flagship store
	<div> <div></div> <div>Beijing, China</div> </div>	Held the 2 nd HONOR ESG Sustainable Development Forum
Sep	<div> <div></div> <div>Mexico City</div> </div>	Participated in the Mexico Digital Summit
Oct	<div> <div></div> <div>Mexico City</div> </div>	Collaborated with Fundación Dondé to donate HONOR tablets to students
	<div> <div></div> <div>Mexico City</div> </div>	Took part in the 52 nd edition of the Cervantino International Festival, showcasing award-winning works from the HONOR Talents Program
Nov	<div> <div></div> <div>Mexico City</div> </div>	The HONOR Talents Global Design Awards Latin American Art Tour Gala was held at the Soumaya Museum
	<div> <div></div> <div>Beijing, China</div> </div>	The HONOR Global Design Summit
Dec	<div> <div></div> <div>Guangzhou, China</div> </div>	Award-winning designs from HONOR Talents Global Design Awards were featured at the "Digital Technology Ecosystem Conference 2024"
	<div> <div></div> <div>Helsinki, Finland</div> </div>	Held the European Awards Ceremony of HONOR Talents Global Design Awards
	<div> <div></div> <div>Beijing, China</div> </div>	Outstanding award-winning works from HONOR Talents Global Design Awards were exhibited at the Palace Museum

Global stages to spotlight youth talents worldwide

In addition to various global competitions, HONOR also launched a wide range of youth activities in 2024 both domestically and internationally. These included thematic exhibitions, industry conferences, and brand events, where we showcased exceptional works from HONOR Talents. These events were designed to encourage youth to get to know and learn from each other, promote and carry forward their cultures, and bring their innovative visions to a global audience.

📍 China

Dialog on tech innovation & ESG practices: HONOR Talents exhibition unveiled at the Palace Museum

HONOR successfully hosted the 2nd ESG Sustainable Development Forum at the Jianfu Palace Garden of the Palace Museum on May 30, 2024. Supported by esteemed organizations including the United Nations Industrial Development Organization (UNIDO) Investment and Technology Promotion Offices (ITPO), the Central Academy of Fine Arts (CAFA) and the China Association of Circular Economy (CACE), the forum, under the theme of “Driving Sustainable Development with Technological Innovations”, brought together diplomats, international organizations, industry associations, universities and enterprises for insightful discussions on sustainability.



During the event, HONOR officially unveiled its Environmental, Social, and Governance (ESG) Report 2023, highlighting its progress in green transition, bridging the digital divide with innovation, and strengthening corporate governance. The report underscores HONOR's proactive efforts and tangible outcomes in advancing sustainable development.

Meanwhile, the HONOR Talents Global Design Awards exhibition has made its way into the Palace Museum, showcasing HONOR's steadfast commitment to empowering youth and preserving cultural heritage.

I Harmony of art and tech at HONOR's first global flagship store

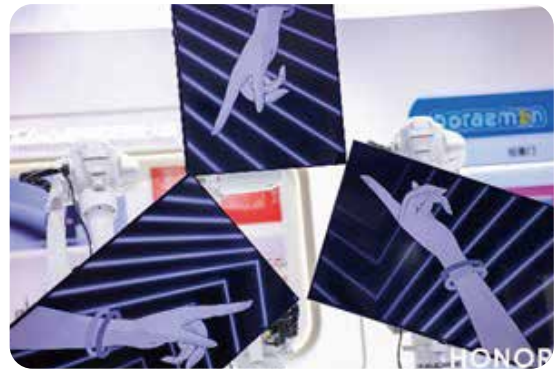
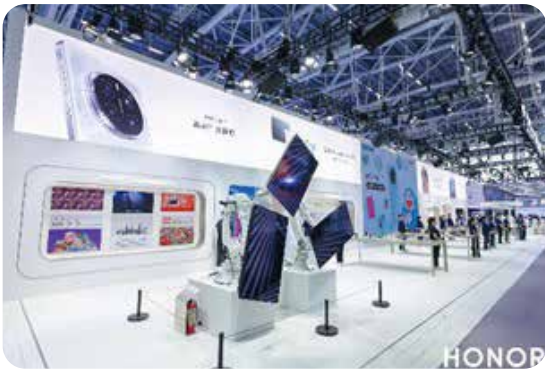
On May 28, 2024, HONOR unveiled its first flagship store at Kuanzhai Alley (also known as Wide and Narrow Alley) in Chengdu, China. The store dedicates 60% of its space to showcasing the exceptional artworks from previous editions of the HONOR Talents Global Design Awards, along with co-branded cultural IP merchandise developed in partnership with Kuanzhai Alley. It proudly presents the HONOR Talents Panda-themed Illustration Exhibition, showcasing a diverse collection of panda illustrations created by young artists across the globe. This exhibition reimagines China's national treasure as a bridge for cross-cultural dialog, and invites visitors to embark on an immersive global culture journey.

During the grand opening series, HONOR Talents launched Youth Empowerment · HONOR Talks that brought together esteemed judges and award-winning young creators from HONOR Talents Global Design Awards for face-to-face dialogs. The engaging sessions accumulatively attracted over 5,000 online and offline viewers. Since then, the store has served as an external showcase of HONOR's fusion of technology and art, welcoming distinguished international guests, including the Ambassador of Indonesia to China and the Economic Counsellor of the United Arab Emirates to China.



The fusion of technology and art: Award-winning works exhibited at the Digital Tech Ecosystem Conference

On December 3, 2024, the award-winning artwork Ephemeral Genesis from HONOR Talents Global Design Awards 2024 made its debut at the HONOR exhibition zone during the “Digital Technology Ecosystem Conference 2024”. Created by Jing Wei, a graduate of the Central Academy of Fine Arts, the installation ingeniously integrates robotic arms with HONOR smart screens (TVs), symbolizing the harmonious coexistence and collaborative future of machines and humanity. Marking its debut at a communications exhibition where HONOR participated, the HONOR Talents interactive art installation infused the event with a unique blend of technological advancement and artistic creativity. The work not only showcases the seamless integration of technology and art but also spotlights the creative talents of youth.



Outstanding award-winning works from HONOR Talents Global Design Awards exhibited at the Palace Museum

HONOR, as a special supporter, joined the “Digital Sketch of the Forbidden City and the Palace of Versailles” co-hosted by People’s Daily Overseas Edition and the Palace Museum. The award-winning works from HONOR Talents Global Design Awards by Chinese and international designers were exhibited at the Meridian Gate Gallery from December 4 to 8 in 2024, highlighting the fusion of technology and art and deep cross-cultural engagement between global creators.



The exhibition also unveiled the latest winning works from the HONOR Talents Global Design Awards 2024, created by talents from China, France, and Italy. Centered around the theme of “Cultural Prosperity · Celebration”, these creations drew inspiration from traditional culture and craftsmanship, with some pieces incorporating AI technology. Together, they showcased the unique charm of global youth creativity, collectively painting a vibrant picture of the “harmony in diversity” that celebrates human civilization.

📍 USA

An art exhibition with the theme of “Dragon on Tour, Global Celebration of the Chinese New Year” held in the UN headquarters in New York

On February 8, 2024, the UN headquarters in New York hosted an art exhibition with the theme of “Dragon on Tour, Global Celebration of the Chinese New Year”, where works created by the global HONOR Talents community were showcased. The exhibited works skillfully blended the imagery of the Loong with artistic elements from around the world and invited UN officials to embark on a global cultural and artistic journey. This stood out as one of the most captivating highlights of the event.

The collection of “Chinese Loong” was created by specially invited designers of HONOR talents. Drawing inspiration from local customs, intangible cultural heritage, iconic landmarks, culinary culture and mythical legends from various countries and regions, the designers employed a range of artistic techniques to innovatively reinterpret the iconic Chinese Loong. In addition, the designers employed iconic buildings as backdrops to demonstrate their creative works. Not only do these artworks express a unique New Year blessing to the world, they also integrate traditional Chinese culture with global cultures, promoting global understanding and appreciation for China.



📍 France

Global industry chain resonance and innovation empowering youth: HONOR Night held in Paris, France

On May 21, 2024, the HONOR Night was held in Paris. The event convened leading figures from the realms of technology, art, and academia to envision the future between technology, art, and sustainable development. The exhibition showcases a diverse collection of works from previous HONOR Global Design Award winners, featuring over 20 unique pieces from regions including France, Italy, the Czech Republic, China, and Malaysia. The exhibition highlights various art forms, including scroll art, oil paintings, and interactive installations. Notably, the piece “What Matters Between Stones” by Shi Yuan from the Central Academy of Fine Arts captivated attendees with its creative interpretation and technical execution.

In 2024, HONOR inaugurated the first European division of the HONOR Talents Global Design Awards, creating a regional jury composed of esteemed academics and artists. This initiative provides a prestigious international platform for Europe's and the world's youth, enabling them to exhibit their talents and achieve their aspirations. Looking forward, HONOR remains committed to innovation, driving not only technological advancement but also integrating art and human-centric values.

📍 Finland

HONOR Talents Global Design Awards European finale: Tech-art fusion illuminated Helsinki

On December 3, 2024, HONOR concluded the 2024 HONOR Talents Global Design Awards European Regional Finale at the Amos Rex Art Museum in Helsinki, Finland. The event showcased over 30 award-winning entries from participants across Finland, France, Italy, and other countries. As part of the event, HONOR hosted a fireside chat titled "Design Evolution in the AI Era", bringing together luminaries from the realms of technology and art to explore the future of their convergence.

Looking ahead, HONOR will remain committed to its visionary perspective on the integration of art and technology, seamlessly merging the creative visions of younger generation with cutting-edge advancements. By fostering both global and local partnerships, we will drive brand development and fulfill social responsibilities. Our mission is to deliver more products that embody consumer-centric technological empowerment and humanistic artistic expression.



📍 Mexico

HONOR' s CEO held talks with Mexico' s Minister of Culture to jointly advance cultural inheritance and preservation and foster youth empowerment and development

On April 18, 2024, HONOR CEO met with Mexico' s Minister of Culture, Alejandra Frausto Guerrero, at the Los Pinos Cultural Complex in Mexico City. The dialog centered on cultural heritage preservation, youth empowerment, and future innovation.

During the meeting, our CEO introduced HONOR' s global development philosophy rooted in innovation, openness, and collaboration. He highlighted the brand' s initiatives, including the HONOR Talents Program and the HONOR Magic Moments Awards, emphasizing HONOR' s commitment to contributing to local communities, supporting cultural protection and empowering the youth. Minister Alejandra expressed gratitude for HONOR' s past contributions to cultural projects in Mexico and voiced enthusiasm for deepening partnerships to promote cultural exchange and youth empowerment.

HONOR looks forward to sustaining this partnership with Mexico' s Ministry of Culture, working together to contribute to cultural preservation, youth development, and the cultivation of an innovative future.

HONOR at the 52nd Cervantino International Festival: Merge technology and art to inspire originality

From October 11 to 27, 2024, the 52nd Cervantino International Festival took place in Guanajuato City, Mexico's cultural heartland. As a sponsor, HONOR showcased award-winning works from HONOR Talents Program and HONOR Magic Moments Awards at the Emma Godoy House and Plaza Baratillo. These works offered festival attendees fresh perspectives on how a technology company empowers youth-led cultural innovation while capturing aesthetic essence of culture.

Moving forward, HONOR will remain committed to its global development philosophy rooted in innovation, openness, and collaboration. Through initiatives including HONOR Talents Program and HONOR Magic Moments Awards across Latin America, we will continue to make contributions to local communities, foster cultural exchanges, empower the young generation, and fuel originality by merging technology and art.



The HONOR Talents Award exhibition held at Paseo de la Reforma in Mexico City

Supported by the Chinese Embassy in Mexico and the Mexico City Government, HONOR launched the youth empowerment initiative – the HONOR Talents Global Design Awards Exhibition – with the theme of “Art meets technology, inspire the future” at Paseo de las Culturas Amigas in Mexico City.

This exhibition, deeply aligned with the 2024 Year of the Loong (Jia Chen), brought together a collection of works by students from China, Mexico, Peru, Malaysia, and beyond. Each work showcased interpretations and representations of the zodiac symbol “Loong”. The exhibition fostered a vibrant cross-cultural dialog among young people from different nations within the context of Chinese culture. At the opening ceremony, the Mexican award-winning students personally shared their design concepts and thoughts with the attending guests, demonstrating their profound understanding of the integration of art and technology, as well as their innovative spirit.



I 2024 HONOR Talents Global Design Awards annual exhibition held in Mexico City

On November 8, 2024, HONOR hosted the Latin American Art Tour Gala at the Soumaya Museum in Mexico City, showcasing over 50 award-winning works from the 2024 HONOR Talents Global Design Awards created by talents from Mexico, Peru, China, and other countries. The event also featured a roundtable with the theme of “Tech meets art”, bringing together university professors and artists from Mexico and Peru. The panelists engaged in a dynamic discussion on “Fostering the fusion of technology and art to empower youth”, offering fresh perspectives and inspiring ideas to the attending guests and the young generation.

Throughout 2024, HONOR, as part of its HONOR Talents Youth Empowerment program, organized six art exhibitions and three master class sessions at universities in Mexico and Peru. These initiatives encouraged students to engage in exchanges and produce works centered around the theme “Art meets technology, inspire the future”. This year, we received over 201 design submissions from young talents across Latin America, including Mexico, Peru, and the Dominican Republic, showcasing the region’s boundless creativity and vibrant energy of youth. At the award ceremony, HONOR presented awards to 15 students from Mexico and Peru, with 3 exceptional individuals winning the opportunity to participate in the “Art & Tech China Tour” organized by HONOR in 2025, where they will visit HONOR’s headquarters and China’s top-tier art colleges, and engage with international organizations.

HONOR remains committed to sustainability and local social responsibility, with a continued emphasis on empowering youth and expanding youth empowerment initiatives in Latin America as part of the Environmental, Social, and Governance (ESG) strategy.



Empower youth with technology for sustainable development

In 2024, HONOR promoted the implementation of various youth empowerment initiatives globally through industry-academia-research collaboration, product donations, event sponsorships, and industry engagement. These initiatives were designed to harness the power of technology to advance education, empower youth in underprivileged areas, and empower youth for sustainable development.

HONOR rides the AI tide to forge a sustainable cross-industry collaboration ecosystem

In September 2024, Xu Zhiyu, Corporate Senior Vice President of HONOR, was invited to attend the 2024 China International Fair for Trade in Services. During the event, he participated in the “Orange Industry and Sustainable Investment Forum”, organized by the United Nations Industrial Development Organization (UNIDO) Investment and Technology Promotion Office Beijing, and delivered a keynote speech titled “Embrace Innovation, Openness and Collaboration to Promote Development”. In his address, Mr. Xu highlighted HONOR’s active engagement in global digital talent cultivation through its contributions to the UNIDO Fourth Industrial Revolution (4IR) Alliance’s Digital Talent Committee and HONOR Talents Global Design Awards. By providing an international platform for young creators, HONOR has driven the sustainable and vibrant growth of the orange industry.



“Art meets technology, inspire the future”: HONOR announces 2025 Art & Tech China Tour program

HONOR will launch the Art & Tech China Tour themed “Art meets technology, inspire the future” in 2025. The program will bring together 10 outstanding students from 7 countries to China, fostering cross-cultural dialog on the deep integration of art, tech and sustainability. Through diverse activities, participants will explore how the creative synergy between art and tech can drive sustainable commercial value and chart new paths for future development. The program demonstrates HONOR’s commitment to consumer-focused design and innovation-driven technology, while emphasizing its dedication to youth-oriented and personalized services, as well as sustainability and environmental responsibility.



By the end of 2024, regional HONOR Talents award ceremonies had been held in cities such as Helsinki, Mexico City, and Kuala Lumpur. These events, attended by international organizations, local governments, partners, and university representatives, celebrated the winners and unveiled the selected participants for the Art & Tech China Tour.

HONOR partnered with Diseña México to empower youth for sustainable development

HONOR is committed to leveraging the role of industry-academia-research in fostering collaboration with global partners to advance sustainable development and cultivate young talent. Diseña México is a national design award in Mexico, aimed to empowering outstanding Mexican designs and incubating young designers' thoughts and innovations on topics such as ocean plastic reduction, urban construction, and sustainable development.

Since 2023, HONOR has collaborated with Diseña México to co-establish the HONOR Youth Awards, which recognizes and supports young designers with exceptional contributions to the field. On April 29, 2024, Diseña México held the 2023 Diseña México award ceremony, where HONOR representatives attended and presented certificates and prizes to the winners of the "HONOR Youth Awards".

Among them, two youth design projects stood out: "CEM 02 Aguacero Rainwater Purifier" and "City Image Design of Puebla, Mexico", under the topics of environmental protection and water conservation, as well as urban cultural promotion. Both works received unanimous acclaim from the jury for their innovation and practicality.



HONOR attended the 2024 Mexico Digital Summit to discuss inclusiveness and the future of AI

In September 2024, HONOR attended the Mexico Digital Summit, where we engaged with Latin American business leaders, government agencies, tech experts, and senior scholars. Together, we explored innovative frontier topics like the digital future and AI, centered around the theme of "Inclusiveness and the New Era of AI".

Since operating in Latin America in 2021, HONOR has actively contributed to local communities by collaborating with industry associations, universities, foundations, and innovation alliances to drive regional development. Currently, HONOR partners with leading Mexican universities and hosts the HONOR Talents Global Design Awards to provide innovative youth with opportunities for industry exchange, scholarships, and platforms to showcase their talents, empowering future innovators. In alignment with our concept of "Tech for Good", HONOR collaborates with Fundación Dondé, a Mexican foundation supporting youth development in underserved regions, to bridge the digital divide for children. We have donated HONOR tablets and other technology products to the foundation's educational centers, fostering youth education and growth.



HONOR attended the 2024 Mexico Digital Summit to discuss inclusiveness and the future of AI

Since 2023, HONOR has partnered with Fundación Dondé. As part of this partnership, HONOR has donated technology products, including tablets, to the foundation's student activity centers. These resources have seamlessly integrated technology into the curriculum, empowering students to explore their interests and engage in research projects. Through these efforts, HONOR aims to inspire students to unlock their problem-solving potential and discover their personal value.

In 2024, HONOR revisited Fundación Dondé's educational center in Mexico City. In collaboration with local teachers, HONOR provided students with HONOR tablets, driving youth education development in local communities through technological empowerment.

To date, HONOR has successfully supported students across 15 educational centers of the foundation in various regions of Mexico, including Yucatán, Veracruz, and Estado de México, achieving a coverage rate of 15%. Moving forward, HONOR will continue to collaborate with Fundación Dondé. By leveraging technology, we will drive educational advancement, empower youth in disadvantaged areas, and bridge the digital divide in Mexico's remote regions.



Employee Development



SDGs in this chapter:



Employee Development

Highlights 🏆

MostIn
Global Talent
Magnet Employer

HONOR won several awards such as “2024 MostIn Global Talent Magnet Employer”

2,400

In 2024, we created over 2,400 new jobs across more than 10 areas, including product technology, marketing, services, and supply chain

15,000

We provided employees with 15,000+ online and offline learning resources

52

In 2024, employees received an average of 52 hours of training

25,000

We organized 180+ cultural and sports activities, attracting 25,000+ people to participate in

0

We achieved EHS targets, such as zero serious injuries and fatal workplace accidents, zero occupational diseases, and zero environmental pollution accidents

100%

We continued to strengthen the workplace emergency response system of “100% qualification of workplace security guards, 100% coverage of automated external defibrillators (AEDs) in the workplace, and 100% implementation of monthly first aid drills”

Diversified and fair development opportunities to attract more talents

Upholding the core values of customer focus and dedicated employees as our foundation, we regard employees as the core asset for our sustainable development.

HONOR is committed to fostering a collaborative and inclusive work environment characterized by equality and mutual respect. We prioritize every critical milestone in employees' growth and development, making continuous investments in talent cultivation, incentive programs, and workplace welfare initiatives. Through these efforts, we strive to enhance employees' sense of fulfillment, happiness, and belonging, empowering them to forge ahead under their own banner toward a brighter future while safeguarding the journey of dedicated achievers.

Compliant employment, inclusive talent acquisition

We regard compliant employment as the cornerstone of our talent management, adhering to principles of equality, inclusion, respect, and diversity in employment. In the HONOR Code of Conduct, we explicitly

prohibit the use of child labor, workplace discrimination or harassment, forced labor, or any differential treatment based on race, gender, religious belief, health status, or other factors, ensuring the legitimate rights and interests of every employee. Additionally, we implement a fair, just, and transparent talent evaluation mechanism, adhere to the principle of equal pay for equal work, and strive to share the fruits of corporate development with our employees.

In 2024, we publicly released policies including the Employee Diversity and Inclusion Policy, the Prohibition of Child Labor Policy, and the Prohibition of Forced Labor Policy, working together with every HONOR employee to foster a simple, efficient, respectful, open, and innovative working environment.

We expect to explore a bigger world with more ambitious people. Through diversified recruitment channels, we gather outstanding talents from around the world to collaborate on passion-driven endeavors, delivering exceptional products and user experiences for consumers. Whether you are a member of the society or a student, you can apply to join HONOR by channels of the HONOR Recruitment official account, website, and offline recruitment fairs. In 2024, we continued to open over 2,400 new positions across ten major job categories, including R&D, marketing, and IT process. Under the vision of "Global HONOR", we attract talents worldwide to collectively embrace greater challenges and a brighter future. Together, we pioneer the next frontier as a global premier AI-powered terminal ecosystem innovator.

In 2024, we created over

2,400

2,400 new jobs across more than 10 areas, including product technology, marketing, services, and supply chain.

110

We offered employment opportunities across over 110 job categories.

150

We organized over 150 campus recruitment roadshows and job fairs

	2022	2023	2024
Global new jobs created exceed	/	1,700	2,400
Direct jobs created exceed	13,000	13,000	14,000
Indirect jobs created exceed	24,000	23,000	24,000

This year, we received multiple accolades, including "Maimai Tech Talent Focus Employer", "NFuture Most Popular Employers for Technical Graduates", and "LinkedIn Global Talent Magnet Employer". These honors reflect the widespread resonance of HONOR's inclusive talent philosophy.



We actively expand diverse talent recruitment channels. This year, we collaborated with the Ministry of Education and multiple prestigious universities to host a variety of recruitment initiatives, such as the Campus Ambassador “Dream Pursuit Program” and the Intern “Dream Building Program”, providing extensive practical and internship opportunities for students and empowering them to gain insights on the industry, corporates , and businesses.

Planned over 30 sessions of the “Hi, Classmates” HONOR workplace career empowerment courses throughout the year

Took part in the Ministry of Education's A+ event, the “National College Student Career Planning Competition”

Participated in the Ministry of Education's “Internet+” public welfare livestream courses as a representative enterprise in the information and communications industry

Shenzhen enterprise benchmark! HONOR earns CCTV recognition

In August 2024, Morning News program on CCTV News Channel highlighted Shenzhen enterprises' innovative initiatives to support graduate employment. HONOR, as a benchmark company supporting high-quality employment for university students, received high recognition and was invited for an interview. Our HR Manager and campus recruitment employees from the R&D Management Department presented and shared HONOR' s youth talent development strategies.



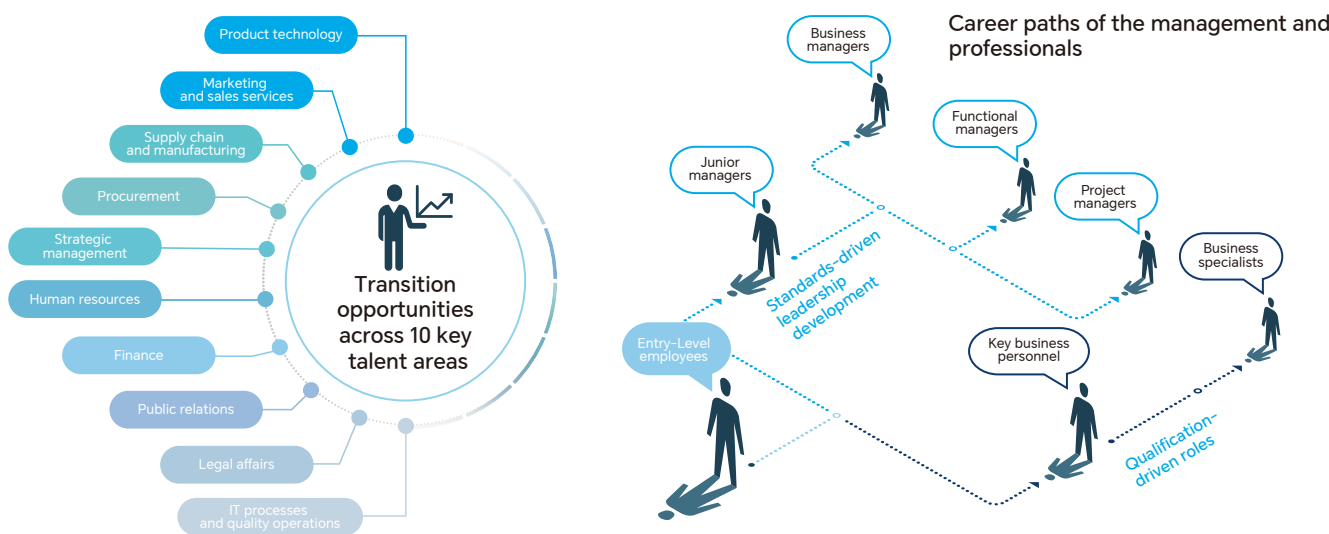
I HONOR campus-enterprise events

In 2024, we collaborated with top universities to host over 150 campus-enterprise events. Through panel discussions, alumni networking, exhibition tours, and interactive activities, we showcased HONOR' s business ecosystem and career development pathways, deepening students' understanding of the Company.



Diversified incentives, dedicated employees as foundation

At HONOR, we prioritize career development as the cornerstone of corporate advancement. Guided by the principles of “merit-based sharing and results-driven accountability”, we align compensation and promotions with measurable business contributions. Through a learn-by-doing approach, we identify and nurture talents, empowering employees to create value for consumers. In fostering employee growth, we focus on business priorities and multidimensional career aspirations, offering dual-channel development paths towards “management” and “technical expertise”. Employees align their career trajectory with personal goals and role responsibilities, gaining hands-on experience and targeted opportunities to refine their skills and leadership potential. We further drive cross-functional talent redeployment and global role rotations across 10 key areas. This not only optimizes our human capital resources and reinvigorates organizational vitality, but also meets employee development needs. In this way, we provide every HONOR employee with continuous growth opportunities and spaces to realize their professional potential.



Clear pathways for promotion and diverse opportunities for development

We value the talents, contribution, and ideas of our employees and implement diverse employee incentives. We have formulated and improved the incentive policy of “reward for contribution” and provide competitive remuneration and welfare in the industry, to attract, motivate and retain more talent. Furthermore, we continuously enhance non-monetary incentive programs. Honors and awards are granted at the company level and by business units and grassroots teams, to reward the individuals or teams achieving breakthroughs in business milestones, management innovation, and cultural advocacy. These recognitions celebrate outstanding contributors across all domains, commemorate moments of glory, establish role models, enhance employees' sense of professional fulfilment, and equip growing HONOR employees with badges of excellence.

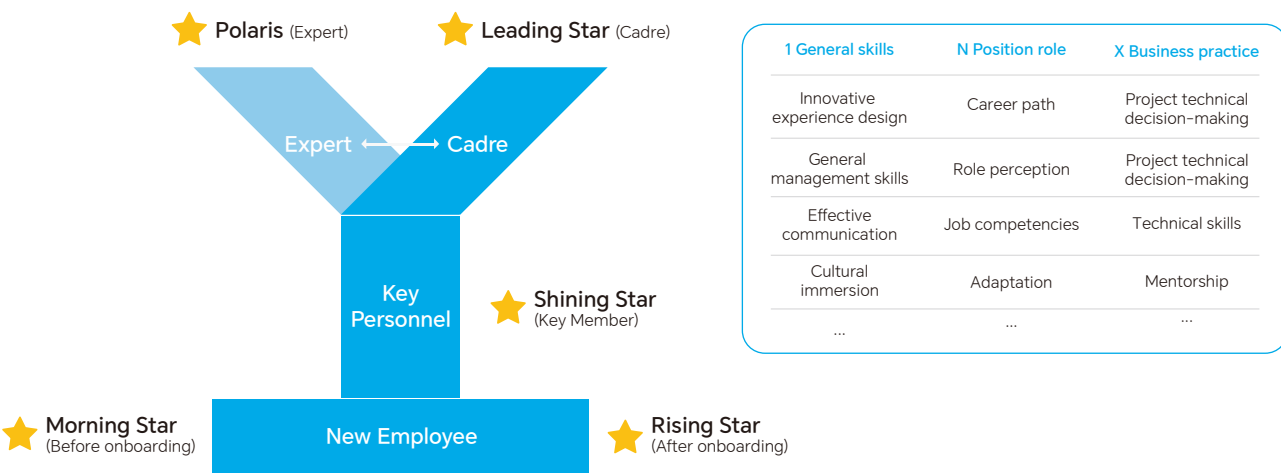
	Business Awards	Management Awards	Cultural Awards	Award value
Company level	Golden Medal Award Highest honor Gold individual & Gold team	Bedrock Award Outstanding mid-level managers	Pursuit of Excellence Milestone champions	
System level	President Award Core performers	Excellent Team Leader Junior managers	Global Trailblazers Overseas business pioneers Resilient Journey Overseas business contributors	
Grassroot level	Award of Excellence Every hero needs a stage		Years of Service Award Employee care Honor Sparks Award Cultural ambassador	Program reach

HONOR internal recognition framework

Various training, cultivation of people is cultivation of future

We firmly believe that lifelong learning and continuous empowerment and enhancement for employees serve as the vitality engine for sustainable corporate development. In HONOR's learning and development framework, we have developed tailored training systems for diverse job levels and roles, including technical staff and managerial personnel. Our multi-layered curriculum system fortifies employees' core competencies, encouraging them to systematically transform learning inputs into intellectual capital and performance outputs. Meanwhile, we actively conduct training feedback and improvement mechanisms. We regularly carry out employee training satisfaction surveys to collect opinions and suggestions, and continuously optimize the training system and courses. During the Reporting Period, our employee learning platform provided more than 15,000 training courses, with average training duration per employee exceeding 52 hours.

This year, we further refined our "Five Star Plan" training system, empowering employee growth through a competency framework integrating "general competencies, role-specific skills, and business practices". The program covers the entire development cycle of four key employee groups, i.e., new hires, core staff, technical experts, and management personnel, to holistically enhance workforce capabilities. Additionally, we prioritized the development of fresh graduates by enhancing our "Shining Star Plan" cultivation system. Centered around online learning and practical application, the program offers comprehensive general skill education through mandatory courses and workplace success electives. By aligning course offerings with specific job requirements, we effectively support graduates in adapting to the Company, mastering business operations, and accelerating their professional growth.



In 2024, HONOR refined the "Shining Star Plan" framework. We established a "1+N+X" cultivation system for fresh graduates and new hires with 0-3 years of experience, grounded in general competencies. This system fosters an "internal + external + integrated enhancement", where "internal" focuses on mindset and personal growth; "external" prioritizes communication and collaboration; "integrated" aims to strengthen planning and coordination abilities; while "enhancement" incorporates courses designed to improve analytical and problem-solving skills. Additionally, tailored learning paths were created for new hires across diverse fields and position categories. Aligning with specific business role requirements, we developed specialized course categories and invested in rigorous professional development to deliver comprehensive learning resources. Our "internal + external + integrated enhancement" program has effectively enhanced the workplace skills of new employees, helping them to develop both internally and externally, and setting them on a broad path of growth and development at HONOR.

I Workplace success electives

Workplace communication is ubiquitous yet challenging. Mastering strategies to efficiently handle high-volume and complex interactions is critical for achieving professional goals. To address the practical needs of employees, the “Shining Star Plan” has launched the “Effective Communication Skills” course, specifically designed to help workplace newcomers master essential communication techniques. This initiative has garnered widespread acclaim from new employees. We decode the underlying principles and practical tools for effective communication, enabling skill development through immersive scenario-based simulations. The Effective Communication Skills course has highly praised by employees, consistently supporting on-the-job learning and career growth.



Diverse care, living a colorful life at HONOR

Stardust of innovation gathers at HONOR – At HONOR, we gather people relentlessly advancing technological frontiers, united by passion, strengthened by care. Guided by our values of “dedicated employees as our foundation,” we empower 14,000+ HONOR people through platforms like HONOR Fitness, HONOR Vitality and HONOR Guardian. Centered on employee needs, we continue to enhance a variety of care services across dimensions such as occupational health, physical and mental wellbeing, communication and exchange, and self-expression dimensions. By integrating proactive listening, targeted solutions for workplace challenges, and sustained care initiatives, we safeguard every growth milestone of the HONOR community.

HONOR Fitness

HONOR remains committed to safeguarding the health of our striving workforce through comprehensive health stewardship, with dedicated programs to cultivate and enhance employees’ health literacy and foster a thriving workplace ecosystem.

- Offering all employees critical illness insurance, accident insurance, business travel insurance, free medical checkups, and subsidized optional insurance plans;
- Providing free 24/7 psychological counseling hotline services and online medical consultations for employees and their families, along with exclusive discounts on health checkups for dependents;
- Establishing a 24/7 emergency response mechanism with AEDs and professional rescue teams deployed in all campuses. One-tap emergency hotlines are integrated into office software, while 100% of on-duty security and service staff hold certifications. We also provide first-aid volunteer training for employees. In 2024, we provided over 30 sessions of first-aid volunteer training for employees to enhance workplace safety;
- Organizing health-focused events including traditional Chinese medicine therapies, mindfulness meditation, dental/vision care services, and health consultations, directly benefiting over 1,500 employees.

In 2024, the “HONOR Fitness” initiative further enriched employees’ lives with a focus on health awareness promotion. Between April and May, the “HONOR Fitness” themed activity month, centered on “Win the Future Together”, engaged over 20,000 employee participants in a diverse range of physical and mental health initiatives. These included the peer support program “YOYO & Buddy Care Initiative”, the invigorating group fitness sessions “Burn My Calories”, and the team-building “Tug-of-War Competition”. In September, the “Healthy Lifestyle Advocacy Month” emphasized the fundamentals of “eat, move, sleep” by launching campaigns that encourage balanced nutrition, scientific exercise, and healthy sleep habits. Furthermore, the “HONOR Fitness” program provided 12 health management lectures for all employees during the year, delivered by senior physicians at the rank of associate professor or higher from grade A tertiary hospitals or renowned industry experts, offering “health nourishment” through expert-led insights. The program also continued to feature brand initiatives such as the “Weight Loss Camp”, “Neck & Shoulder Care Program”, and “Sleep Optimization Program”, all designed to align with employee needs and foster a shared commitment to a healthier lifestyle.

20,000

The health month activities engaged 20,000+ employee participants globally throughout the year



Read a nice book



Develop a fitness routine

90,000

Total online views and interactions exceeded 90,000+



Make a new friend

200

The Weight Loss Camp helped 200+ employees mitigate health risks throughout the year



Cultivate a hobby



Join a group activity

Pioneering innovation: HONOR co-establishes a model health service management center with top-tier hospitals

In 2024, HONOR partnered with Peking University Shenzhen Hospital and other grade A tertiary hospitals to establish a model health service management center within our permanent office premises. The center engages resident senior physicians and renowned experts from these top-tier hospitals to provide one-stop medical services, including appointment booking, clinical consultations, diagnosis, and medical report analysis. It further integrates hospital resources to offer online video consultations with distin-

guished doctors. Additional services such as psychological counseling, eye steaming therapy, and neck-shoulder physiotherapy are also available, delivering comprehensive and effective healthcare support to employees.



HONOR Vitality

HONOR offers a variety of choices to enrich employees' spare time by establishing over 30 cultural and sports clubs, including activities like sports, photography, dance, and fitness. These clubs serve as platforms where employees can pursue their hobbies and strengths. In 2024, with 8 company-level cultural and sports clubs as the core, 30+ cultural and sports clubs of HONOR worked together to hold more than 180 cultural and sports activities, attracting more than 25,000 followers and participants. The cultural and sports clubs continue to leverage their strengths in transcending geographical, organizational, and cultural boundaries. Internally, they provide employees with a platform to showcase talents and foster personal growth, while externally, they actively engage with communities through diverse events. These efforts embody HONOR's commitment to excellence and serve as a vibrant gateway to the Company's culture.

I "Voice of HONOR" x "Voice Maker" singing contest

In 2024, the Music Association hosted the "Voice of HONOR" singing contest in collaboration with the "Voice Maker" IP, providing a platform for talented employees to showcase style and charm. The event drew over 500 participants, amplifying the fearless spirit of HONOR through music. Spanning five regional rounds, the competition highlighted the diversity of cultures represented within our workforce. From Mongolian employees singing "Chilege" to share their personal stories, to international staff performing regional folk songs, the emotionally charged performances presented a tapestry of multicultural voices. These performances not only celebrated ethnic traditions and global bonds but also told the colorful stories of "Global HONOR" that reflected HONOR's unwavering commitment to excellence on this vibrant stage.



I HONOR & Shenzhen Marathon: a third chapter in the quest for excellence

In 2024, HONOR partnered with Shenzhen Marathon for the third consecutive year as the title sponsor, reigniting the HONOR track. The HONOR Runners, our employee running team, also took on the challenge for the third time. Notably, a frontline worker from the Manufacturing Management Department achieved a remarkable feat, ranking 276th among 17,000 participants, where every relentless step symbolized perseverance and hope. Clad in HONOR running gear, they conquered the marathons 42.195 km coastal course, embodying the Company's steadfast pursuit of excellence with each run.



Each HONOR employee's endeavor weaves into the rich tapestry of our collective journey. Across all roles, every contributor is hailed as a "Light Chaser", an individual who lives out HONOR's consumer-centric values and exemplifies the brand's driven, radiant spirit through persistent dedication. These dynamic narratives are brought to life through core values storytelling campaigns. In 2024, the "Everyone is HONOR Ambassador" campaign surged with significant energy. Our staff passionately supported the debut of new products such as the Magic V3, Magic 7, Honor 200, and Honor 300, infusing their enthusiasm into creative campaigns that converted their fervor into powerful brand momentum.

I HONOR Sparks: stories that illuminate our journey

On HONOR's 4th anniversary, we hosted the "HONOR Sparks" core values storytelling event, where frontline employees shared authentic tales of perseverance. These stories spanned milestones like the Qinghai Lake battery R&D breakthrough and the evolution of YOYO Suggestions' AI-powered solutions, to initiatives like "Tech for Good" programs aiding hearing-impaired communities and consumer-centric innovations driving market success. Each narrative underscored HONOR's dedication to turning passion into purpose, proving that every individual's spark collectively forms a galaxy of excellence.



I HONOR x Studio Harcourt Paris portrait experience

In 2024, the HONOR 200 Series partnered with Studio Harcourt Paris to redefine portrait aesthetics through cutting-edge imaging technology and artistic mastery, creating a “Master Portrait” experience that marries tech precision with human artistic emotion. Aligned with the product launch, we set up HONOR 200 Series x Studio Harcourt Light & Shadow Portrait Studio Photography Event in HONOR’ s major offices across Beijing, Xi’ an, Shenzhen, and Nanjing, encouraging employees to showcase their authentic, confident professional selves. Over 2,000 employees participated , embodying the unique “ passion” and “purity” that belong to HONOR people.



HONOR 200 Pro | 写真人像



HONOR 200 Pro | 写真人像



HONOR 200 Pro | 写真人像



I Following HONOR 300 for a heartbeat in the office zone

On the occasion of the launch of HONOR 300, we collaborated with guests from Heart Signal S7 to deliver a “Heartbeat Journey” for our employees. Through the lens of HONOR 300, the “Heartbeat Friends” interacted with employees in the office zone, capturing heartwarming moments with the HONOR 300 series, while also surprising HONOR colleagues with themed coffee treats. In these lens, every employee shines as a “top fan”, with HONOR accompanying each individual to radiate their brightest moments.



HONOR Guardian

At HONOR, we place high value on enhancing employees' daily experiences by offering comprehensive and convenient facilities and services in the park. These include spacious, well-lit workspaces, diverse dining options in employee canteens, efficient shuttle buses, and cozy nursing rooms. Every amenity is designed to safeguard the well-being of HONOR employees. We are also committed to protecting the lives and health of female employees. On occasions such as Women's Day and Mother's Day, we organize specialized health screenings for female employees, including breast cancer and thyroid examinations.

Additionally, we have launched the "HONOR Team Day" activity. We plan all kinds of team building activities, birthday parties, Family Day, anniversary of joining the Company, traditional holiday activities, etc. These activities focus on employee growth, family care, traditional holidays, and other scenes, allowing us to spend every important moment with employees, capture cherished memories, and infuse every moment at HONOR with love and care.



I HONOR with family

In 2024, HONOR hosted a Family Day event themed "HONOR with family", where outstanding employees were awarded certificates of honor, and families were invited to witness HONOR's breakthroughs across diverse fields. Senior leadership and heads of business departments expressed heartfelt gratitude to employees' families for their unwavering support. The event also featured heartwarming interactions, with employees and their families invited to perform on stage and participate in fun activities like craft DIY workshops, celebrating shared joy with the HONOR Family as we stepped into the future together.



I HONOR Life·Plan B: choices for better life

At HONOR, work is plan A, life is plan B. In 2024, guided by our core value of “dedicated employees as our foundation”, we partnered with leading enterprises and local businesses to offer exclusive benefits in apparel, dining, housing, transportation, and wellness. HONOR employees can access discounts and services at over 100 partner brands simply by presenting their employee ID cards, adding a touch of premium convenience to their daily lives.



We prioritize emergency response capabilities by ensuring full coverage of professional medical personnel across all campuses. All on-duty security and service staff hold valid certifications, and we have cultivated a team of employee volunteers to ensure round-the-clock safety vigilance. In 2024, we conducted over 30 first-aid volunteer training sessions, significantly enhancing participants' emergency awareness and crisis management skills.

We continue to optimize our emergency response mechanism. We exert great efforts to create a system of “100% qualification of workplace security guards, 100% coverage of automated external defibrillators (AEDs) in the workplace, and 100% implementation of monthly first aid drills”. Our workplace is equipped with resources such as AED first aid equipment and emergency medical kits. We arrange resident corporate doctors in the workplace to provide medical service for employees. We also have a professional Emergency Response Team (ERT), all of whom have been trained in First Aid, CPR and AED by international rescue organizations or the local Red Cross, and conduct monthly first aid drills.

I Emergency drill during peak dining hours

We conducted an emergency drill simulating sudden employee illness in the Shenyang Zhongcheng dining area. Our emergency rescue team, security staff, and health house medical staff arrived on-site within 5 minutes to provide assistance. This drill successfully tested our emergency response capabilities under high-traffic dining conditions.



Open communication, actively listening to the voices of employees

“Open innovation” is not only a value embraced by HONOR but also an essential way to HONOR’s dynamic development. HONOR attaches great importance to communication with employees and continues to improve the employee communication and feedback mechanism. HONOR has also established diversified communication channels to listen to the truest voices of employees.

Senior management of the Company regularly holds “face-to-face” sessions with employees for open and sincere exchanges. Meanwhile, all business departments actively expand staff communication channels. We have organized various communication activities such as “CEO Face-to-Face”, “Leader Roundtable”, “Sailing Lighthouse”, “Senior Talk”, and “HR Relativity”, actively listening to the voices of all employees.

Regarding online channels, “HONOR Home”, an internal forum, has become the most important platform for employees to express their opinions freely. With love warming our community, in 2024, in addition to issue feedback, HONOR Home also inspired employees to discover positive energy in the workplace and daily life. It highlighted and amplified valuable voices among colleagues that showcased mutual care, proposed constructive suggestions for business development, and encouraged free expression of ideas. In 2024, we established a Labor Union and a Women Workers’ Committee. In addition, we conducted employee representative elections to actively safeguard the lawful and reasonable rights of staff.

HONOR fully respects and protects the legitimate rights and interests of employees and values their opinions. We have set up a unified complaint email address bcgcomplain@honor.com to facilitate employees to make a complaint. After receipt of the complaint email and reasonable research and judgement, the complaint incident will be forwarded to the relevant department for processing, and the progress of processing will be followed up in real time. At the same time, we strictly protect the information of whistleblowers, complainants, and others who provide information about the investigation to ensure that they are not subject to retaliation.

Corporate philanthropy, opening a window to the soul

As part of our commitment to corporate social responsibility, we empower employees to engage in public welfare activities. This year, staff members repeatedly visited elderly care homes to provide donations and companionship, while also donating educational supplies to rural schools. These efforts reflected our dedication to contributing to society within our capacity, spreading warmth, enhancing HONOR’s image, and showcasing our role as a responsible corporate citizen.

I Telling the story of “HONOR Cares” in 71 days

In 2024, with support from the Shenzhen Municipal Disabled Persons’ Federation and Shenzhen Deaf Association, HONOR launched the “HONOR Cares: Speech Empowerment” volunteer initiative for employees. Leveraging the accessibility features of HONOR’s smartphones, the program assisted individuals with hearing impairments in dialogue practice, expression and thinking training, and oral communication skill enhancement. The 71-day campaign successfully supported 10 participants in achieving measurable progress, demonstrating how technology can empower and warm the lives of the hearing-impaired community.



HONOR x Door of Hope: Caring for South Africa's abandoned children

In July 2024, to honor Nelson Mandela International Day, HONOR's South Africa team visited the local charity Door of Hope. They donated baby supplies, toys, and warm blankets, assisted in facility maintenance, and engaged with children through interactive games, bringing a joyful day for the young residents. Moving forward, HONOR will continue supporting these children, using our resources to help them feel the care and solidarity of society.



"Code with HONOR": Empowering communities through technology and education

In 2024, HONOR implemented the "Code with HONOR" initiative in South Africa, donating HONOR products and equipment to non-profit organizations (NPOs) that serve underdeveloped areas. These contributions aimed to enhance digital literacy among young people and help them acquire essential skills in programming and robotics technology.

We have distributed over 100 brand-new devices to NPOs across five rural communities in South Africa, ensuring technology resources reach those most in need. Approximately 3,000 students aged 8-18 have participated in digital skills and programming workshops, accumulating more than 2,000 hours of training in programming and robotics.

Through this program, HONOR has not only provided underprivileged youth with access to cutting-edge technologies but also enhanced their digital competencies to support their future career development. The "Code with HONOR" initiative has become a significant catalyst for local community development. Moving forward, HONOR will continue to promote educational equality worldwide, contributing its strength to building a more inclusive and innovative global community.



HONOR empowers youth, unemployed, and persons with disabilities in South Africa

In 2024, HONOR donated equipment worth ZAR 245,000 to the Siyafunda Community Technology Centre (CTC) in South Africa. These resources would support local community, economic, and educational development, providing essential skills training for local youth, unemployed individuals, and persons with disabilities to bridge the digital divide.

Through this donation, HONOR would help local students access online educational resources and create new employment opportunities. We believe that such initiatives will empower local youth to thrive in the digital era and generate lasting positive impacts for the community. In the future, we remain committed to leveraging the power of technology to create greater value for communities worldwide.



HONOR donates stationery for underprivileged children in rural areas in “Ministerial Back To School 2024 Program”

In 2024, HONOR partnered with the Department of Communications and Digital Technologies to actively participate in the “Ministerial Back To School 2024 program”. The initiative donated 1,000 locally produced schoolbags to underprivileged children in rural areas of South Africa’s KwaZulu-Natal and Limpopo provinces. This initiative underscores HONOR’s steadfast commitment to advancing educational opportunities and supporting marginalized communities.



“Girls in ICT Day” : Sponsoring HONOR Talents gifts to encourage local youth

In 2024, HONOR sponsored events including the “Girls in ICT Day” celebration and mobile device repair course graduation ceremonies. These efforts aim to support technological innovation and ICT industry development, encouraging more young people to pursue careers in tech and drive innovation and progress in the sector.



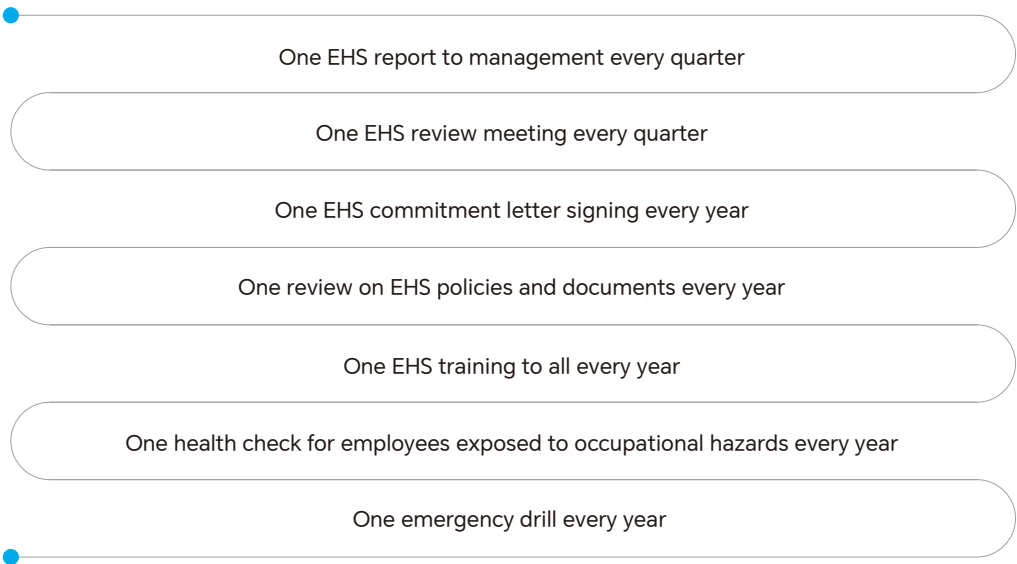
Employee health and safety, safeguarding employees at all times

HONOR always upholds the concept of being people-oriented, pursues the policy of “safety first, caring for employees, and protecting the environment” , and fully protects the occupational health and safety (EHS) of our employees. We continuously optimize the HONOR EHS Management System Guidelines , and assess occupational health and safety practices across all operational areas in accordance with the EHS System Maturity Assessment Form. We also coordinate departments and campuses to address potential risks, strengthen accountability for occupational health and safety management, and advance the development of a health-centric corporate environment, thereby ensuring the full protection of employee health and safety.

EHS Management Framework



“Seven Ones” requirements for HONOR EHS management



EHS risk prevention and control

This year, we further enhanced the effectiveness of our EHS management structure. The CEO serves as the chair of the EHS Committee, while business unit heads constitute the EHS leading group. Department and campus representatives act as EHS implementation group and EHS officers, responsible for risk monitoring and implementing improvement initiatives. This structure ensures full accountability and effective execution of EHS management throughout the Company.

We fully recognize that EHS risk prevention and control are critical to ensuring operational stability. To this end, we have conducted rigorous hazard identification processes across all critical operations, and performed comprehensive gap analyses of EHS risks, followed by timely corrective actions, to maintain safe and stable production operations. In 2024, HONOR successfully passed the recertification audits for both ISO 45001 and ISO 14001 EHS management systems. Three additional sites, i.e., Nanjing, Shanghai, and Pingshan R&D Center, have been certified under these international standards.

At the HONOR Intelligent Manufacturing Industrial Park, we strictly adhere to ISO 45001 requirements. Our key initiatives include periodic job safety analysis (JSA), intrinsic safety reviews for new processes, equipment, materials, technologies, and environments ("Five New"), and high-risk operation safety improvements. These measures systematically identify potential occupational health and safety risks in manufacturing processes. Furthermore, we have developed a smart safety risk management platform integrating hazard source management, hidden danger detection, and AI-powered monitoring of high-risk zones. Real-time risk data is visualized through a four-color risk heatmap, enabling dynamic monitoring of operational safety risks. The platform automatically activates alert mechanisms upon detecting anomalies, significantly enhancing both routine risk management efficiency and emergency response capabilities.

In R&D operations, our laboratories have implemented an industry-leading EHS management system. It integrates modules for hazard source management, environmental aspect management, hazard identification and rectification, and occupational health, establishing a closed-loop process—from risk assessment to corrective action implementation. A three-tier training mechanism that encompasses EHS officers, lab managers and lab staff ensures systematic knowledge transfer and skill development across all personnel. In 2024, we delivered targeted training for lab managers, with 4,200+ participants in total, and general EHS training for lab staff, with 25,000+ participants in total.

Our nationwide R&D laboratory network also conducted emergency drills for chemical spills, battery smoking, shielding room entrapment, radiation leakage, among others. EHS managers participated in experiential activities in different safety scenarios at dedicated training facilities, including public transport emergencies, high-altitude rope descent, fire evacuation procedures, step voltage, aviation safety, and CPR. These edutainment approaches significantly enhanced staff competencies in risk prevention, mutual rescue and self rescue capabilities.



△ Emergency drills and safety experiential activities in R&D facilities

In China

We have launched the annual routine work safety inspection, covering 12 sites including supply chain manufacturing plants, customer delivery warehouses, R&D bases, MSS self-operated stores, and provincial offices. The inspection conducted professional assessments across multiple areas such as fire safety, electrical safety, equipment and facility safety, chemical safety, and canteen safety. A total of 35 safety inspection reports were issued, identifying over 650 safety-related issues. All identified issues were tracked and improved through the Company's e-process for closed-loop tracking of audit issues, with a closure rate of 100% for HONOR accountability-bound problems.

Outside China

We have initiated the standardized development of the EHS system and personnel capacity building. We implement tailored EHS standards and inspection mechanisms applicable to overseas scenarios such as office premises, canteens, dormitories, and commuting across different countries, and conduct on-site EHS risk assessments for key overseas office locations. These efforts have enhanced the safety standards of overseas working environments, effectively safeguarded the personal safety of overseas employees, and protected corporate assets.

EHS culture development and promotion

We vigorously advance the development of EHS culture, and promote EHS knowledge and skills. To this end, we have compiled the Employee EHS Handbook. We also conduct dual-system internal auditor training, organize the “work safety month” campaign, and arrange employee visits to safety experience centers. Additionally, we prioritize EHS practices in the manufacturing and R&D domains. In 2024, HONOR successfully reached the EHS goals of no serious injuries and fatal workplace accidents, no occupational diseases, no environmental pollution accidents, no fires, and no EHS-related administrative penalties

I Work safety month activities

Speak about safety insights	Speak about safety insights: Organize employees to watch safety warning videos and encourage them to share safety insights or suggestions based on their daily work and life experiences;
Sign safety responsibility letter	Sign safety responsibility letter: Send the Work Safety Responsibility Letter signing link to all employees, targeting a 97% annual signing rate;
Test safety knowledge	Test safety knowledge: Conduct HS Basics training and exams. Employees who pass with full scores can enter a prize draw, ensuring mastery of basic safety and emergency skills;
See safety in action	See safety in action: Arrange visits to safety education bases for EHS individuals and employee representatives, leveraging experiential safe production activities and emergency drills to help participants enhance their response capabilities in high-risk scenarios.
Report safety hazards	Report safety hazards: Encourage employees to report observed hazards or unsafe acts to the Company’s EHS mailbox, and provide rewards for submitters of confirmed hazards. In 2024, employees voluntarily reported 69 safety hazards, with a 100% closure rate.

Harmony Industry Development

SDGs in this chapter:



Harmony Industry Development

Highlights 🍷

542

The supply chain survey covered 542 smelters and refiners. We shared the results of mineral supply chain due diligence management with stakeholders

100%

As of 2024, Honor had achieved 100% on-site audit coverage for key suppliers for three consecutive years

1,350

Over 1,350 supply chain employees participated in empowerment training in 2024

380,000

On-site audits covered over 380,000 industry chain employees

110

The greenhouse gas survey covered over 110 suppliers

100%

100% employees in key positions completed CSR laws and regulations & audit skills training, and passed the final exam

Supplier CSR management

Against the backdrop of global development, sustainability has become an inevitable path for us to move forward. We expect our suppliers to integrate sustainable development into every aspect of business operations, from raw materials selection and production control to waste treatment, and maintain eco-friendly, green and low-carbon practices to protect our planet. As part of our efforts in fulfilling social responsibilities, we continue to safeguard the rights and interests of employees and contribute to the community, achieving mutual growth of business and society.

We are fully aware that sound and standardized supplier management is critical to sustainability. In strict compliance with relevant laws and regulations, industry standards and international standards such as ISO14001, ISO45001 and ISO26000, we have developed the Supplier CSR Code of Conduct that regulates areas such as labor rights, health and safety, environmental protection, business ethics, and management systems. We also integrate CSR management of suppliers into the procurement lifecycle for effective closed-loop management.

In 2024, 100% employees in key positions completed CSR laws and regulations & audit skills training and passed the final exam, over 50 people took audit internships, and 10 people passed the interview and received auditor qualification (3 senior auditors). In addition, we further improve the supplier management capability of our internal staff through internal and external training and assessment.

- **EHS internal auditor training**

Third-party EHS experts are invited to conduct ESH internal auditor training for our employees. The training covers the interpretation and application of ISO14001 and ISO45001, as well as EHS laws and regulations, to improve the abilities of internal auditors.

- **CSR knowledge training for procurement staff**

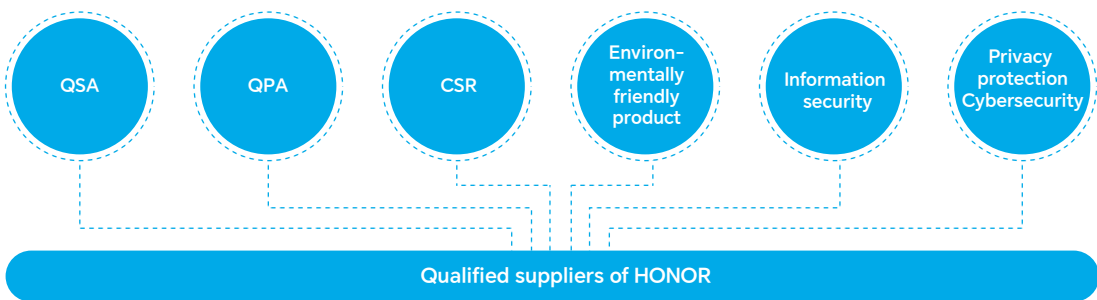
HONOR organizes CSR knowledge training on relevant laws and regulations and industry standards & audit skills, to enhance supplier CSR management capabilities of all TQC team members.

- **CSR audit practice and auditor interview**

TQC team holds CSR audit practice and auditor interview. In-house CSR experts are invited as interviewers, helping expand the resource pool and build capacities of CSR auditors.

Supplier certification

HONOR continuously monitors and has set requirements for supplier qualification. Suppliers must pass ISO14001 environmental management system and ISO45001 occupational health management system certification, and have no major negative events in labor, occupational health and safety, and environment in the past two years. In addition to requiring suppliers to meet the qualification requirements, we have the Supplier CSR Agreement signed by them, and ensure their compliance with the HONOR Supplier Social Responsibility Code of Conduct. We also set up a system certification team to conduct on-site audits of suppliers for quality, process, CSR, information security, and other systems.



Supplier assessment

HONOR conducts supplier CSR risk assessment mainly from aspects such as material category, processes (including chemicals), use of labor and performance evaluation results in previous years. By doing so, HONOR strives to avoid potential risks with strong commitment and sense of responsibility.

Based on the risk assessment results, we conducted CSR audits for all key suppliers identified in terms of labor rights, health and safety, environmental protection, business ethics and management systems. In 2024, over 88% of suppliers were rated good or excellent in the assessment. The CSR management level of suppliers showed a positive trend. In 2024, there were no significant negative events among HONOR suppliers.

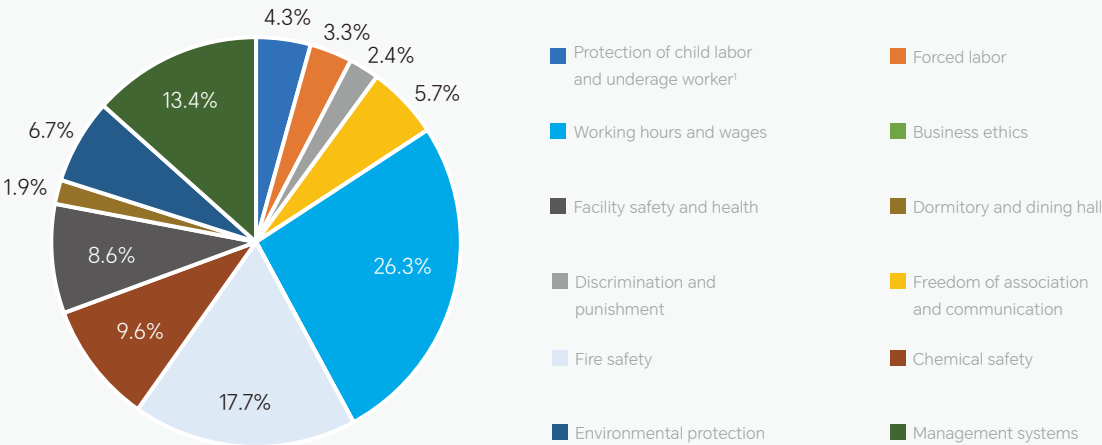
In 2024, we engaged a professional agency to conduct on-site CSR audits on our suppliers. The audit mainly covered supplier policies and procedures, labor and health and safety at production sites, and management of auxiliary facilities to assess the implementation of the HONOR Supplier Social Responsibility Code of Conduct. We require all auditors to have experience and qualifications in areas of labor rights, health and safety, environmental protection, management systems, and business ethics, ensuring that the audit is performed by professionals strictly in line with standards and generates reliable results.

The on-site CSR audit consists of document review, employee interviews, management interviews and facility walk-throughs. During the audit, we review documents related to labor rights, including labor contracts, attendance records, payroll records and employee manuals. We also interview management personnel to understand their CSR concept and management measures. In addition, for the important employee interviews, we check and verify all documents and records against responses from employees to ensure that their rights and interests are well protected. Moreover, the audit team inspects all the facilities on site and evaluates whether they are in good condition and meet the EHS requirements.

100%

From 2022 to 2024, Honor achieved 100% on-site audit coverage for key suppliers

Percentage of issues found in 2024 supplier on-site CSR audit



Data as of December 31, 2024

1. No child labor was employed in 2024.

Supplier empowerment

HONOR has established an on-site management mechanism for suppliers. We lead experts in drawing on quality management methods and tools to detect management weaknesses and identify potential problems, and discuss improvement plans with suppliers. We also develop targeted corrective and preventive measures with reference to excellent practices in the industry.

Seminar on interpretation of labor standards and regulations hosted by HONOR

In 2024, HONOR partnered with professional institutions and labor experts to organize an online seminar focused on interpreting labor standards and regulations, as well as effective worker management. The event brought together over 50 suppliers and more than 170 participants. Centered around the SA8000 social accountability standard, the seminar addressed key topics, including the evolution of labor laws, the management of child labor, student workers, underage workers, and dispatched workers, as well as best practices for internal auditing. The discussions aimed to raise suppliers' awareness of labor rights, and enhance their management capabilities and internal auditing techniques in this regard, ultimately fostering better labor management practices across the supply chain.

1,350

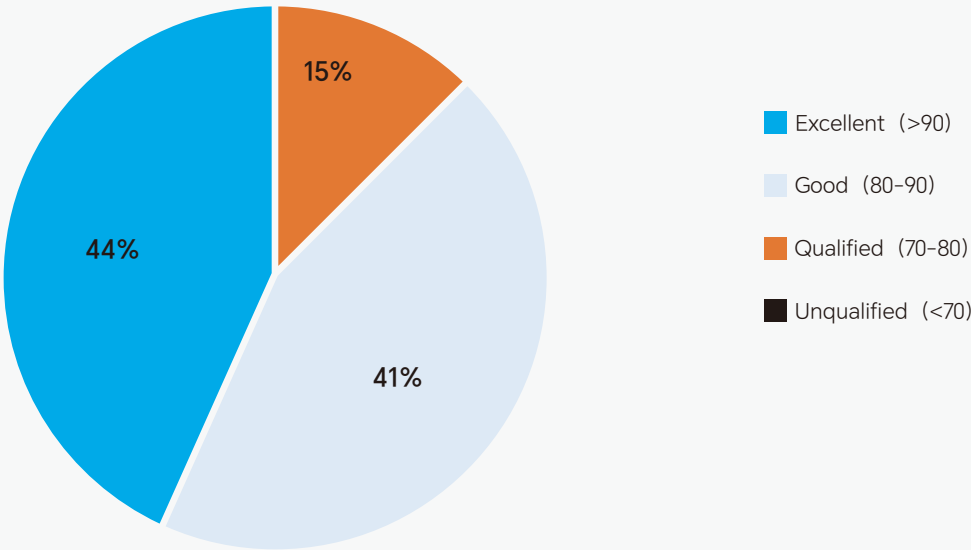
We provided empowerment training for over 1,350 supply chain employees in 2024



Supplier performance evaluation

HONOR annually assesses the CSR performance of suppliers, including CSR management status, on-site assessment results, and continuous improvement. The CSR performance of suppliers is divided into four grades, which are excellent, good, qualified, and unqualified. The performance assessment results are then integrated into HONOR's project selection, bidding, and supplier portfolio management. Suppliers that demonstrate superior performance are given precedence in receiving business collaboration opportunities. Conversely, suppliers whose performance falls short may see a reduction in their purchase shares or business collaboration chances, or we may even decide to cease our partnership with them. In 2024, 100% of suppliers were rated qualified or above, and the number of suppliers rated good increased by 23% over 2021.

Percentage of 2024 CSR performance evaluation results of key suppliers



Protect the legitimate rights of workers

HONOR pays great attention to protecting the legitimate rights of workers and prohibits the use of child labor, forced labor, and other forms of inhumane treatment. We have set CSR labor standards according to domestic and international standards, customer requirements and excellent industry practices, to effectively fulfill our labor protection obligations. Our aim is to enable everyone in the industry chain to work decently, thereby continuously improving the sustainable development in the supply chain. We actively engaged third-party authoritative auditors to evaluate our suppliers' labor right practices. The audit covered over 380 thousand entry-level employees, including full-time employees, dispatched workers and other factory staff. Over 1,207 employees were interviewed individually and in groups. As of the end of 2024, HONOR had no child labor or forced labor in any factory.

Year	2021	2022	2023	2024
Supply chain employees covered by on-site interviews (people)	/	/	450	1,207
Industry chain employees covered by the audit (people)	/	210,000	260,000	380,000

Strictly manage health and safety in the workplace

Highly concerned about health and safety in the workplace, HONOR upholds the concept of “safety and prevention first”, and implements the control method of “elimination, substitution, engineering control, management control, and personal protective equipment”. We also invite independent agencies to counsel suppliers to identify safety hazards by evaluation of current safety situation, current occupational disease hazards, fire safety, electrical safety inspection, fire safety detection and lightning protection detection, protecting workplace safety in an all-round way.

For high-risk scenarios in the industry, we regularly provide guidance and send reminders to suppliers. In January 2024, we sent “HONOR’s Reminder to Suppliers on Strengthening Safety Management for External Construction (Dangerous Operations)”. Suppliers are required to establish or improve the safety management system and practices for external construction and dangerous operations. Together with suppliers, we strive to reduce CSR risks in the supply chain, and set a new benchmark for smart terminal companies. Furthermore, to prevent the risk of lithium battery fires, we sent a fire risk warning letter to lithium battery suppliers. In this letter, we share and interpret the Safety Specification for Storing and Using of Lithium-ion Batteries in Production and Business Unit, and require suppliers to enhance the safety management of lithium batteries to reduce fire risks in factories. We also provide EHS training sessions for management personnel of suppliers. In 2024, our fire safety training covered over 220 participants from over 100 suppliers.

Build a green and sustainable supply chain

HONOR requires suppliers to strictly comply with laws and regulations related to environmental protection, obtain emission permits and other necessary environmental permits, and optimize processes and maintain environmental facilities when necessary, to ensure that pollutants meet the emission standards. Suppliers are encouraged to supervise the environmental status of upstream factories in the supply chain, ensuring that processes with high environmental risks, such as electroplating, painting, and etching, are operated with compliance. In 2024, HONOR was awarded “Green Supply Chain Management Enterprise” by the Ministry of Industry and Information Technology.

We strengthen the GHG emissions management among suppliers. In 2024, we collected GHG emissions data from suppliers and required them to outline GHG reduction measures. This act aims to drive suppliers in achieving emission reduction and sustainable supply chain. During the year, over 110 suppliers completed the GHG data inventory.

I HONOR Supplier GHG Management Forum

To further advance the development of a green supply chain and enhance corporate responsibility in environmental protection, we hosted the “HONOR Supplier GHG Management Forum”. The forum introduced HONOR’s supply chain CSR and carbon management requirements to suppliers. It also included discussions on both domestic and international GHG regulations, as well as related global initiatives, enabling suppliers to explore sustainable supply chain strategies.

During the forum, HONOR communicated with over 200 suppliers on carbon reduction efforts, sharing methods for setting GHG reduction targets, key reduction methods, technologies, and best industry practices. We encouraged suppliers to conduct carbon inventory projects and helped over 500 carbon management personnel gain a better understanding of HONOR’s carbon reduction goals while enhancing their own expertise.



Improve environmental performance with suppliers

In making efforts towards our carbon reduction targets, we initiated a project of carbon inventory case studies for industry leading suppliers in 2024. Through this project, we encourage key suppliers to improve their environmental performance, and build energy-saving facilities such as photovoltaic power stations to contribute to sustainable development. During the Reporting Period, over 110 suppliers completed the GHG data inventory.

HONOR continuously promotes suppliers to manage carbon emissions. In 2024, BOE, one of our suppliers, joined the SBTi and actively built the “corporate clean energy system”. Our “distributed rooftop photovoltaic systems for main buildings” initiative has achieved significant carbon reduction. As of the end of 2024, the total installed capacity had reached 181.78 MW, with power generation of 166 million kWh and carbon reduction of approximately 92 thousand tonnes for the year. Another supplier, Goertek, has also established an energy management framework and a professional energy management team. Goertek has obtained ISO50001 certification, ISO14064 GHG verification statement, and green factory certification.

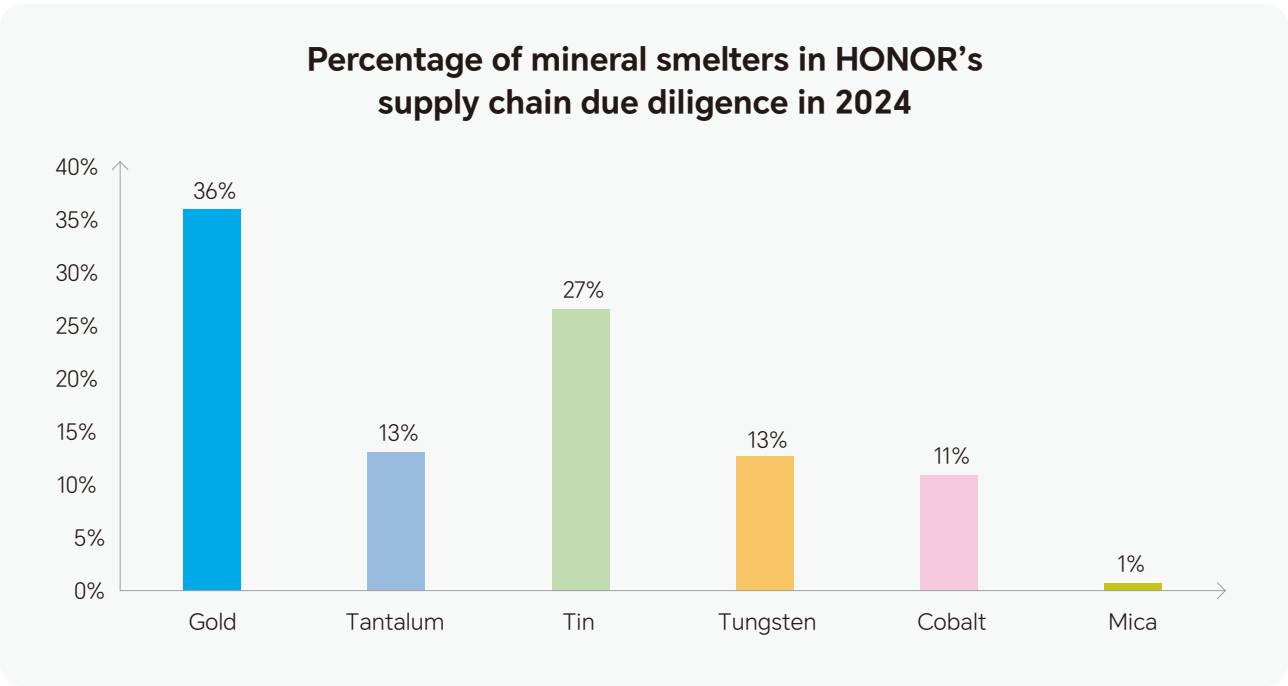


△ Distributed rooftop photovoltaic systems at BOE

Responsible raw material management

In accordance with domestic and international regulations and industry best practices, HONOR has formulated the Statement on Responsible Mineral Supply Chain Due Diligence Management. We responsibly purchase metal minerals used in our products, such as tin, tantalum, tungsten, gold, cobalt and mica. We strictly investigate the smelters and actively share the results of our responsible mineral management with customers and other stakeholders, aiming to encourage the whole industrial chain to fulfill corporate social responsibilities. With reference to the Due Diligence Guidelines for Responsible Supply Chains of Minerals of the Organization for Economic Cooperation and Development (OECD), HONOR has established and continuously improved the supply chain responsible mineral management system. We require suppliers to conduct source tracing and due diligence for the minerals used in their purchased products to ensure that their sources comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework. In addition, we conduct supply chain mineral due diligence annually, covering 100% of production suppliers, 542 smelters and refineries in 2024.

Year	2021	2022	2023	2024
Number of smelters/refiners covered by mineral surveys	/	/	329	542 (including 3TG, cobalt and mica)



Responsible Governance

SDGs in this chapter:



Responsible Governance

Highlights 🏆

28,600

Over 28,600 patents applied worldwide

14,000

Over 14,000 patents were granted worldwide

112

112 compliance training sessions

Compliance management is the cornerstone of business operations. We strictly observe the laws and regulations in the places where we operate, following the basic principle of comprehensive coverage, objectivity and independence, clear accountability and enhanced security. We continuously consolidate the compliance management system construction and conduct business activities in a responsible manner. With these efforts, we strive to ensure sound operations in the long term.

Compliance management system construction

To achieve efficient compliance management, HONOR has established a top-down compliance management structure covering key business areas and regions. The Board of Directors is responsible for regularly reviewing and overseeing the Company's overall compliance management. The CEO, as authorized by the Board of Directors, is responsible for establishing the Compliance Committee and appointed the Chief Compliance Officer and members of the committee. The CEO regularly reviews the Compliance Committee's report on the work progress. The Compliance Committee is responsible for formulating compliance management strategy and operating mechanism, serving as the decision-making body for daily compliance management and being accountable for the outcomes of the Company's efforts. The Chief Compliance Officer, acting as the director of the Committee, is responsible for leading the daily management work of the Committee and guiding relevant departments. The compliance management members, consisting of the Departments of Compliance and Legal Affairs, Privacy Protection and Compliance, as well as the compliance officers of businesses on both local and global levels, jointly support the development and operation of the Company's compliance system, and fulfill the responsibility of daily compliance management implementation.

HONOR Three-line defense of compliance



To respond to the national compliance requirements and improve work efficiency, HONOR has established a professional digital compliance management mechanism and developed a corresponding compliance management platform (CMP) as a carrier system. By integrating the key compliance control measures in the current processes and business, the Company efficiently facilitates online, visualized, and systematic operation of compliance management work, effectively controlling and preventing compliance risks.

Best practices of HONOR compliance management

Based on all applicable laws and regulations, commitments, and business scenarios involved, HONOR conducts a wide range of compliance practices in such areas as trade compliance, business secrets protection, privacy protection, anti-bribery, financial compliance, competition law, cybersecurity, and employment. We provide a reporting email bcgcomplain@honor.com for all employees and partners. The Ethics Compliance Committee is responsible for tracking report progress. The reporters' information is strictly protected. Any employee who retaliates against reporters will be disciplined, and those with severe circumstances will be dismissed. In 2024, HONOR received no compliance reports or complaints.

Trade compliance

HONOR strictly abides by the applicable laws and regulations of the United Nations, China, the United States, the European Union, etc. We have established a comprehensive trade compliance management system to better fulfill our obligations and responsibilities related to export control, fostering an honest and responsible corporate image worldwide and creating a mutually beneficial and trusting commercial ecosystem with our partners.

HONOR integrates trade compliance into its daily operations and sets up management requirements in each business sector to conduct business in compliance with laws and regulations. We support our management team and departments such as procurement, sales, R&D, supply chain in identifying trade compliance risks. Through the establishment of a trade compliance screening system, creation of export control assessment mechanisms, and provision of compliance empowerment and training, along with regular compliance inspections, we effectively institute a trade compliance control mechanism, guaranteeing strict adherence to trade compliance management standards.

Anti-bribery and anti-corruption

HONOR reinforces its integrity compliance system by adopting a "zero tolerance" policy towards any form of commercial bribery and corruption.

Based on the anti-corruption and anti-bribery laws of each country, we have formulated and revised the Compliance Regulations on Anti-Bribery and the Anti-Corruption Requirements for Partners. These policies clearly define the Company's general principles, management mechanisms, and expense standards for gift receiving, social interactions, and external donations to effectively prevent the Company's commercial bribery behavior. In 2024, we provided 13 training sessions on anti-bribery and anti-corruption in key business areas to raise employees' awareness of anti-corruption. In addition, with anti-bribery compliance requirements incorporated into employee behavior management standards, we organized compliance training for all employees, covering more than 13,600 employees and representing a coverage rate of 100%.

Business secrets protection

Respecting and protecting the business secrets of others is a fundamental business principle at HONOR. To standardize the rules for business secrets protection and discipline employees' behaviors, we have established a compliance management mechanism and formulated and revised the Regulations on Respecting and Protecting the Business Secrets of Others and the Requirements for Compliance with Business Secrets in Personnel Recruitment in accordance with the national laws and regulations in this regard, taking into account our own business operations. Additionally, we conduct compliance reviews regularly on business secrets protection, covering personnel recruitment, sample management, technical cooperation, etc., to ensure our secrets protection regulations can be put into practice.

Competition compliance

HONOR stands against any exclusions, restrictions of competition, and unfair competition, and believes that free competition helps us improve efficiency and the ability to innovate and deliver better products and services. We promise to follow the principles of voluntariness, fairness and honesty in business activities. For this purpose, HONOR has formulated the Compliance Regulations on Competition Law which restricts employees from engaging in price control, commercial defamation and other behaviors that undermine market competition. We also provide customized and business-based compliance training for employees in key positions in an attempt to build a fair, transparent, proactive, and dynamic ecosystem in the industry.

Financial sanctions & anti-money laundering / Anti-terrorist financing

HONOR complies with all applicable regulations and laws on financial sanctions, anti-money laundering, and anti-terrorist financing as well as resolutions of international organizations. We prohibit any violations by the Company or employees in this regard. To intercept any risks of financial sanctions and money laundering and ensure compliant transaction, we tightly control partner access and carefully review transaction operations throughout every key aspect of business cooperation. The Administrative Regulations on Financial Compliance is a guiding document directing HONOR to combat financial sanctions, money laundering and terrorist financing. It clarifies the Company's zero tolerance attitude in this regard and requires each business unit to take part in identifying and assessing related risks and implementing control measures in sales, procurement, finance, and supply chain, so as to control any potential risks before, during, and after business cooperation from the dimensions of country/region, cooperation subject and capital arrangement.

Cybersecurity

HONOR strictly abides by applicable national and regional laws, regulations, standards, and norms on cybersecurity. With our complete secure development process, norms and tool chains, we conduct threat analysis, security design, security coding, and security testing during the entire process to ensure product safety and quality. In addition, HONOR has also established an end-to-end bug management process that follows the principles of comprehensiveness, accuracy and timeliness to proactively collect, handle, fix and disclose bugs to ensure user safety.

Labor employment

HONOR has always been aiming to recruit and cultivate outstanding talents, upholding the inclusive, equal and respectful recruitment principles, and incorporating anti-discrimination, anti-harassment and anti-forced labor into the HONOR Code of Conduct. We ensure equal pay for equal work, protect the rights and interests of female employees, and encourage women to give full play to their expertise and specialties in key positions. For employees with physical disabilities, we provide a barrier-free office environment for them and assist in applying for allowances to make their lives more convenient.

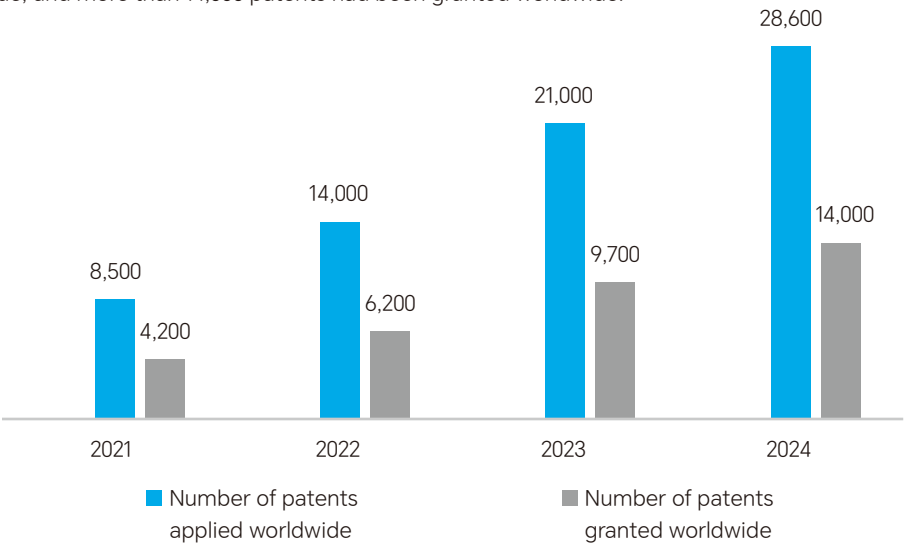
Intellectual property

Effective protection and reserve of intellectual property is the foundation of HONOR’ s contribution to the healthy development of the global smart terminal industry. We have established a sound intellectual property management system and integrated intellectual property management into the entire process of R&D, production and operation. We have set up a comprehensive training system to help employees and partners better understand and protect intellectual property. This initiative enhances the protection capability in the industrial chain and effectively preserves innovative results. In 2024, the Intellectual Property Department conducted nearly 100 training sessions, such as new employee training, competency promotion training, and R&D empowerment training. These activities aim to improve employees’ professional skills. Two training sessions attended by more than 10 suppliers were also held, in an effort to drive co-development with suppliers.

Awards and recognitions

- 2023 Excellence Award of the 24th Chinese Outstanding Patented Invention
- 2023 10th Guangdong Patent Excellence Award
- 2022 and 2023 Shenzhen Science and Technology Patent Award
- Approved as a “National Intellectual Property Advantage Enterprise” in November 2023
- 2024 Excellence Award of the 25th Chinese Outstanding Patented Invention

HONOR consistently invests in R&D and cutting-edge technologies. We pioneer a number of innovative technologies in the industry, and actively establish and optimize patent portfolios. This aims to bring innovative smart devices to global consumers and create a new world of intelligence for everyone. The monthly average number of new patent applications by HONOR in China is more than 300, of which invention patents account for more than 90%. As of 2024, we had applied more than 28,600 patents worldwide, and more than 14,000 patents had been granted worldwide.



5G patent cross-licensing agreement between HONOR and Nokia

HONOR signed a new patent cross-licensing agreement with Nokia in 2024. The content covers the fundamental inventions in 5G and other cellular technologies. This demonstrates HONOR’ s determination, as a holder and enforcer of the essential patents for 5G standards, to create an intellectual property operating environment conducive to consumer well-being.

Compliance capability building

HONOR attaches importance to the cultivation of professional talents in compliance. Following the legal, honest, and ethical business principles, we continue to invest resources and organize employee training and massive campaigns to promote compliance culture.

Employee training

In 2024, HONOR conducted diversified and multi-level compliance training programs for all employees

Compliance training for new employees

HONOR has provided 43-hour new employee orientation (NEO) training, focusing on compliance case studies to help enhance new employees' awareness and improve their ability to identify compliance risks.

Training for compliance practitioners

To enhance the professionalism of compliance practitioners, the Company adopts both online and offline approaches for their certification training. In 2024, 78 employees passed the compliance certification and obtained relevant certificates, and 165 compliance practitioners participated in exchanges with external experts to learn industry best practices.

Compliance training for management team

We also emphasize the training for management personnel who shoulder the responsibilities as role models at HONOR. In 2024, we conducted 16 sessions of compliance training for them to underline the importance of compliance.

Compliance training for all employees

To raise employees' awareness of compliance, HONOR regularly conducts online compliance training and testing for all employees on an annual basis. This helps employees to better understand compliance standards, baselines and relevant management requirements.

In 2024, more than 13,600 employees received the compliance training and took relevant tests.

Compliance culture promotion

We continue to improve the company-wide compliance awareness and the ability to identify risk scenarios. We also conduct compliance publicity activities through internal platform and media channels such as official account to create a compliance learning atmosphere. In 2024, we optimized the structural design of the compliance knowledge map and online compliance knowledge community, and conducted 20 compliance publicity activities for employees through the HONOR official account.

Looking Forward

Looking back to 2024, HONOR fulfilled its responsibility as a corporate citizen. Putting stakeholders' concerns at our heart, we achieved notable progress in seven strategic areas, including environmental protection, technology for good, youth empowerment, employee development and harmony industry development. Looking forward to 2025, HONOR will continue to practice the concept of sustainable development and firmly advance technological innovation, thus bringing our products and services to more people. Together, we will create a new intelligent world for everyone.

We will make unremitting efforts in environmental protection, actively respond to climate change and empower the low-carbon transformation in the industry with technologies. Meanwhile, following a lifecycle management approach, we will try to minimize the environmental impacts from the whole process of product design, manufacturing, operations, sales and recycling.

Adhering to the concept of "Your Privacy, Our Priority", we will keep strengthening the privacy protection of our customers and partners. Protecting user privacy is the most basic prerequisite for HONOR to provide products and services. We will optimize the privacy protection process with innovative technologies, and build a strong "firewall" for information security and privacy protection.

HONOR always upholds the concept of "technology for good" and "customer focus". We will build platform-level AI, provide assistive technology tools for people with disabilities, and empower diversified application scenarios. Determined to bridge the digital divide, we offer products and services with human touch, and help users embrace healthy living scenarios through technologies.

Sticking to the philosophy of "youth empowerment", HONOR seeks young talents in different fields through more activities under the HONOR Talents Program. We provide multi-dimensional support and incentives for youth development to fulfill the dreams of more creative young people. Furthermore, we will steadily promote industry-academia-research cooperation, industry exchanges and other activities, harnessing the power of technology to advance education and create a more imaginative and inclusive future.

Pursuing the core values of "customer focus, hard work and dedication", we place constant focus on employee development and talent introduction, and enrich the form of employee incentives. We are dedicated to establishing a platform for all HONOR partners to showcase talents and chase dreams, and listen to the voices of employees. Through these efforts, we strive to enhance employees' sense of fulfillment, happiness, and belonging.

We will further expand supply chain cooperation by strengthening mutual assistance between us and partners, conducting supplier certification and evaluation, and closely monitoring the employee rights protection of suppliers. Meanwhile, we continue to source raw materials responsibly and work with upstream and downstream partners to build a sustainable supply chain.



Appendix



About the Report

Overview

This report is the third Environmental, Social, and Governance (ESG) report released by Honor Device Co., Ltd. since its independence. It provides an update on HONOR's ESG goals, actions, achievements, and future plans in 2024, keeping all stakeholders informed about the Company's sustainability progress and enhancing public understanding of HONOR.

Scope and Boundaries

Unless otherwise stated, this report covers the business scope of Honor Device Co., Ltd. and all its subsidiaries.

Reporting References

This report has been prepared in accordance with principles of reliability, transparency, and objectivity. It references the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the ISO 26000 Social Responsibility Standard issued by the International Organization for Standardization (ISO), the United Nations Sustainable Development Goals (UN SDGs), and the Ten Principles of the UN Global Compact.

Terminology

For readability and clarity, "the Company" and "we" in this report refer to Honor Device Co., Ltd.

Accessing and Responding to the Report

The electronic version of this report is available at: <https://www.honor.com/cn/honor-esg/policy-business-reporting/>. If printing is required, we recommend using recycled paper and environmentally friendly ink.

Awards and Accreditations

Award	Awarding institution
2024 FORTUNE China ESG Influence List	FORTUNE CHINA
2024 Sustainable Brand Model List "Responsible Product Award"	Huxiu (Tech Media)
Accessibility Champion Excellence Case	China Times
2024 Responsibility Practice Excellence Case	The Paper (Pengpai News)
2024 New Growth Annual List	Harvard Business Review (Chinese Edition)
China Consumer Market Green & Low-Carbon Sustainable Trend Survey "Top 10 Annual Cases"	National Business Daily Shanghai Consumer Council
2024 CCF Technology for Public Good Case Collection	China Computer Federation (CCF)
Zero-Carbon Future · ESG Innovation Practice Ranking	WallStreetCN
2024 Responsible Brand Award	China Newsweek
Outstanding Accessible Information Case – Impact Award	Accessibility Research Association, China Silver Industry Association, ifeng.com, Fengchepingce
100 Landmark Demonstration Projects for the 1st Anniversary of the Accessibility Environment Construction Law	Accessibility Development Think Tank
China ESG 50 Most Notable List	BloombergNEF Green Finance
"Golden Key" Outstanding Solution Award (Green Factory)	Sustainable Economy Magazine
"Golden Key" Excellence Solution (Oasis Eye Care)	Sustainable Economy Magazine
Outstanding Contribution to the UK Award Finalist	British Chamber of Commerce Shanghai
"20 Years, 20 Best" Corporate Sustainability Case Report (Tech for Good)	UN Global Compact
Tech for Disability Support Excellence Case	China Academy of Information and Communications Technology (CAICT)
Sustainability and Responsible Leadership Awards Finalist (Tech For Good Project)	American Chamber of Commerce in Shanghai

Awards and Accreditations

Award	Awarding institution
2024 Golden Responsibility Award – Best CSR Practice (Tech for Good)	Sina Finance
Golden E Eye Care Award – Recommended Mobile Eye Protection Product (Honor 200 Pro)	Ruiwu Review Lab & ZOL (Zhongguancun Online)
People's Daily CSR Forum – Corporate Action Case	People's Daily People.cn
World Internet Conference Outstanding Contribution Award (Innovation & Breakthrough)	World Internet Conference
3rd Batch Healthy Enterprise Construction Excellence Case (Intelligent Manufacturing)	National Health Commission (NHC)
National Green Supply Chain Management Enterprise	Ministry of Industry and Information Technology (MIIT)
Guangdong Provincial Safety Production Standardization Level 2 Certification (Intelligent Manufacturing)	Guangdong Provincial Emergency Management Department
Shenzhen Eco-Environmental Supervision Positive List Enterprise (Intelligent Manufacturing)	Shenzhen Ecological Environment Bureau
Zero Waste to Landfill Management System 2-Star Certification (Intelligent Manufacturing)	TÜV Rheinland
25th China Patent Excellence Award	China National Intellectual Property Administration (CNIPA)
CCIA Data Security & Personal Information Protection 3-Star Social Responsibility Award (System Level)	Data Security Working Committee, China Cybersecurity Industry Alliance (CCIA)
Online Protection Software Certification for Minors	CAICT Telecommunication Terminal Testing Lab jointly by Telecommunication Certification Center of Telecommunication Terminal Industry Association
Most Investment-Worthy Award in China Cybersecurity Innovation Contest	Teaching Steering Committee of Cybersecurity, Ministry of Education China Cybersecurity Industry Alliance (CCIA)
ISO/IEC 42001 Certification	DNV
AI Innovation Application Best Practice Cases (2024)	China Cyberspace Security Association (CCSSA)
MostIn Global Talent Attraction Employer 2024	Beijing Lingyin Information Technology Co., Ltd. (LinkedIn China)
2024 Tech Talent Spotlight Employer of the Year	Beijing Taoyou Tianxia Technology Development Co., Ltd. (Maimai)
2024 Most Desirable Employer of the Year	Beijing Taoyou Tianxia Technology Development Co., Ltd. (Maimai)

Awards and Accreditations

Award	Awarding institution
2024 NFuture Most Preferred Campus Recruitment Employer by Tech Talents	Beijing Niuke Technology Co., Ltd. (NowCoder)
2024 Digital-Intelligence Recruitment Innovation Award	Shanghai Dayee Cloud Computing Co., Ltd. (Dayee)
2024 Top Employer in Intelligent Innovation	Beijing Lagou Network Technology Co., Ltd. (Lagou)
2024 Most Beloved Employer of the Year	Chengdu Mengxiang Technology Co., Ltd. (Shixiseng)

ESG Key Data

Indicator	Unit	2021	2022	2023	2024
Gas consumption during the Reporting Period	m ³	179,109.88	546,341.52	369,633.02	404,633.04
Electricity consumption during the Reporting Period	kWh	53,463,958.24	105,558,064.71	129,311,656.50	142,917,975.24
Clean energy consumption during the Reporting Period	kWh	/	/	10,117,445	17,735,368
Water consumption during the Reporting Period	m ³	/	/	488,078.94	568,095.09
Refrigerant leakage during the Reporting Period	kg	1,004.93	1,567	31,121.22	2,855.87
Greenhouse gas (GHG) emissions during the Reporting Period(Scope 1)	tCO ₂ e	2,217.51	3,921.95	4,493.88	6,129.22
Greenhouse gas (GHG) emissions during the Reporting Period (Scope 2)	tCO ₂ e	37,994.74	64,116.06	76,934.08	75,651.76
Greenhouse gas(GHG) emissions during the Reporting Period (Scope 3)	tCO ₂ e	126,213.44	2,453,614.30	3,563,551.15	6,499,144.97
Total recycled and bio-based materials used in products	Tonne	/	/	/	310
Weight of harmful chemicals removed	Tonne	/	3,861	4,440	5,096
Weight of electronic waste recycled	Tonne	/	1,785	2,185	2,439
Number of products certified through environmental product certification (e.g. CQC)	Number	/	104	128	150
Total number of substantiated complaints concerning breaches of customer privacy during the Reporting Period	Case(s)	0	0	0	0
Total number of confirmed incidents of leakage, theft, or loss of customer data	Case(s)	0	0	0	0
Personal Information Protection: Number of Responses to Data Subject Requests	Number	/	/	12,000	42,000
Total Person-Time for Privacy Security Training	Person-time	7,000	8,500	12,000	14,000
Passing rate for the company-wide privacy protection exam	%	100%	100%	100%	100%
Number of elderly-friendly projects implemented	Item(s)	/	17	26	26
Annual beneficiaries of ScreenReader	Item(s)	/	2,900,000	3,400,000	3,800,000

Indicator	Unit	2021	2022	2023	2024
Annual beneficiaries of Color Correction	Person(s)	/	/	590,000	1,050,000
Annual beneficiaries of AI Subtitles	Person(s)	/	7000,000	800,000	1,200,000
Annual beneficiaries of Call Subtitles	Person(s)	Function not available yet	Function not available yet	140,000	190,000
Annual beneficiaries of Magnification Gesture	Person(s)	/	140,000	470,000	770,000
Annual beneficiaries of Magic Text service	Person(s)	/	4,000,000	14,900,000	22,000,000
Number of face-to-face communication involving individuals with disabilities	Person(s)	/	/	520	1,000
Cumulative number of submissions for the HONOR Talents Global Design	Number	/	13,000	25,000	34,000
Number of countries covered by the HONOR Talents Global Design	Number	/	40	40	43
Number of universities participating in the HONOR Tech Innovation Awards	Number	/	800	150	/
Number of students participating in the HONOR Tech Innovation Awards	Number	/	7,500	5,300	/
Number of submissions for the HONOR Magic Moments in China	Number	210,000	230,000	370,000	47,1116
Number of submissions for the HONOR Magic Moments outside China	Number	0	70,000	140,000	106,845
Number of employees by gender	Male		/	10,306	11,134
	Female	/	/	3,495	3,841
Number of employees by region	China(including Hong Kong, Macao and Taiwan)	/	/	13,255	14,304
	Outside China	/	/	546	671
Number of employees by age group	30 years old and below	/	/	5,912	5,778
	31 to 50 years old	/	/	7,808	9,128
	Over 50 years old	/	/	81	69
Number of workers directly controlled by the Company but not employed	Onshore cooperative personnel	/	/	11,210	11,850
	Offshore cooperative personnel	/	/	11,753	14,161
	Intern	/	/	246	412
Number of ethnic minority employees	Person(s)	/	/	345	400

Indicator	Unit	2021	2022	2023	2024
Number of people empowered by HONOR Academy	Person-time	/	160,000	1,170,000	1,550,000
Average training hours per employee	Hour(s)	24.2	28	51	52
Percentage of employees assessed for performance and career development, categorized by gender	Male	/	/	74.7%	74.4%
	Female	/	/	25.3%	25.6%
Incidents of child labor occurred during	Case(s)	0	0	0	0
Involuntary labor incidents occurred during the Reporting Period	Case(s)	0	0	0	0
Number of discrimination incidents during the Reporting Period	Case(s)	0	0	0	0
Number of amateur activity associations organized by employees	Number	/	30	30	30
Annual employee participation in recreational activities	Person-time	/	15,000	30,000	25,000
Number of fatalities due to work injury	Person(s)	0	0	0	0
Number of lost days due to work injury	Day(s)	/	0	0	0
Number of severe work injuries	Person-time	/	0	0	0
Number of recorded work injuries	Person-time	/	0	1	0
Rate of recorded work-related injuries (in 1,000,000 working hours)	/	/	/	0.035	0
Working hours	Hour(s)	/	/	28,305,024	29,950,000
Training for EHS full-time and part-time personnel	Person-time	/	800	1,580	496
Coverage rate of basic EHS training	%	/	100%	100%	100%
Percentage of members of the Board of Directors by gender	Male	/	/	85.7%	85.7%
	Female	/	/	14.3%	14.3%
Percentage of members of the Board of Directors by age group	30 years old and below	/	/	0%	0%
	31-50 years old	/	/	28.6%	28.6%
	Over 50 years old	/	/	71.4%	71.4%
Percentage of members of the Board of Directors by ethnic minorities	%	/	/	14.3%	14.3%

Indicator	Unit	2021	2022	2023	2024
Percentage of members of the Board of Director participated in anti-corruption training	%	/	/	/	100%
Total number of production suppliers exceeds	Number	/	/	300	300
Cumulative number of CSR on-site audits	Time(s)	/	/	160+	200+
Cumulative number of issues identified during CSR on-site audits	Number	/	/	379	241
Proportion of high-risk issues identified	%	/	/	0	0
Proportion of medium-risk issues identified	%	/	/	78%	79%
Proportion of low-risk issues identified during	%	/	/	22%	21%
Closure rate of issues identified during CSR on-site audits	%	/	/	100%	100%
Number of supply chain workers empowered	Person(s)	/	/	450	1,200
Number of smelters/refiners covered by mineral surveys	Number	/	/	329	542
Number of suppliers covered by carbon inventory projects	Number	/	50	144	110
Cumulative audit rate of sustainable development	%	/	/	80%	100%
The cumulative number of industry chain employees covered by the on-site assessment exceeds	Person(s)	/	210,000	260,000	380,000
Cumulative number of global patent applications	Number	8,500	14,000	21,000	28,600
Cumulative number of patents granted worldwide	Number	4,200	6,200	9,700	14,000

1. /" in the table indicates that the data has not been collected

2. Total clean energy consumption = purchased green electricity + solar power generated from the Honor Intelligent Manufacturing Park

3. Work-related injury data only includes occupational injuries directly linked to job tasks; data sources are based on social security work-related injury certification results.

GHG Emission Data

Statement

Inventory Standard

ISO 14064-1:2018

Statement Registr. No.

17 164 2432504

Report No.

17 164 2432504

Statement Holder:

Honor Device Co., Ltd.
Floor 6-34, Unit A, Building 6, Shum Yip Sky Park, No. 8089, Hongli West Road, Xiangmihu Street, Futian District, Shenzhen, 518040 Guangdong, P. R. China

Verification Site:

including the locations according to annex

Verification Method:

Verification Body: TÜV Rheinland (China) Ltd.
- Process: Document review, interview, site visit and recalculation
- Verification Standard: ISO 14064-1:2018, ISO 14064-3:2019

Verification Scope:

Based on the information we have received and evaluated that:
- Programme: Voluntary GHG scheme
- Organizational Boundary: Operational Control
- Level of Assurance: Reasonable
- Materiality: 5%
- Global warming potential (GWP): IPCC 2021
- Base year: 2024 (2024.01.01~2024.12.31)
- Inventory year: 2024 (2024.01.01~2024.12.31)
- The total carbon emission is 6580925.94 tonnes CO2 equivalent (tCO2e)
 - Category 1 Direct emission is 6129.22 tCO2e
 - Category 2 Indirect imported energy emission is 75651.76 tCO2e
 - Category 3 Indirect transportation emission is 234419.40 tCO2e
 - Category 4 Indirect products used by organization emission is 5385584.29 tCO2e
 - Category 5 Indirect associated with the use of products from the organization emission is 879141.29 tCO2e
 - Category 6 Indirect transportation emission is unquantified.
- Data and information
 - Historical in nature: Category 1 / 2
 - Historical in nature with scenario models: Category 3 / 4
- The electricity emission factors of China comes from the "2022 National Regional Factors" released by the Ministry of Environmental Protection and the National Bureau of Statistics. The Hong Kong electronic factor is quoted from the CLP report, and local published factors are used in the UK, France, the US, Japan, Thailand, etc. The rest of the overseas factors mainly come from the IEA (2023) electricity factor

Validity:

GHG statements are the responsibility of the responsible party. This statement only reviewed the emissions data of inventory year, this statement is not for the management systems certification.

Issue Date:






2025-03-24






TÜV Rheinland (China) Ltd.
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This verification and validation is based on the information made available to TÜV Rheinland and the engagement conditions detailed above. Therefore, TÜV Rheinland cannot guarantee the accuracy or correctness of this information. TÜV Rheinland cannot be held liable by any party relying or acting upon this verification and validation.

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Contribute to UN Sustainable Development Goals

SDGs	Chapters	Our Contributions and Achievements
 <p>Goal 1 No Poverty</p>	Employee Development	<ul style="list-style-type: none"> Created over 2,400 new job opportunities throughout the year across more than 10 fields, including product technology, marketing, and others; Optimized our incentive policies to ensure rewards are directly tied to contributions, while providing industry-competitive compensation and comprehensive benefit packages.
 <p>Goal 3 Good Health and Well-being</p>	Tech for Good Employee Development Harmony Industry Development	<ul style="list-style-type: none"> Developed multiple products with health monitoring functions to help users quickly and conveniently understand their health status and promptly initiate health management; Collaborating with top-tier hospitals, we established model health service management centers to provide comprehensive and effective health coverage for employees; Conducted on-site audits and empowerment training periodically, prioritizing occupational health and safety of supplier partners.
 <p>Goal 4 Quality Education</p>	Youth Empowerment Employee Development	<ul style="list-style-type: none"> Refined the "Five-Star Program" training system, empowering employee growth through a combination of general competencies, role-specific skills, and business practice; Hosted series of competitions such as HONOR Talents to explore the potential of youth and empower their growth.
 <p>Goal 5 Gender Equality</p>	Employee Development	<ul style="list-style-type: none"> Eliminated gender-based unequal treatment and resolutely protected the legitimate rights and interests of every employee; Encouraged female employees to leverage their professional expertise and strengths, actively supporting their career development.
 <p>Goal 6 Clean Water and Sanitation</p>	Environmental Protection	<ul style="list-style-type: none"> Advocated green operations and water conservation for employees; Strictly controlled sewage treatment and discharge to ensure sewage is discharged in a suitable manner.

SDGs	Chapters	Our Contributions and Achievements
 <p>Goal 7 Affordable and Clean Energy</p>	Environmental Protection	<ul style="list-style-type: none"> ● The clean energy share in total energy consumption reached 13%; ● Promoted the clean energy transition of our fleet, achieving a 73% electric bus share in national commuter shuttles by 2024.
 <p>Goal 8 Decent Work and Economic Growth</p>	Youth Empowerment Employee Development Harmony Industry Development	<ul style="list-style-type: none"> ● Provided diverse internship opportunities for outstanding young people in various fields; ● Improved the supplier code of conduct in order to create a responsible supply chain.
 <p>Goal 9 Industry, Innovation, and Infrastructure</p>	Environmental Protection Privacy and Security Tech For Good Harmony Industry Development	<ul style="list-style-type: none"> ● Introduced the third-generation Qinghai Lake battery, opening new avenues for green industrial development technology; ● Drove collaborative development of the industry chain through product innovation.
 <p>Goal 10 Reduced Inequality</p>	Tech For Good Employee Development	<ul style="list-style-type: none"> ● Set up an accessibility task force, independently developed and introduced a variety of accessibility and elderly-friendly features; ● Established diverse communication channels for employees and improved employee complaint handling procedure to create an equal and inclusive workplace environment.
 <p>Goal 11 Sustainable Cities and Communities</p>	Environmental Protection Harmony Industry Development	<ul style="list-style-type: none"> ● Promoted low-carbon transportation by optimizing transportation routes to reduce greenhouse gas emissions; ● Implemented green operations management measures in stores, vigorously promoting paperless office practices and energy-efficient lighting; ● Chose eco-friendly buildings as office locations to enhance energy efficiency; ● Actively cooperated with industry chain partners to promote coordinated development.

SDGs	Chapters	Our Contributions and Achievements
 <p>Goal 12 Responsible Consumption and Production</p>	Environmental Protection	<ul style="list-style-type: none"> Promoted plastic-free initiatives for green packaging and implemented biodegradable eco-friendly materials; Optimized packaging size while promoting biodegradable green packaging materials; Developed green products and optimized manufacturing processes to incorporate eco-friendly materials, continuously enhancing product durability, energy efficiency, repairability, recyclability, and other attributes; HONOR intelligent manufacturing factory adopted advanced automation technology and equipment to achieve efficient and green production.
 <p>Goal 13 Climate Action</p>	Environmental Protection Harmony Industry Development	<ul style="list-style-type: none"> Committed to achieving carbon neutrality in operations by 2040 and across the entire value chain by 2050, and contributed to climate action through four action pillars; Established a green-sustainable finance framework, partnered with banks for sustainable loans, and actively practiced green finance; Hosted supplier GHG management forums to collaborate with suppliers in building a green supply chain.
 <p>Goal 16 Peace, Justice, and Strong Institutions</p>	Privacy and Security Employee Development Harmony Industry Development Responsible Governance	<ul style="list-style-type: none"> Continuously improved a privacy protection system to safeguard data for users and partners; Established a complete compliance system to ensure that the Company complies with the laws and regulations of the countries and regions in which it operates.
 <p>Goal 17 Partnerships for the Goals</p>	Privacy and Security Tech for good Youth empowerment Harmony Industry Development Responsible Governance	<ul style="list-style-type: none"> Assisted industry and regulatory agencies in formulating standards to contribute to the healthy development of the industry; Cooperated with multiple institutions to empower young employees and designers; Joined a variety of sustainability associations and initiatives and worked with partners to promote fair cooperation.

Port Metrics Index

GRI Standard		Chapter in this report	
Category	Disclosure#	Disclosure items	
GRI 2: The organization and its reporting practices 2021	GRI 2-1	Organizational details	About HONOR
	GRI 2-2	Entities included in the organization's sustainability reporting	About this Report
	GRI 2-3	Reporting period, frequency and contact point	About this Report
	GRI 2-4	Restatements of information	About this Report
GRI 2: Activities and workers 2021	GRI 2-6	Activities, value chain and other business relationships	About HONOR
	GRI 2-7	Employees	ESG Key Performance Indicators
	GRI 2-8	Workers who are not employees	ESG Key Performance Indicators
GRI 2: Governance 2021	GRI 2-9	Governance structure and composition	ESG Governance
	GRI 2-10	Nomination and selection of the highest governance body	/
	GRI 2-11	Chair of the highest governance body	ESG Governance
	GRI 2-21	Annual total compensation ratio	/
GRI 2: Strategy, policies and practices 2021	GRI 2-22	Statement on sustainable development strategy	ESG Governance
	GRI 2-27	Compliance with laws and regulations	Best practices of HONOR compliance management
	GRI 2-28	Membership associations	2024 ESG Key Achievement and HONOR Moment
			Green partners, build a green business ecosystem
			Build a privacy and security ecosystem with partners
GRI 2: Strategy, policies and practices 2021	GRI 2-29	Approach to stakeholder engagement	Industrial cooperation for common progress
			Stakeholder Engagement and Communication
GRI 3: Disclosures on material topics	GRI 3-1	Process to determine material topics	Stakeholder Engagement and Communication
	GRI 3-2	List of material topics	Material Issues
	GRI 3-3	Management of material topics	Material Issues

GRI Standard	Chapter in this report		
Category	Disclosure#	Disclosure items	
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	/
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Our climate action
	GRI 201-3	Defined benefit plan obligations and other retirement plans	Diversified and fair development opportunities to attract more talents
	GRI 202-4	Financial assistance received from government	/
GRI 205: Anti-corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	Best practices of HONOR compliance management
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Compliance capability building
	GRI 205-3	Confirmed incidents of corruption and actions taken	Best practices of HONOR compliance management
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Best practices of HONOR compliance management
GRI 301: Materials 2016	GRI 301-1	Materials used by weight or volume	Innovation in green products
	GRI 301-2	Recycled input materials used	Innovation in green products
	GRI 301-3	Reclaimed products and their packaging materials	Innovation in green products
GRI 302: Energy 2016	GRI 302-1	Energy consumption inside of the organization	Out Climate Action ESG Key Data
	GRI 302-2	Recycled input materials used	Out Climate Action ESG Key Data
	GRI 302-3	Energy intensity	Out Climate Action ESG Key Data
	GRI 302-4	Reduction of energy consumption	Out Climate Action ESG Key Data
	GRI 302-5	Reductions in energy requirements of products and services	Innovation in green products
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 303-2	Management of water discharge-related impacts	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 303-3	Water withdrawal	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 303-4	Water discharge	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 303-5	Water consumption	Intelligent manufacturing, facilitate carbon reduction and energy conservation

GRI Standard		Chapter in this report	
Category	Disclosure#	Disclosure items	
GRI 304: Biodiversity 2016	GRI 304-2	Significant impacts of activities, products and services on biodiversity	Innovation in green products
	GRI 304-3	Habitats protected or restored	/
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG emissions	ESG Key Data
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	ESG Key Data
	GRI 305-3	Other indirect (Scope 3) GHG emissions	ESG Key Data
	GRI 305-4	GHG emission intensity	ESG Key Data
	GRI 305-5	Reduction of GHG emissions	ESG Key Data
	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Key Data
GRI 306: Waste -2020	GRI 306-1	Waste generation and significant waste-related impacts	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 306-2	Management of significant waste-related impacts	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 306-3	Waste generated	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 306-4	Waste diverted from disposal	Intelligent manufacturing, facilitate carbon reduction and energy conservation
	GRI 306-5	Waste diverted from disposal	Intelligent manufacturing, facilitate carbon reduction and energy conservation
GRI: Supplier Environmental Assessment 2016	GRI 308-1	New environmental suppliers that were screened using criteria	Supplier CSR management ESG Key Data
	GRI 308-2	Negative social impacts in the supply chain and actions taken	Supplier CSR management ESG Key Data
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	ESG Key Data
	GRI 402-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diverse care, living a colorful life at HONOR
	GRI 403-3	Parental leave	/

GRI Standard	Chapter in this report		
Category	Disclosure#	Disclosure items	
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	Employee health and safety, safeguarding employees at all times
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	Employee health and safety, safeguarding employees at all times
	GRI 403-3	Occupational health services	Employee health and safety, safeguarding employees at all times
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Employee health and safety, safeguarding employees at all times
	GRI 403-5	Worker training on occupational health and safety	Employee health and safety, safeguarding employees at all times
	GRI 403-6	Promotion of worker health	Employee health and safety, safeguarding employees at all times
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee health and safety, safeguarding employees at all times
	GRI 403-8	Workers covered by an occupational health and safety management	Employee health and safety, safeguarding employees at all times
	GRI 403-9	Work-related injuries	Employee health and safety, safeguarding employees at all times
	GRI 403-10	Work-related injuries	Employee health and safety, safeguarding employees at all times
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee	ESG Key Data
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Various training, cultivation of people is cultivation of future
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	ESG Key Data
GRI 405: Diversity and equal opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	ESG Key Data
	GRI 405-2	Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	Diversified and fair development opportunities to attract more talents
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Diversified and fair development opportunities to attract more talents
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1	Incidents of discrimination and corrective actions taken	Diversified and fair development opportunities to attract more talents
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	Supplier CSR management ESG Key Data
	GRI 414-2	Negative social impacts in the supply chain and actions taken	Supplier CSR management ESG Key Data
GRI 416: Customer Health and Safety 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories	Innovation in green products Technology, leads a healthier life
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Innovation in green products Technology, leads a healthier life
GRI 418: Customer Privacy 2016	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Key Data

Honor Device Co., Ltd.