

oppo

2025 Sustainability Report



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About the Report

This is the sixth annual sustainability report released by Guangdong OPPO Mobile Telecommunications Corp., Ltd. OPPO discloses information about sustainability management to the public every year, abiding by the disclosure principles of significance, measurability, balance, and consistency.

Basis of Preparation

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards issued by the Global Sustainability Standards Board (GSSB), the UN 2030 Agenda for Sustainable Development Goals (SDGs), the Ten Principles of the United Nations Global Compact (UNGC), and *ISO 26000:2010 Guidance on Social Responsibility*, among other frameworks.



Scope and Boundary of Preparation

This report outlines the philosophy, significant progress, achievements, and future plans of Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries in terms of environment, society and governance (ESG). The information and data in this report cover the period from January 1 to December 31, 2025. Any exceptions to this scope or period will be explained in the relevant sections.

Unless otherwise specified for certain materials, all policies, statements, and information in this report refer to operations within the scope of business of Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries.

Unless otherwise specified, the RMB is the reporting currency.



Terms of Reference

For ease of presentation and reading, "OPPO", "the company", and "we" all refer to Guangdong OPPO Mobile Telecommunications Corp., Ltd. and its subsidiaries. Specifically, "OnePlus" refers to OnePlus Technology (Shenzhen) Co., Ltd., a brand under OPPO.



Information Sources and Reliability

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



External Verification

OPPO has appointed Bureau Veritas Certification (Beijing) Co., Ltd. (Bureau Veritas) to provide us with assurance services. Bureau Veritas has verified the sources and data processing methods of the relevant information contained herein. For detailed verification information, please see Page 76.



Availability

As an independent sustainability report, it will be published simultaneously in Chinese and English versions in June 2026. In the event of any discrepancy between the two versions, the Chinese version shall prevail. To view or download this report online, please visit: <https://www.oppo.com/en/oppo-sustainability/>

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Message from the CEO



Tony Chen
OPPO Founder, President, and CEO

Grow Healthier, Sustain Longer

Since its founding, OPPO has remained committed to its vision of striving to be a sustainable company that contributes to a better world. For OPPO, sustainability is not only a social responsibility, but also a guiding principle for action and decision-making.

Upholding technological innovation is an imperative for sustainability. Embracing the coming era of artificial intelligence, OPPO unveiled its new AI strategy in 2025, establishing On-device Compute, PersonaX, and Agent Matrix as its three core technological pillars to create a symbiotic intelligent system that evolves with our users. Also in 2025, the OPPO Fitness Health Laboratory (Binhaiwan) was officially inaugurated, focusing on key areas such as sports, cardiovascular health, sleep quality, and lifestyle management through continuous in-house R&D, delivering more professional health features and user experiences. In the years ahead, OPPO aspires to continually advance intelligent mobile technology, empowering everyone to discover and create beauty in life while embracing healthy lifestyles to lead rich, fulfilling lives.

Pursuing low-carbon development is integral to sustainability. OPPO has committed to achieving carbon neutrality across its operations by 2050. Guided by a clear action roadmap, OPPO continues to invest resources in key areas such as operational decarbonization, planned emissions reduction, product carbon footprint reduction, and energy substitution to advance orderly and efficient carbon reduction efforts across its operations and value chain. In 2025, OPPO's

total carbon emissions from its own operations decreased by 1.22% year on year, while its renewable electricity consumption grew by 67.69% year on year. In addition, OPPO facilitated five of its suppliers in launching carbon-reduction pilot projects.

Returning to the origin is the best way to move toward the future. For OPPO, the user has always been our origin. OPPO will continue to focus on our users' dreams and aspirations. Through innovative technological products and services, we aim to bring users, on the one hand, an organic minimalism design, effortless creation and vibrant expression, and an intelligent and smooth experience; and on the other hand, a sense of unrestrained, a joy of creation, and a spirit that is genuine and authentic. This is precisely the unique value we strive to create for our users.

True generosity toward the future means giving everything to the present. Guided by its mission of "Technology for Mankind, Kindness for the World", OPPO will continue to focus its efforts on creating exceptional products, upholding technological innovation, strengthening organizational capabilities, and advancing steadfastly along the path of sustainability.

About OPPO

Founded in 2004 and headquartered in Dongguan, China, OPPO is a global leader in smart device manufacturing and innovation. Upholding the mission "Technology for Mankind, Kindness for the World", OPPO is deeply committed to advancing intelligent technology. The company continues to build a full-scenario smart ecosystem encompassing smartphones, IoT and software, focusing on cutting-edge technology R&D and innovation to deliver smarter, more convenient digital life experiences to users around the world.

Operations

OPPO remains committed to its globalization strategy and localized operations. The company has established intelligent manufacturing centers and R&D centers across multiple countries, actively attracting global innovation talent and driving global market expansion through technological innovation and localized capabilities. By 2025, OPPO's business footprint had expanded to over 70 countries and regions worldwide, with ColorOS serving 750 million users worldwide. According to data from authoritative market research institutions, OPPO is positioned as the world's fifth-largest smartphone manufacturer, with overseas shipments accounting for more than 60% of its total. The company has maintained long-term market leadership in nearly 20 markets, including Asia Pacific and Latin America.

Leveraging its global operational system, OPPO has entered into deep strategic partnerships with over 80 top-tier operators worldwide. The company operates more than 330,000 retail stores and over 3,600 offline customer service outlets globally, providing 24/7 convenient service and support to users through a diversified, multi-channel service network that seamlessly integrates online and offline touchpoints.

Innovation

Guided by a user-centric approach and driven by innovation, OPPO continues to achieve breakthroughs in cutting-edge technologies such as AI, imaging, communications (5G/6G), charging, and health, thereby accumulating a robust portfolio of patents. By the end of 2025, OPPO had strategically deployed patents in more than 40 countries and regions worldwide, with over 118,000 patent applications and more than 66,000 granted patents globally — 92% of which are invention patents — building a formidable IP portfolio and a strong competitive position. In the realm of AI, OPPO's AI achievements are now available to users worldwide. To date, more than 170 million OPPO users have experienced the intelligent and convenient experiences enabled by AI technology.

Brand Philosophy

Guided by its brand proposition, "Make Your Moment", OPPO encourages users around the world to embrace the present with passion and create the future through action. Through continuous technological innovation and product iteration, OPPO is committed to providing smarter, more accessible solutions, helping users create and express themselves efficiently in the digital age. By empowering everyone to discover and create beauty in everyday life, OPPO aims to help people lead richer and more fulfilling lives.

70+

Countries & Regions

60%+

International Product Shipments

330,000+

Global Retail Stores

170 Million+

OPPO users enjoy AI-powered smart, convenient experiences

Make Your Moment

Corporate Culture

Our Mission

Technology for Mankind, Kindness for the World

Our Vision

Strive to be a sustainable company that contributes to a better world

Our Values

Benfen, User-led, Pursue Excellence, Open



Memberships and Affiliations



United Nations Global Compact (UNGC)



Institute of Electrical and Electronics Engineers (IEEE)



Cloud Security Alliance (CSA)



O3D Foundation (O3DF)



Connectivity Standards Alliance (CSA)



International Telecommunication Union (ITU)



China Computer Federation (CCF)



China Communications Standards Association (CCSA)



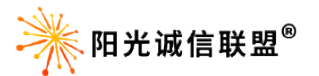
Accessibility Joint Conference



Guangdong Terminal Fast Charging Industry Association (FCA)



China Enterprise Anti-Fraud Alliance (CEAFA)



Trust and Integrity Enterprise Alliance













Honors and Recognitions

In recent years, OPPO's efforts in corporate management, technological innovation and other areas have been well recognized by consumers, the media, and the industry. The following are some of the awards OPPO has received during this reporting period.

Corporate/brand awards

 <p>CMMM Maturity Level 4 (Optimized) Certified</p> <p>Ministry of Industry and Information Technology (MIIT) of the People's Republic of China</p> 	 <p>Enterprise with High-Level Quality Management Capabilities</p> <p>Ministry of Industry and Information Technology (MIIT) of the People's Republic of China</p> 
 <p>Excellence-Level Smart Factory</p> <p>Ministry of Industry and Information Technology (MIIT) of the People's Republic of China</p> 	 <p>Ranked 9th in the 2025 Top 50 Chinese Global Brand Builders</p> <p>Kantar BrandZ</p> 
 <p>Ranked 7th on the 2025 Global Brand Communication Power Ranking List</p> <p>Xinhua News Agency</p> 	 <p>2024 Science and Technology Award</p> <p>Chinese Institute of Electronics (CIE)</p> 
 <p>Top 10 of the "2025 China Enterprise Patent Innovation Top 100 Ranking" and ranked 4th in invention patent grants</p> <p>Zhongce Intellectual Property Research Institute</p> 	 <p>Gold Award in the 2025 Image and Graphics Pioneer Enterprise Ranking</p> <p>China Society for Image and Graphics (CSIG)</p> 

Product awards

 <p>OPPO Find N5</p>  <p>" Best Foldable Phone "</p> <p>Android Central</p>  <p>" Treasure of the Exhibition Hall "</p> <p>World Artificial Intelligence Conference (WAIC) 2025</p> 
 <p>OPPO Find X8 Ultra</p>  <p>" Best Smartphone "</p> <p>Android Central</p>  <p>" Best Ultra-grade Smartphone "</p> <p>PhoneArena</p> 
 <p>OPPO Find X9 Pro</p>  <p>" 2025 Best Imaging Smartphone "</p> <p>Marques Brownlee (MKBHD)</p>  <p>" Best Battery Life Award " & " Smartphone of the Year "</p> <p>Mrwhosetheboss</p> 

Sustainability Management

As a signatory to the United Nations Global Compact (UNGC), OPPO is dedicated to addressing the United Nations Sustainable Development Goals (SDGs). In the process of innovating its products and services, OPPO insists on advancing and practicing the principles of sustainability on a global scale. The company is constantly improving its sustainability management system, actively engaging with stakeholders and aligning their expectations and demands. We pursue symbiotic prosperity where corporate success and social progress thrive in harmony.



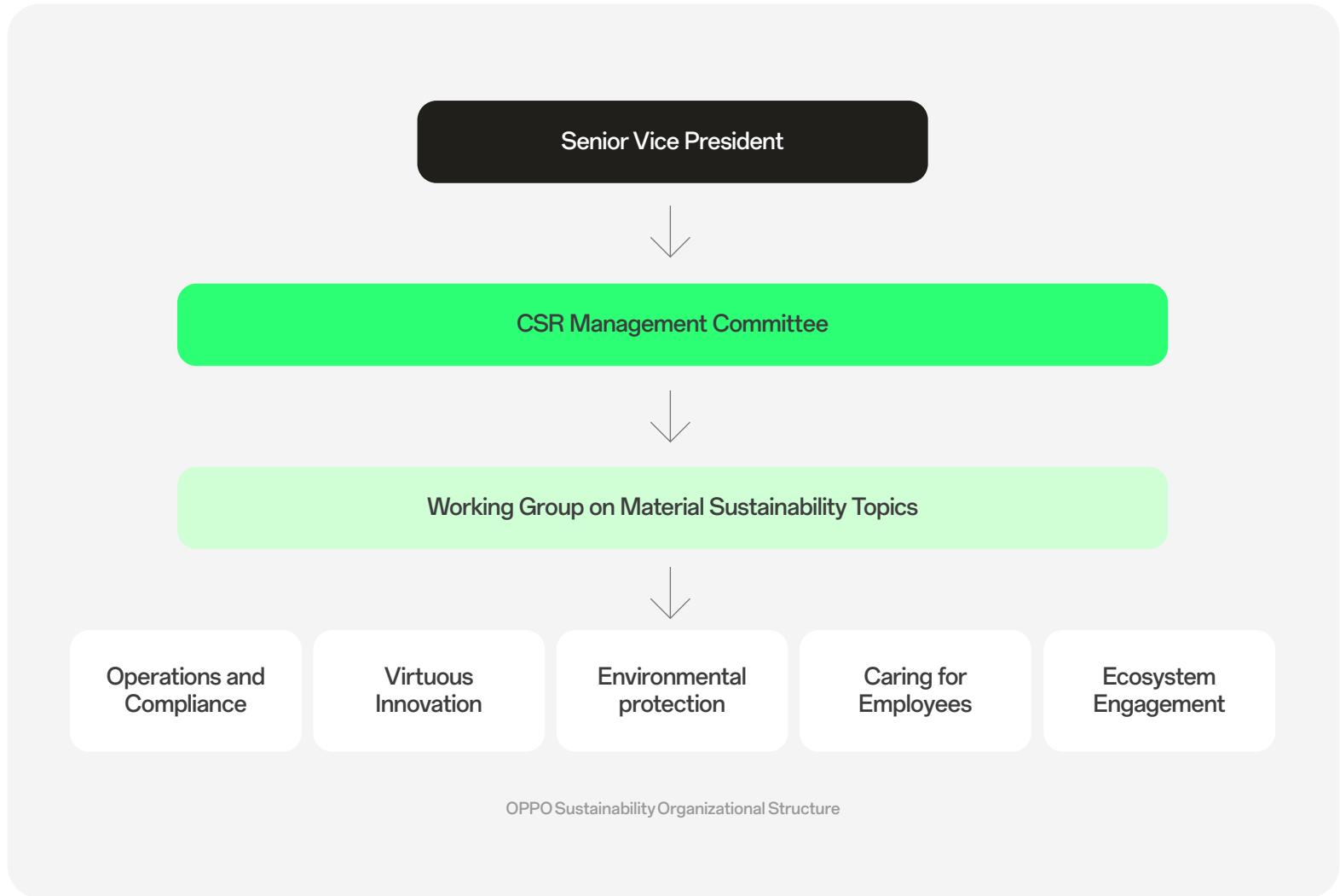
Sustainability Strategy

OPPO has integrated sustainability into its corporate strategy. In alignment with the company's vision and mission, a comprehensive sustainability strategy has been established, focusing on five key pillars: Operations and Compliance, Environmental Protection, Caring for Employees, Virtuous Innovation, and Ecosystem Engagement. Through proactive fulfillment of corporate responsibilities within these domains, OPPO is dedicated to building a healthy and long-term sustainability ecosystem.

Sustainability Governance

To achieve the company's sustainability strategy, OPPO has established and continuously improved its sustainability management mechanism. The company has set up a CSR Management Committee, which is headed by the vice president of OPPO and consists of senior managers from Human Resource, Law and Compliance, Procurement, Manufacturing, Research and Development, Quality Management, etc. This committee is tasked with the decision-making, management, and oversight of sustainability-related issues.

Five working groups on material sustainability topics were established under the CSR Management Committee, covering five major areas: operations and compliance, virtuous innovation, environmental protection, caring for employees, and ecosystem engagement. These working groups are composed of professional representatives from functional departments and are responsible for the planning, effective implementation, and continuous improvement of CSR initiatives within their respective domains.



Key Sustainability Progress in 2025

Operations and Compliance

Business Ethics

100%

Compliance commitment signing rate for non-production employees

100%

Anti-corruption training coverage for new employees

100%

Conflict-of-interest disclosure coverage for employees in key economic responsibility positions

ISO/IEC 42001

OPPO's Breeno and AndesGPT are certified to ISO/IEC 42001 (Artificial Intelligence Management System)

Information Security and Privacy Protection

0

Zero verified privacy complaints from customers or data breaches

100%

Technical operation premises covered by ISO 27001 and ISO 27701 certifications

100%

Information security training coverage for new employees

3,365

Employees certified under Job Security Capability Certification for key positions

Product Quality and Safety

0

Zero recall incidents arising from product health and safety non-compliances

High-Level Enterprise

OPPO named to MIIT's First Batch of High-Level Quality Management Capability Enterprises

Smart Factory

OPPO's Dongguan manufacturing site was recognized as a national "Excellence-level Smart Factory"

Level 4

OPPO has passed CMMM Maturity Level 4 certification for intelligent manufacturing

Environmental Protection

Climate Change and Energy

1.22% ↓

Total carbon emissions from OPPO's own operations amounted to 281,248.19 tCO_{2e} in 2025, a year-on-year reduction of 1.22%

2.57% ↓

Total value chain carbon emissions in 2025 stood at 6,510,930.43 tCO_{2e}, a year-over-year reduction of 2.57%

67.69% ↑

Renewable electricity consumption reached 116.002 million kWh in 2025, a year-on-year increase of 67.69%

22%

Renewable electricity share in 2025

Rated B

Rated B by CDP (formerly the Carbon Disclosure Project) in 2025

Circular Economy and Green Products

26

Models received a B rating for reparability on the EU Energy Label

1,187+ tonnes

End-of-life electronics recycled through channels in China and Europe

12 Standards

By the end of 2025, OPPO had contributed to 12 industry and group standards on product environmental protection

Water Resource Management

76,552+ tonnes

Total volume of recycled wastewater

Pollution Prevention and Control

100%

Compliance rate for wastewater and exhaust gas pollutant discharge

Virtuous Innovation

Technological Innovation and Digital Inclusion

118,000+

Cumulative global patent applications

66,000+

Cumulative global patents granted

92%

Proportion of invention patent applications

14th

OPPO's global PCT filing ranking per WIPO 2024 statistics

3

Patents won the 25th China Patent Excellence Award in 2025

607

By the end of 2025, OPPO has led or participated in the formulation of a total of 607 technical standards

60 Models

By the end of 2025, 60 models have supported Minor Mode via system updates

40,000+

By the end of 2025, the OPPO Blood Pressure Health Research has recruited over 250,000 participants and provided timely blood pressure risk alerts to more than 40,000 users.

Ecosystem Engagement

Sustainable Supply Chain

100%

Percentage of suppliers that have committed to and signed the *OPPO Supplier Code of Conduct*

100%

Supplier environmental and social risk assessment coverage

100%

On site CSR audit coverage for key suppliers

5 Suppliers

Launched carbon reduction pilot projects with 5 suppliers

100%

Percentage of suppliers committed to conflict-free minerals

82.7%

Response rate of 2025 supplier conflict minerals survey

Caring for Employees

Employee Training and Development

RMB 15.5 million+

Total annual investment in training

100%

Employee training coverage rate

21 Hours

Average training hours per employee

81.6%

Employees receiving regular performance and career development reviews

Employee Rights and Interests Protection

5.20 (out of 6)

Employee satisfaction in 2025

100%

Human rights risk assessment coverage across all global manufacturing sites

Occupational Health and Safety

100%

ISO 45001-certified manufacturing sites

100%

EHS risk assessment coverage across all global manufacturing sites

0

Zero occupational diseases, work-related fatalities, and major safety incidents

1,960

Professional psychological counseling sessions provided in 2025

Community Engagement and Contribution

RMB 37 million+

Global charitable donation in 2025

Stakeholder Engagement

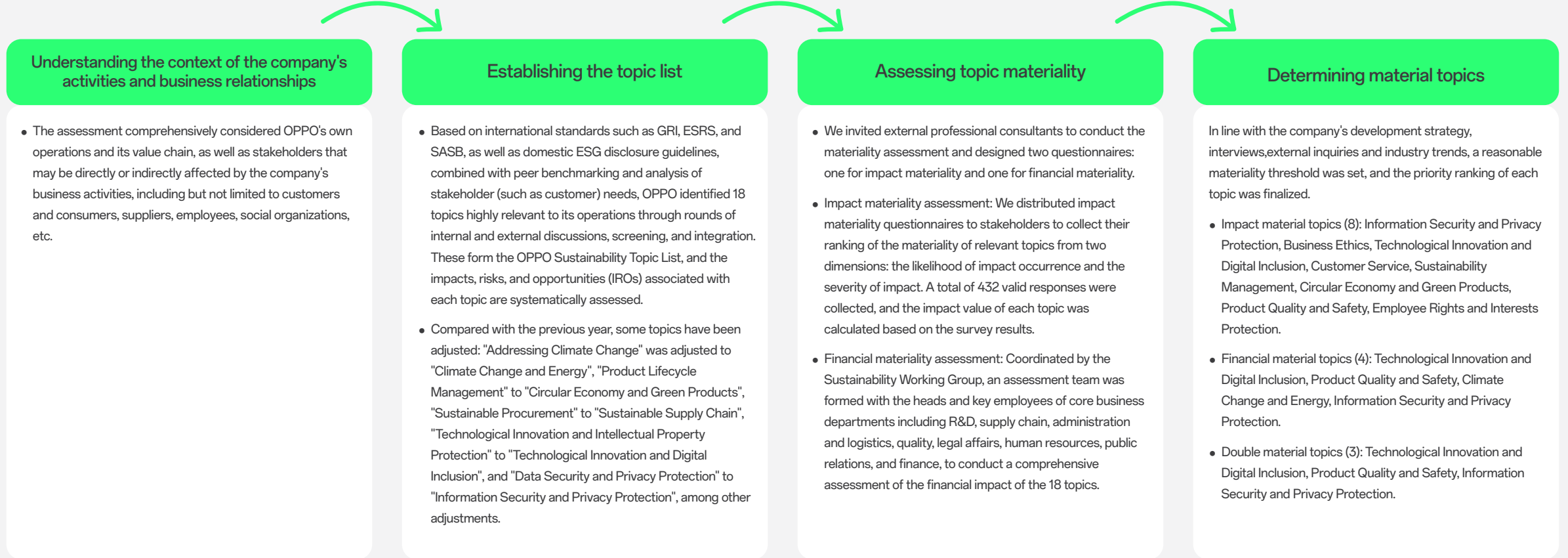
OPPO identifies the stakeholders that have an influence on the company's development, based on its business scope and operational nature. We build effective communication mechanisms and leverage diversified channels to sustain proactive, in-depth engagement with our stakeholders. Through the proactive collection of stakeholder concerns, we respond to their expectations and demands, incorporating these insights into sustainable operational decisions and activities.

Stakeholders	 Governments and regulators	 Shareholders and investors	 Customers and consumers	 Employees	 Suppliers	 Communities	 Social organizations and media
Major concerns	<ul style="list-style-type: none"> Compliant and legal business operations Social employment facilitation Addressing climate change Technological innovation 	<ul style="list-style-type: none"> Long term development plans and financial performance Corporate governance and risk management 	<ul style="list-style-type: none"> Stable product supply and delivery capability High quality product Prompt and efficient customer service User privacy protection Green product standards 	<ul style="list-style-type: none"> Rich capacity building content Open and transparent career development paths Work life balance Competitive compensation and benefits packages Workplace health and safety 	<ul style="list-style-type: none"> Fair and transparent selection procedures Stable financial performance and payment policies Long-term and stable cooperative relationships Transparent procurement environment Reasonable product and other requirements 	<ul style="list-style-type: none"> Green production Support for community sustainability Sharing corporate development achievements 	<ul style="list-style-type: none"> Good cooperative relationships Timely sharing of corporate experiences and practices Transparent information communication and sharing
Communication channels and response methods	<ul style="list-style-type: none"> Information disclosure Government visits and inspections 	<ul style="list-style-type: none"> Corporate announcements Special conferences and reports 	<ul style="list-style-type: none"> Phone/email/special meetings Online customer service Voice of Customer (VOC) platforms User satisfaction surveys 	<ul style="list-style-type: none"> Online communication platforms Employee training programs Organizational climate surveys Employee engagement surveys Employee grievance channels 	<ul style="list-style-type: none"> Supplier meetings Supplier training On site visits and exchanges Email/phone 	<ul style="list-style-type: none"> Face to face communication Public welfare activities Complaint hotline 	<ul style="list-style-type: none"> Ad hoc communication Project cooperation Publicity and reports

Materiality Assessment

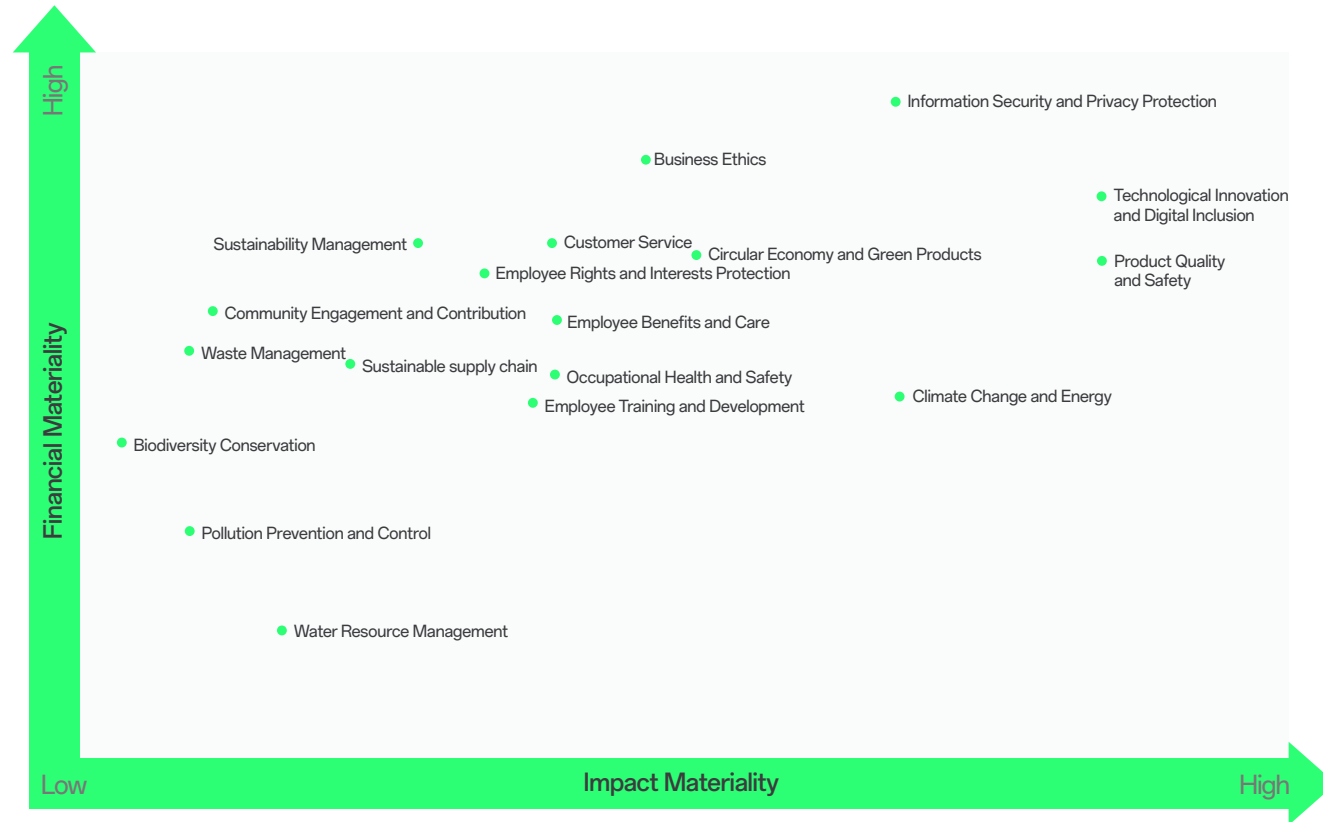
In 2025, to scientifically identify and systematically manage sustainability topics that are material to both our stakeholders and our own operations, we followed the principle of Double Materiality and conducted a comprehensive assessment of OPPO's business related sustainability topics from two dimensions: impact materiality and financial materiality. This assessment aims to identify the core topics that require priority management and disclosure, providing a scientific basis for the company's sustainability strategy, resource allocation, and reporting. Through interviews, surveys, and other methods, we thoroughly analyzed the impacts of 18 sustainability topics on the company's finances as well as on the economy, environment, and society.

Materiality Assessment Process



Materiality Matrix

We present the priority of each topic in the form of a matrix list, and in the corresponding chapters of this report, we disclose in detail the progress and management results of each material topic.



Operations and Compliance

OPPO upholds the vision of "striving to be a sustainable company that contributes to a better world", fostering an operating environment that is guided by compliance and harmony. The company conducts its business activities in accordance with the national and regional laws and regulations where it operates, as well as adhering to social ethical standards. OPPO is committed to improving product quality and user satisfaction, and to promoting its high-quality and sustainable development.

Topics Addressed

Business Ethics
Information Security and Privacy Protection
Product Quality and Safety
Customer Service

Contributions to the Sustainable Development Goals (SDGs)



Adhering to Business Ethics and Compliance

OPPO is committed to fostering a "Benfen" (integrity) and honest corporate culture, anchoring its operations in legal compliance and commercial ethics. The company continuously refines its compliance management framework, elevates the awareness of compliance among its employees, and works in tandem with internal departments and external collaborators to foster a constructive and ethical collaborative ecosystem.

Responsible Business Conduct

OPPO firmly supports the "Ten Principles" of the United Nations Global Compact in the four areas of human rights, labor, environment, and anti-corruption, strictly complies with relevant laws and regulations, and actively champions responsible business conduct among all employees and partners.

OPPO has developed and issued the *Code of Business Conduct* and the *Compliance Red Lines* for all its employees globally. The *Code of Business Conduct* specifies the code of conduct and ethical standards that employees must comply with when conducting business. It covers the basic principles and requirements for internal corporate conduct, as well as conduct involving external partners and the public, and demonstrates the company's commitment to abiding by laws and regulations and upholding business ethics. The Compliance Red Lines clearly define the unbreakable bottom lines that employees must adhere to during the development of global business operations. The company enforces zero tolerance for violations, takes "zero major compliance incidents" as a core business requirement and incorporates it into KPI assessments, and rigorously mitigates operational risks through a compliance one-vote veto mechanism.

We have always maintained active communication and cooperation with external stakeholders including partners and regulatory authorities to deepen mutual understanding and trust. Relying on the *OPPO Supplier Code of Conduct*, we guide suppliers to abide by compliance requirements and jointly build a responsible, resilient and sustainable industrial ecosystem.

Through multiple channels such as internal training, partner conferences and public announcements on our official website, we continuously promote internal and external relevant parties to understand and practice compliance requirements. In 2025, 100% of the company's non-production line employees completed the training assessment of the *Code of Business Conduct* and signed the compliance commitment letter. The relevant compliance concepts were also delivered to more than 100 domestic and foreign distributors and partners.

Compliance Management System

In the face of a complex and ever-changing international landscape and market environment, OPPO continues to increase its investment in building its compliance management system, steadily strengthens its compliance management capabilities, and lays a solid foundation for the company's stable operations. In 2025, OPPO successfully passed the supervision audit of the ISO 37301 compliance management system, and no fines or non-economic penalties resulting from violations of laws and regulations occurred throughout the year.

- We continue to optimize the organizational structure of compliance management, establish and improve the "Three Lines of Defense" for compliance management comprising business departments, compliance management departments, and audit departments. We deploy compliance management work to the frontline of business, and build an efficient compliance platform featuring full coverage, all-employee participation and proactive compliance.
- We continue to refine compliance policies, systems and guidelines to improve the compliance management mechanism. In 2025, the company leveraged AI to empower compliance operations and enhance governance efficiency: we launched "Ouxiaofa", an intelligent assistant powered by a generative AI large language model that enables contract drafting, review and comparison, and intelligent Q&A. We also built an intelligent risk control platform, applying AI models to risk early warning and due diligence scenarios to achieve real-time risk perception and precise decision-making.
- We foster a robust compliance culture, and continuously strengthen the compliance awareness of management and all employees through diverse initiatives encompassing publicity, training, assessment and accountability. During the reporting period, we conducted nearly 110 compliance training and publicity sessions, released more than 40 pieces of compliance insights and promotional materials, covering key areas including trade compliance, trade secret protection, anti-bribery, and data privacy protection.
- We have established and kept accessible compliance consultation and reporting channels, and carry out positive, open communication and cooperation with stakeholders. During the reporting period, more than 610 compliance recommendations and complaints (including 15 compliance reporting cases) were received in total, and the closed-loop processing rate reached 100%.

Legal and compliance official website
<https://www.oppo.com/en/legal/form/>

Compliance reporting email
compliance@oppo.com

Anti-Corruption and Anti-Bribery

OPPO firmly opposes all forms of corruption and bribery. We strictly comply with applicable anti-corruption and anti-bribery laws and regulations in the countries/regions where we operate, and continuously improve our anti-corruption and anti-bribery management system, building a strong barrier to ensure integrity and compliance through the three lines of defense: prevention, control and detection.

Backed by a comprehensive governance framework including the *Code of Business Conduct*, *Integrity Policy*, *Anti-Bribery Compliance Manual*, and *Conflict of Interest Management Policy*, we implement high-standard compliance governance globally. We have established a Risk and Audit Committee to supervise and manage integrity compliance across our business operations. Meanwhile, we actively participate in building a clean industry ecosystem, joining industry organizations such as the China Enterprise Anti-Fraud Alliance, the Trust and Integrity Enterprise Alliance, and others, working with partners from all sectors to build a fair and honest business environment. In 2025, OPPO successfully passed the surveillance audit of the ISO 37001 anti-bribery management system.



Corruption Risk Assessment

As an important part of corporate risk management, OPPO regularly conducts corruption risk assessments to identify and review potential risk gaps in our business operations, so as to better formulate and implement prevention strategies and prevent corrupt conduct from occurring. We conduct a comprehensive risk assessment every six months and carry out special spot checks on high-risk business scenarios every quarter. The scope of the assessment covers all business departments, operating sites, and key positions. The coverage rate of this year's corruption risk assessment reached 100%.

Conflict of Interest Declaration

OPPO requires all employees to strictly abide by the *Conflict of Interest Policy* and proactively report potential conflicts of interest such as external shareholdings, related-party transactions, gifts and entertainment, outside part-time employment, and employment of relatives. We have established a standardized process covering declaration, assessment, handling, tracking, and review. Employees can declare conflicts of interest at any time through the internal system, and the Risk and Audit Committee will evaluate and handle the declarations in accordance with the principle of conflict of interest avoidance. In 2025, a total of 4,068 voluntary declarations were completed, of which the declaration coverage rate for employees in positions with significant economic responsibility, such as procurement and marketing, reached 100%. All related matters have been properly handled, and no conflict of interest risks have arisen.

Anti-Corruption Training and Advocacy

We communicate integrity and compliance requirements to employees and partners through online and offline channels. Internally, we require all new hires to complete integrity training and sign the *Integrity Pledge*. We offer online integrity courses and, via the HiO and MO platforms, regularly share policy briefs, holiday reminders, and alerts on typical violation cases. We also run regular initiatives including Integrity Month, legal lectures, and knowledge quizzes to promote integrity and compliance awareness. This year, we held over 20 integrity training activities, achieving 100% coverage for new employees.

For partners, we sign *Integrity Agreements* before cooperation and maintain compliance communication to guide them to understand and abide by OPPO's policies.

Supervision and Reporting Mechanism

We offer multiple reporting channels including phone, email and mail to curb corruption and bribery violations. Upon receiving complaints and tips, OPPO sets up dedicated teams for impartial evidence collection and probes, fully safeguarding whistleblowers' identities and banning retaliation. During the reporting period, we closed 13 corruption cases per internal rules. All involved staff faced severe disciplinary measures, and criminally suspected individuals were handed over to judicial authorities.

Email	helloceo@oppo.com
Reporting hotline	+86-18926899110
Reporting mailbox	No.18 Haibin Road, Wusha, Chang'an Town, Dongguan, Guangdong Province, China.
Postal code	523860

Antitrust and Anti-Unfair Competition

OPPO has always adhered to the principles of fair, just, and open market competition, and adopts a zero-tolerance stance against any form of anti-competitive conduct, commercial bribery, and unfair competition practices. The company strictly complies with the *Antitrust Law*, the *Anti-Unfair Competition Law of the People's Republic of China*, and other relevant laws and regulations in all regions where it operates, and is committed to fostering a healthy, orderly, open, and innovative industrial ecosystem.

We have integrated the concept of fair competition into our corporate compliance culture. Led by the Legal and Compliance Department, we have established a multi-level anti-trust governance framework. We have also formulated and issued multiple policies, including the *OPPO Antitrust Compliance Policy* and the *OPPO Antitrust Compliance Manual*, which clearly define employees' codes of conduct and compliance obligations in market competition and business cooperation, ensuring that all our operations are carried out in accordance with laws and regulations.

We conduct compliance risk identification and optimization exercises every year for key business areas and regions to ensure that our business operations remain compliant and orderly. Meanwhile, we provide compliance templates for our core partners, assist them in conducting periodic self-audits, and offer toolkits to guide them in proactively identifying and preventing monopoly risks, thereby jointly building a more robust and transparent compliance ecosystem.

To continuously enhance all employees' awareness of anti-trust compliance, we regularly provide targeted anti-trust compliance training to management, business leaders, frontline personnel, and key partners. In 2025, we organized four targeted training sessions for key domestic and overseas business teams and agents, covering more than 1,700 participants. During the reporting period, OPPO faced no antitrust or anti-competitive litigation, whether pending or concluded.

Information Security Management

OPPO strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Management Rules for Multi-Level Protection of Information Security*, and other relevant laws and regulations. In accordance with the international standard ISO/IEC 27001 and industry best practices, OPPO continuously improves its information security management system to comprehensively safeguard its core information assets, network systems, and data resources in its global operations. In 2025, OPPO's manufacturing bases in Dongguan and Chongqing continued to maintain ISO 27001 information security management system certification, and 100% of its domestic manufacturing bases have obtained ISO 27001 certification.

We have established a three-tiered governance framework consisting of the Special Operation Management Group - Information Security Department - System/Regional Security Business Partners and Departmental Security Liaisons. This framework distributes information security responsibilities across all management levels. Through standardized management processes and a specialized team, the framework ensures the effective implementation of information security practices.

In terms of governance framework

OPPO develops and continuously enhances internal policies in accordance with applicable laws, regulatory requirements, and operational realities. These policies comprehensively address general information security management, terminal/network/application/data security, product security, and business security. This framework strengthens information security risk governance, with core business processes prioritized to proactively mitigate risks at the source. Meanwhile, its internal and external security audits and oversight ensure the effective implementation of security requirements. Through identification of any gaps, the company initiates iterative refinement of policies to drive closed-loop governance.

In terms of security protection

OPPO continues to invest dedicated resources in cybersecurity, focusing on preventing intrusions, data leaks, and privilege abuse. The company deploys security solutions across endpoints, networks, applications, and servers, and has established a Security Operations Center (SOC) that integrates personnel, processes, and technologies. By combining threat intelligence, detection, response, and remediation with digitalized management of assets, risks, vulnerabilities, and incidents, the SOC enables visualized and increasingly intelligent security operations. OPPO also conducts regular red team-blue team exercises and security validation tests to evaluate the effectiveness of its defenses, helping ensure network security and business continuity. In 2025, in the special cybersecurity exercise organized by the Ministry of Public Security of the People's Republic of China, OPPO received an overall evaluation of "Excellent" for its protection resilience.

In terms of cultural building

OPPO follows an "Incentives + Education + Accountability" approach to continuously strengthen information security awareness through regular training and communications. We encourage the whistleblowing on policy violations, strictly holds individuals accountable for breaches and data leaks, and recognizes outstanding contributions to information security and the responsible sharing of data. During the reporting period, we conducted five phishing email simulation exercises, reaching 25,000 participations from employees and external partners. Information security training coverage for new hires remained at 100%. For external partner management, we incorporate information security and confidentiality requirements into supplier onboarding, provides security training, and requires suppliers to sign non-disclosure agreements. High-risk confidential material suppliers are subject to rigorous security qualification reviews and risk assessments, achieving 100% risk assessment coverage and strengthening information security protection at the source.

Implementing Responsible AI Governance

As generative AI technology becomes more widespread, ensuring that it operates within a controllable, secure, and fair framework has become a shared global concern. Guided by regulatory frameworks such as China's *Interim Measures for the Management of Generative Artificial Intelligence Services*, the European Union's *Artificial Intelligence Act*, and the United States' *Blueprint for an AI Bill of Rights: Making Automated Systems Work for the American People*, OPPO integrates AI ethics and compliance management into the entire lifecycle of AI-related R&D, integration, and service operations. Focusing on critical risk areas such as personal information protection, content safety, and algorithmic bias, OPPO continuously refines its governance frameworks and technical safeguards, enabling generative AI technologies to unlock their innovative potential while remaining firmly within the boundaries of compliance.

AI Governance Principles

OPPO adheres to the core governance principles of "Security, Privacy, Fairness, Transparency, and Accountability" and translates them into compliance obligations tailored to business scenarios:

- **Security:** OPPO establishes defense-in-depth security mechanisms, sets deployment thresholds and continuous monitoring requirements for critical capabilities, and maintains risk response pathways.
- **Privacy:** OPPO strictly abides by the principles of "data minimization, purpose limitation, informed consent, and on-device priority". It comprehensively protects the security of personal information by leveraging technical measures such as confidential computing, access control, data encryption and masking, and anonymization.
- **Fairness:** OPPO identifies and mitigates potential discrimination and bias in AI decision-making processes through data diversity and algorithmic calibration, safeguarding the fairness and equitable access of AI services.
- **Transparency:** OPPO provides users with necessary AI function prompts and interaction guidelines in applicable scenarios, supports users' independent control over critical permissions and functions, and protects users' right to be informed and right to control.
- **Accountability:** OPPO clearly defines the roles and responsibility boundaries for AI-related operations, refines compliance review and risk assessment mechanisms, and ensures that key decisions and change processes are documented and auditable.

Management System and Policy Support

To ensure the effective implementation of OPPO's AI governance principles, we have established and effectively operate an artificial intelligence management system conforming to ISO/IEC 42001 standard. We have formulated and implemented a series of AI management specifications, including the *Corporate Compliance Guidelines for the Use of Generative Artificial Intelligence Products* and the *OPPO Artificial Intelligence Security and Compliance Standards*. Through standardized processes and controls, we integrate AI ethics and compliance requirements into the full lifecycle management of products and services, ensuring that AI applications are secure and trustworthy.

At the internal governance level, we have established a cross-departmental coordination mechanism that integrates core teams from AI R&D, product design, legal and compliance, and security assurance. We regularly carry out AI risk identification and assessment, compliance reviews, and continuous improvement, ensuring that AI governance requirements are deeply embedded throughout the entire process of R&D, testing, launch, and operations management.

In December 2025, OPPO's Breeno (AI Assistant) and AndesGPT successfully obtained ISO/IEC 42001 artificial intelligence management system certification, marking that OPPO's AI governance capabilities have reached international standard levels.



ISO/IEC 42001 certificates

AI Governance Practices

We advance the application of artificial intelligence in a responsible manner, and have established and implemented a series of technical safeguards and risk control measures centered on key areas such as data governance, algorithmic ethics, and content security.

- **Data governance and personal information protection:** OPPO has established strict data sourcing criteria and review mechanisms for data required for training/optimization as well as external data sources, and implemented security controls across all stages of data collection, storage, use, sharing, and deletion. In applicable scenarios, it combines privacy-enhancing technologies with engineering-based security safeguards to effectively prevent risks of data breaches and misuse.
- **Model and algorithm risk management:** OPPO conducts systematic evaluation and testing focusing on model accuracy, robustness, bias risks, and security. It implements stricter pre-deployment reviews and change control for high-risk or high-impact capabilities, and achieves continuous optimization and iteration through version management and routine operational monitoring.
- **Content safety and user experience protection:** OPPO has established a content governance mechanism that combines automated identification with manual review, and implements tiered responses to risks posed by illegal, and harmful content. It strictly enforces AI-generated content labeling requirements to ensure the authenticity and transparency of information dissemination.

We will continue to refine our AI governance system and operational mechanisms based on regulatory requirements, technological advancements, and user feedback. On the basis of effectively protecting user rights and fulfilling social responsibilities, we will steer the development of AI technology toward responsible and human-centric AI.

ColorOS 15 introduces the industry's first "AI Synthetic Speech Recognition" technology

In March 2025, as part of the ColorOS 15 experience upgrade plan, OPPO introduced the industry's first "AI Synthetic Speech Recognition" technology. This feature can identify AI-generated and AI-altered voices in real time during calls and issue risk alerts, building a robust defense line for call security.

In April, the project "Key Technology Research and Application of Mobile Internet Ecological Security Protection" declared by OPPO won the "First Prize of Shanghai Technology Invention Award".

Security Co-building and Ecosystem Collaboration

We actively engage in deep collaboration with partners across the industry chain to jointly advance the development of AI ethical standards and the refinement of a secure ecosystem.

- In March 2025, OPPO announced an in-depth technical collaboration with Google, applying Private Cloud Compute (PCC) technology to its AI operations to safeguard user privacy with elevated security standards.
- In September 2025, the standard *Security Technical Requirements for Device-Cloud Collaborative Inference Based on Private Computing Cloud(PCC)*, led by OPPO, was officially approved for project initiation at CCSA TC11 TF1. This milestone signifies that the company's technological approach and security practices in AI privacy protection have gained recognition under national industry standards, providing crucial support for the standardized development of the sector.
- In November 2025, OPPO signed a cooperation agreement with the Shanghai Artificial Intelligence Laboratory focused on multilingual safety corpora and AI trusted security. Moving forward, both parties will advance technical cooperation in key areas such as content safety, trusted model traceability, and model attack prevention, thereby enhancing the controllability and risk resistance of AI in real-world application scenarios.

Protecting User Data and Privacy Security

OPPO prioritizes user data security and privacy to fully safeguard consumer rights. We strictly abide by local data protection laws and regulations in all regions of operation, benchmark against industry best practices, and continuously refine our privacy governance framework. We adopt privacy-by-design in product development, embed privacy safeguards across the entire personal data lifecycle, and provide users with secure, trustworthy products and services.

To coordinate global data security and privacy initiatives, we established the Global Security & Privacy Governance Working Group supported by dedicated technical teams. The team develops full-link security architectures covering terminals, operating systems, cloud platforms and AI services. We uphold core data protection principles including transparency, autonomous control and least privilege, and conduct routine testing and audits to deliver comprehensive end-to-end protection for user data.

We continuously enhance full-lifecycle data governance across collection, storage, usage, sharing, and destruction. In 2025, we updated core policies such as the *OPPO Internet Data Security Management Specifications*, the *OPPO AI Security Compliance Standards*, and the *Security and Privacy Compliance Red Line* to bolster internal governance and risk control.

Risk Prevention and Incident Response

OPPO has established and improved internal assessment processes, adopting professional preventive and responsive measures to guard against and respond to security incidents, comprehensively protecting user privacy and data security. In 2025, OPPO experienced no verified customer complaints related to privacy or data breach incidents.

• Full-process privacy security risk prevention

We strictly adhere to the principles of "Privacy by Design" and "Privacy by Default," embedding security controls into the entire product research and development process. We routinely conduct security reviews, vulnerability scanning, graded testing, and continuous monitoring to build a robust security defense line from the source.

We have established standardized processes for Data Privacy Compliance Reviews (PIA) and Data Protection Impact Assessments (DPIA), ensuring that all personal information processing is approved by legal compliance and security teams.

We continuously monitor and interpret applicable laws, regulations, and regulatory requirements both domestically and internationally. We carry out special inspections and rectifications for data privacy compliance focusing on key businesses and regions to continuously enhance our management capabilities. Meanwhile, we regularly organize internal and external security compliance audits covering multiple areas such as data security, privacy compliance, process security, network security, and operational security. This allows us to comprehensively review the effectiveness of management standards and processes, and to promptly identify and rectify security hazards.

Special audit on personal information protection compliance

In 2025, OPPO strengthened personal information protection by auditing high-risk terminal and internet products across seven data processing links: collection, storage, use, processing, transmission, provision, and destruction. Leveraging 7 system modules and over 90 audit metrics, we conducted comprehensive reviews of our product controls and compliance systems. Furthermore, our long-term self-inspection and improvement mechanisms have helped standardize R&D and operational processes, ensuring robust protection of users' personal data.

• User rights protection and emergency response

We have established a unified Data Subject Rights Request Platform serving users across the globe. This platform allows us to centrally receive rights-related inquiries and respond promptly within the statutory timeframes (where applicable), ensuring that users' personal rights are effectively upheld. In 2025, we received 2,189 user requests related to data processing through the platform, and the timely response and processing rate reached 100%.

We have established the OPPO Security Response Center (OSRC), which is responsible for the timely response to and remediation of critical security and privacy vulnerabilities. We formulated the *OPPO Emergency Response System for Personal Information Security Incidents*, which clearly defines the incident response team, security incident classification, as well as reporting and notification procedures. Additionally, we developed specialized emergency contingency plans and conducted regular emergency drills to continuously enhance our capability to respond to unexpected incidents.

Data Subject Rights Platform

<https://www.oppo.com/en/privacy-feedback/>

Privacy Culture Enhancement

OPPO places great emphasis on cultivating a culture of data security and privacy protection, continuously providing comprehensive compliance education and awareness training for managers and employees. For employees engaged in personal information processing, we conduct specialized training and assessments to ensure they fully understand the company's data security and privacy protection standards, processes, and requirements. For all employees, we organize activities such as publicity weeks and prize-winning quizzes to continuously raise awareness of personal information and privacy protection. We incorporate personal data breach incidents into the annual performance evaluations of both executives and employees, driving improvements in their management capabilities and sense of responsibility.

In 2025, we organized "Job Security Capability Certification" for employees in key positions. Guided by job requirements, this certification was supported by customized security and privacy training courses, aiming to enhance employees' foundational knowledge and practical skills in related areas. Following systematic study and assessment, a total of 3,365 employees passed the certification, achieving a completion rate of over 96%. Additionally, we published 19 issues of security publicity e-newsletters throughout the year, continuously reinforcing security compliance awareness.

Employees Passing the Job Safety Competency Certification

3,365

Partner Management

OPPO attaches importance to privacy compliance management for third-party suppliers and partners. We maintain proactive and transparent interactions with suppliers and partners, ensuring that operational practices are in harmony with OPPO's privacy compliance principles and requisites, thereby cultivating trust and mutual comprehension.

For partners with whom we share personal information, we undertake thorough due diligence and enter into rigorous data processing agreements (DPAs) or confidentiality clauses to oversee data processing activities. Before initiating collaboration, we assess suppliers' data security capabilities and choose partners based on their merits. We require third parties to implement suitable technical and organizational measures to safeguard personal information from unauthorized access, destruction, or loss. Throughout the duration of partnerships, we supervise suppliers' data security and privacy protection practices, and mandate prompt rectification of any identified concerns. The collaboration may be terminated at our discretion if deemed necessary.

Authoritative Security Certification

OPPO continuously subjects the privacy protection capabilities and measures of its products and services to authoritative industry privacy certifications and tests. In 2025, OPPO successfully passed the recertification for the ISO 27001 Information Security Management System (ISMS) and the ISO 27701 Privacy Information Management System (PIMS), covering 100% of technical operation premises.

*For more information on OPPO's security and privacy certifications, please visit: <https://privacy.oppo.com/cn/overview/>

Optimizing Product and Service Quality

High-quality products and services are the cornerstone of OPPO's sustainable development. Adhering to a user-centric approach, we continuously enhance product quality and service standards across the entire process, dedicated to providing trustworthy products and thoughtful services to users worldwide.

Product Quality and Safety

With "zero quality and safety accidents" as our core objective, OPPO strictly manages quality and safety throughout the entire product lifecycle. Based on ISO 9001, we continuously benchmark against domestic and international regulations, standards, and industry best practices. We have comprehensively improved our quality and safety management system covering the entire process of R&D, procurement, production, testing, logistics, and after-sales service to ensure product safety and reliability.

We have established cross-departmental collaborative organizations such as the User Satisfaction and Quality Management Committee (USQC) and the Security Compliance Committee, led by the executive team to coordinate and manage product quality and safety across the company. Under these committees, multiple specialized teams are responsible for daily quality monitoring, risk identification, and rectification implementation in business areas including hardware, internet services, and sales and service. Through a layered management structure and regular reporting mechanism, we ensure that quality and safety management requirements are effectively implemented and continuously improved.

We place great emphasis on quality culture development. Through mechanisms such as systematic quality and safety training, annual quality conferences, TopN targeted improvement initiatives, and quality incentives and accountability measures, we integrate cultural concepts into management practices. This drives all employees to shift from a passive mindset of "being made to do it" to an active mindset of "wanting to do it," thus achieving continuous improvement in quality and safety.

We strictly implement international standards related to product quality and safety and have obtained multiple management system certifications and technical recognitions, including: ISO 9001/TL 9000 Quality Management System, IECQ QC 080000 Hazardous Substance Process Management System, and ISO/IEC 17025 Laboratory Competence Accreditation. With a comprehensive management system and professional technical testing capabilities, we continuously safeguard product safety and quality.

Digital and Intelligent Quality Management

Guided by our intelligent manufacturing strategy, OPPO deeply integrates cutting-edge technologies such as artificial intelligence, big data, and automated inspection into our quality management system, driving the transformation of quality management towards intelligence and digitalization.

Through the synergistic linkage of automated production lines, intelligent inspection equipment, and digital control systems, we achieve automated operations, intelligent inspection, and digital traceability in the production process. This minimizes human intervention and ensures the reliability, consistency, and stability of product quality. Meanwhile, we have built the "Athena Enterprise Big Data System", which connects data and systems across the entire product lifecycle, including R&D, production, and after-sales service. This enables digital quality management, automated analysis, and intelligent decision-making, comprehensively enhancing our product quality management.

Our practices and comprehensive capabilities in digital and intelligent quality management have received authoritative recognition. In 2025, Guangdong OPPO Mobile Telecommunications Co., Ltd. was selected by MIIT for the "List of First Batch Enterprises with High-Level Quality Management Capabilities" and the "2025 List of Excellence-level Smart Factory Projects." We also attained CMMM Maturity Level 4 certification for intelligent manufacturing. Adhering to high standards of quality governance, we provide users with safe, healthy, and high-quality products while supporting the high-quality and sustainable development of the industry chain.

Customer Health and Safety

OPPO regards customer health and safety as the core of product responsibility, and is committed to minimizing potential risks to user health and safety from products and services through full-lifecycle management and preventive design. In 2025, OPPO experienced no product quality accidents or product recalls caused by product safety and health issues. For specific details on user personal information security protection, please refer to the "Protecting User Data and Privacy Security" chapter of this report.

No Product Health and Safety Recall Incidents in 2025

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Hazardous Substances and Material Safety

Based on the IECQ QC 080000 standard, OPPO has established a strict hazardous substance control system to ensure products comply with domestic and international regulations on hazardous substance management, systematically safeguarding product material safety and human health. We have formulated and dynamically update core management documents such as the *OPPO Standards for Hazardous Substances Control* and the *OPPO Substance Control Standard for Human Health*, clearly defining the list of controlled substances, limit requirements, and full-process control specifications.

We integrate hazardous substance control requirements into the product design and material selection stages at the outset. We strictly screen raw material suppliers that meet environmental standards and implement strict incoming material environmental testing and process control during production. Through full-process hazardous substance control, we effectively protect user health and safety while reducing the harm of products to the environment.

We convey information about hazardous substances contained in products to users in a clear and convenient manner, safeguarding users' right to know and right to choose. Users can learn about the content of RoHS hazardous substances such as lead, mercury, cadmium, and hexavalent chromium in products through multiple channels, including the OPPO website, product packaging labels and manuals, and on-device information.

During the reporting period, all products produced by OPPO's global manufacturing bases complied with relevant environmental regulations and standards. No user health and safety complaints or adverse events caused by excessive hazardous substances occurred.

Battery Safety

Battery safety is a core focus of product quality and safety for OPPO smart terminals. We focus on the coordinated development of flash charging technology and battery safety, balancing charging efficiency with safety guarantees. We construct a battery safety protection system from multiple dimensions, including cell materials, circuit design, charging algorithms, and complete device structure, dedicated to providing users with a fast, safe, and durable charging and battery usage experience.

We formulate and enforce battery safety design specifications that are stricter than general industry standards, covering all dimensions such as battery material selection, cell design, PACK circuit protection, and structural protection. All battery products undergo more than 20 rigorous extreme tests, including needle penetration, heavy object impact, extreme high and low temperatures, overcharge and over-discharge, and vibration. This ensures outstanding stability and reliability in various usage scenarios, effectively safeguarding user safety.

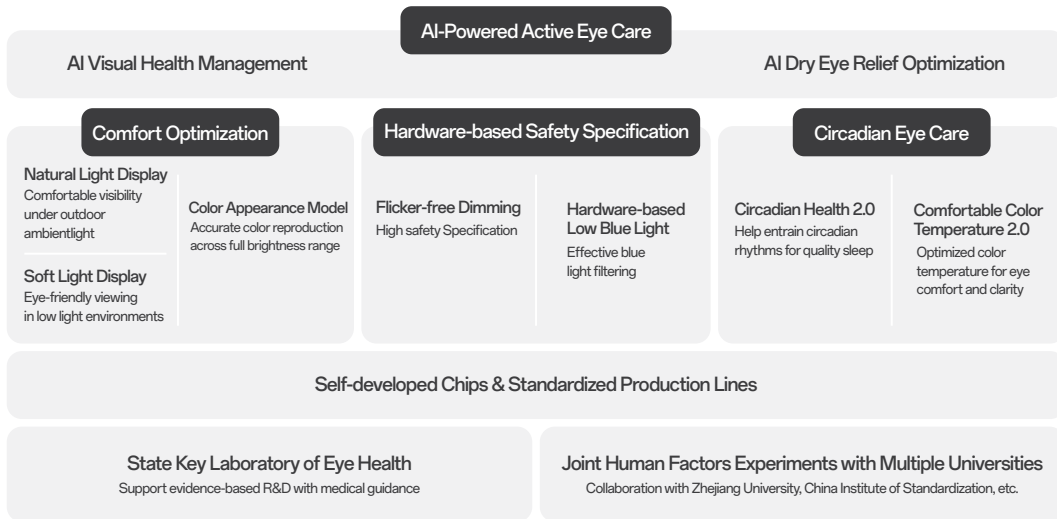
We continuously invest in the R&D of battery safety technologies. Innovative solutions including SUPERVOOC Safe Flash Charge technology, self-developed intelligent safety charging chips, and the Battery Health Engine (BHE) enable comprehensive monitoring of voltage, current and temperature variations. This effectively prevents abnormal situations such as overcharging, over-voltage, and overheating. OPPO smart terminals intelligently adapt to users' charging habits and optimize charge and discharge strategies, effectively slowing battery degradation and reducing safety risks during long-term use. Meanwhile, we collaborate with upstream supply chain partners to jointly develop new safety materials and high-density cells, boosting battery endurance while enhancing batteries' intrinsic safety performance.

Radiation Safety

We are committed to providing safe and reliable wireless communication products to users worldwide. OPPO Technology Testing Center holds authoritative accreditations granted by CNAS (China National Accreditation Service for Conformity Assessment), A2LA (American Association for Laboratory Accreditation), and TÜV Rheinland. Our testing capabilities cover key areas such as SAR (Specific Absorption Rate), HAC (Hearing Aid Compatibility), OTA (Over-The-Air performance), EMC (Electromagnetic Compatibility), RF (Radio Frequency performance), and RSE (Radiated Spurious Emissions). We enforce rigorous multi-dimensional controls covering human exposure safety, equipment immunity against interference and wireless signal purity, guaranteeing full compliance of our products with global regulatory standards on radiation safety.

Screen Eye Protection

OPPO prioritizes screen eye protection as a key direction in product health design. We create a comprehensive eye-care experience across all scenarios through professional screen technology and user-friendly system design. By employing technical solutions such as hardware-level low blue light, high-frequency PWM flicker-free dimming, and intelligent brightness adjustment, we effectively reduce visual damage caused by blue light and flicker, alleviating eye strain from prolonged use. Additionally, through thoughtful features like screen time reminders and eye protection in Kids Space, we guide scientific eye usage habits, comprehensively safeguarding the vision health of both adults and teenagers.



OPPO's eye care strategy: Building a comprehensive eye care and health system

OPPO Find X9 series earns TÜV Rheinland Intelligent Eye Care 5.0 Certification

Conventional displays typically have a minimum brightness of 2-5 nits¹, which can easily cause glare when used in low-light environments. In 2025, the OPPO Find X9 series globally debuted the "1 nit Eye Comfort Display", effectively resolving the issue of screen glare in dim conditions. By establishing its own wafer-to-module production line and equipping the device with an independently developed Display P3 display chip, OPPO achieved stable ultra-low brightness display at 1 nit across all scenarios, ensuring the screen remains soft and non-glaring even in dark environments. Beyond precise brightness control, the series also features 3840Hz ultra-high-frequency PWM dimming, which significantly reduces visual fatigue caused by screen flicker. Additionally, the ColorOS system includes a built-in proactive AI eye-care feature that intelligently monitors users' eye usage behavior and viewing distance, providing gentle reminders to help adjust eye usage habits.

Boasting premium display and eye-protection credentials, the OPPO Find X9 series has obtained eight authoritative domestic and international eye-care certifications, including the "Intelligent Eye Care 5.0 Certification" issued by TÜV Rheinland, making it the first device in the industry to pass certification at this level.

¹ Nit is the metric unit for screen luminance; 1 nit roughly equals the faint glow from one candle.

Customer Service and Communication

Adhering to the service philosophy of "Care & Reach", OPPO is guided by user needs and continuously improves its customer service management system to provide thoughtful, professional, and convenient services in a timely and effective manner. Relying on a global service layout and continuously optimized service processes, we constantly enhance service quality and comprehensively upgrade the user service experience.

Omni-channel Service Network

OPPO supports an omni-channel service network that deeply integrates online and offline resources, building an all-weather, uninterrupted user response mechanism to ensure user requests are promptly reached and quickly handled.

Offline service network

With a global footprint of official service centers and authorized service outlets, OPPO implements unified service standards to provide users with fault repair, on-site testing, experience consultation, and one-on-one exclusive services. By the end of 2025, the total number of offline service outlets worldwide exceeded 3,600, covering more than 70 countries and regions, providing stable and reliable offline support for global users.



Online service system

We have launched a 7×24-hour service channel staffed with a multilingual customer service team to meet the inquiry needs of users around the world. Meanwhile, we have built self-service channels including our official website and mobile app, enabling full-process self-services such as online inquiry, one-tap appointment booking and real-time progress tracking. We have also set up official communication portals on major platforms including our official website, Facebook, to achieve extensive coverage of users' daily service scenarios. Through multi-channel synergy, we quickly respond to user needs and deliver professional solutions.

Thoughtful service

We have rolled out our "Thoughtful Service" initiative across thousands of official service centers worldwide. This includes complimentary measures such as screen protector fitting, device cleaning and maintenance, and emergency charging. Seasonal hot and cold refreshments are also provided, turning traditional repair shops into welcoming all-access service hubs. Since 2024, the guide series *Simple Mobile Guide for Parents* has been continuously updated for middle-aged and elderly users in China. Featuring basic mobile operation tutorials, social & entertainment app guidance and online anti-scam tips, the series enables seniors to overcome digital barriers and benefit from technological advances safely and conveniently.

Service Experience Optimization

OPPO attaches great importance to users' service experience. Centering on the full service chain from pre-sales consultation to after-sales support, we continuously optimize service procedures, improve service efficiency, and constantly iterate and refine our product and service systems through actively listening to users' demands.

Repair process upgrade

Since 2022, we have gradually launched an intelligent ticket management system globally, covering key markets including China, India, Asia-Pacific, and Latin America, enabling standardized, digitalized and traceable management for the entire repair process. Through automatic ticket generation and intelligent routing, we accurately assign repair tasks and improve average service efficiency by over 10%. Meanwhile, we have fully rolled out the "Visualized Repair" service at core stores, allowing users to track repair progress in real-time online and review details of repair operations, making the entire process transparent and perceptible.

Service talent development

We are deeply committed to building the capabilities of our service teams by establishing a comprehensive training system and a star-rating mechanism to enhance the professional competence and technical skills of our service staff. In 2025, we organized multiple training sessions and examinations, conducted on-site hands-on capability building for frontline teams, and built a contingent of service talents that are professional, standardized and highly skilled, laying a solid foundation for delivering high-quality services.

User satisfaction and experience enhancement

We have established an omni-channel satisfaction monitoring process covering the entire user journey (brand awareness - marketing promotion - product sales - product experience - after-sales repair - value-added services). For key experience scenarios, we promptly identify potential issues and improvement opportunities through real-time monitoring and data analysis, enabling rapid adjustments and optimizations. Additionally, we conduct Net Promoter Score (NPS) surveys among industry users every six months to gain deep insights into user brand recognition and willingness to recommend. Leveraging user experience monitoring and survey feedback, we have created a closed-loop NPS improvement cycle of "Identify - Analyze - Improve - Verify" to continuously enhance user experience. In 2025, the service NPS in key countries exceeded 95%, maintaining a leading position in the industry.

Customer Complaints and VOC Handling

OPPO has established a comprehensive customer complaint handling mechanism to achieve "rapid response, efficient resolution, and closed-loop follow-up". We have opened multiple complaint channels, including hotlines, mini-programs, the official website, and social media. Through a digital system, we track the status of customer complaints throughout the process and synchronize progress with users in real-time.

We have built a Voice of Customer (VOC) management platform and formulated internal regulations such as the *Specifications for Handling VOC Quality Issues*. This incorporates frontline quality feedback, VOC data fluctuations, and market issues from offline visits into a comprehensive closed-loop management mechanism, ensuring efficient response and proper resolution of customer complaints and grievances. Meanwhile, we continuously drive the optimization of product design, service processes, and system functions based on high-frequency issues, constantly enhancing user experience and product quality. In 2025, we effectively identified and resolved over 4,000 Class A/B quality risks, achieving precise identification and zero omissions for key global issues.

Responsible Marketing Management

OPPO adheres to responsible marketing, strictly complying with domestic and international laws, regulations, and regulatory requirements, while upholding social ethical standards to conduct compliant and honest sales and marketing activities. We are committed to conveying truthful, accurate, and objective information to consumers, aiding them in making rational decisions, and continuously fostering a transparent and trustworthy consumption environment.

We regard compliant marketing as an inviolable red line, prohibiting unfair marketing practices such as malicious confusion, false advertising, and disparaging competitors. We have formulated the *OPPO Marketing Content Security and Compliance Standards* to provide clear guidelines for marketing activities. We have established and improved compliance marketing review and oversight mechanisms; all content on the OPPO official website and social media, as well as various marketing materials, must undergo prior review and approval by the company's professional review team to prevent compliance risks at the source. Additionally, we have established emergency response procedures to ensure rapid response and effective handling of unforeseen non-compliant marketing issues, minimizing risk impact. Through regular compliance training, we continuously enhance employees' compliance awareness and risk prevention capabilities.

During the reporting period, OPPO experienced no administrative penalties related to product and service information and labeling or marketing communications.

Virtuous Innovation

OPPO firmly believes that technology should be inclusive and for good. Upholding our brand mission of "Technology for Mankind, Kindness for the World", we are dedicated to making technology universally accessible, ensuring that the fruits of innovation benefit everyone. By lowering digital barriers, creating accessible experiences, and empowering vulnerable groups, we infuse technology with warmth and fairness, working together to build an inclusive and sustainable digital future through the power of goodness.

Topics Addressed

Technological Innovation and Digital Inclusion

Contributions to the Sustainable Development Goals (SDGs)



Upholding Technological Innovation

OPPO has always regarded technological innovation as the core driver of sustainable development. Adhering to a user-led approach, we conduct frontier technology exploration to bridge the digital divide and ensure universal access to digital technologies for all. We actively contribute back to the industry ecosystem, driving high-quality and sustainable industrial development through technological innovation.

The company has established the OPPO Research Institute and the Technology Committee, building a global R&D network and a top-level technology decision-making mechanism. We coordinate our layout from aspects including technology strategy, organizational structure, talent system, ecological cooperation, and innovation culture. This continuously consolidates our technological foundation, enhances independent innovation capabilities, and builds a solid technical base for the long-term sustainable development of the enterprise.




Relying on a robust R&D system, OPPO has achieved a series of industry-renowned results in fields such as imaging, flash charging, 5G communication, and AI. By the end of 2025, our global patent applications exceeded 118,000, with over 66,000 granted patents worldwide. We consistently rank among the top ten globally in declared 5G Standard Essential Patents (SEPs).

In terms of innovation culture construction, we create an open, inclusive, and exploration-friendly atmosphere by improving innovation incentive mechanisms, strengthening talent cultivation, building internal sharing platforms, and hosting internal technical competitions. These diversified measures continuously stimulate the innovation vitality of all employees. In 2025, we successfully held internal events such as the "5th Hardware Maker Competition" and "OPPO HACK 2025," encouraging R&D personnel to continuously improve their innovation capabilities through exploration and practice, and incubating innovative solutions for the future.

New AI Strategy and Application Innovation

For many years, OPPO has been deeply committed to the field of artificial intelligence. We have not only launched our independently trained AndesGPT large language model and deeply integrated it with Breeno assistant, but have also widely applied AI technology innovatively across smartphones and ecosystem products. In 2025, we officially established a new AI strategy centered on "New Computing, New Perception, and New Ecosystem", dedicated to creating an intelligent system that co-evolves with our users.

OPPO's New AI Strategy

Strategic Direction	Core Technological Foundation	Core Objectives and Capabilities
<p>New Computing</p> 	<p>On-Device Compute</p>	<p>Leveraging high-performance chips (such as the Dimensity 9500), AI models run locally on the device to deliver real-time intelligent experiences characterized by low latency, strong privacy, and high security. For instance, OPPO's on-device AI translation has achieved a significant improvement in multi-language text translation accuracy by utilizing on-device large language models.</p>
<p>New Perception</p> 	<p>PersonaX</p>	<p>A user-centric multimodal memory engine. Relying on a ubiquitous sensing system, it achieves deep perception and understanding of user behaviors across all times, domains, and dimensions. This builds the core capability of an "AI that understands you", driven by lifelong memory.</p>
<p>New Ecosystem</p> 	<p>Agent Matrix</p>	<p>The core platform for cross-device collaboration of intelligent agents. It upgrades AI capabilities from "single-point execution" to "complex task planning and multi-device linkage", enabling the seamless flow and collaboration of agent services. This provides users with a seamless, efficient, and intelligent new interactive experience.</p>

ColorOS 16

In 2025, OPPO launched its next-generation operating system, ColorOS 16. Powered by All-New Luminous Rendering Enging and All-New Trinity Engine, ColorOS 16 redefines system responsiveness from the ground up for all-around smooth performance.

In terms of AI innovation, ColorOS 16 delivers integrated, practical and personalized AI capabilities. For image creation, it introduces a suite of tools including AI Portrait Glow, AI Eraser, AI Reflection Remover and AI Clarity Enhancer. These features fully empower image editing and help users unlock greater creativity.

AI Mind Space lets users quickly capture fragmented information via AI Snap Key or swipe gestures. All content is neatly organized into structured, intelligent and searchable records inside one place. Users can query the stored content and receive highly personalized responses and results, enjoying a fully tailored AI experience.

Building a Collaborative Industry-Academia-Research Ecosystem

OPPO fully acknowledges the pivotal role of industry-academia-research collaboration in technological innovation. Focusing on three core pillars—technological innovation, global exchanges, and talent cultivation—OPPO has significantly broadened its partnerships with universities and research institutions to foster collaborative innovation and jointly investigate the development and application of advanced technologies.

In terms of technological innovation, OPPO has formed alliances with over 100 universities and research institutions worldwide, engaging in more than 800 joint research initiatives across various technical domains, including AI, imaging, health, standards, materials, and architecture, resulting in the establishment of 13 joint innovation centers/laboratories. While promoting the commercialization of scientific research and innovation outcomes, OPPO has accumulated over 900 patents and nearly 300 research papers, facilitating the transition of technologies from research settings to practical applications. These endeavors actively contribute to the empowerment of cutting-edge technologies and reinforce OPPO's technological infrastructure.

In terms of global engagement, OPPO upholds the principles of openness, innovation, and mutual benefit, engaging in frequent two-way exchanges with academic entities and groups in disciplines such as communications, computer science, and artificial intelligence. It has fortified strategic partnerships with industry organizations like the Institute of Electrical and Electronics Engineers (IEEE) and the China Computer Federation (CCF), participated in academic gatherings, and vigorously expanded industry-academia collaboration and technological influence.

Through postdoctoral research stations and innovation practice bases, OPPO nurtures high-potential and emerging talent, and through university competitions industry academic conferences such as the National College Student Software Innovation Competition, it builds an industry-academia-research collaboration platform to enhance alignment of talent across these sectors.

Joint Innovation Centers & Laboratories

13

Research Papers

300+

Research Cooperation Projects

800+

Relevant Patents

900+

Empowering Future Talent Driving AI Innovation Practice Through Competitions

OPPO believes that the true value of AI lies in solving real-world problems. In 2025, OPPO co-hosted the 4th "China Collegiate Computing Contest - Intelligent Interaction Innovation Competition" with Zhejiang University. Centered on the theme "AI Agent Innovation for Mobile Terminals", the competition focused on core industry scenarios such as education, healthcare, and daily life. By guiding academic innovation with genuine industrial needs, it attracted participation from 3,626 teams across 477 universities worldwide.

OPPO provided participating teams with comprehensive capabilities and technical guidance to support creative development, including the OPPO Agent Development Platform, our proprietary AI large language models, and methodologies for user research and interaction design. This support empowered teams to explore application solutions for human-computer interaction technology across various scenarios like education, lifestyle, and healthcare, using OPPO flagship smartphones and wearable devices as interaction carriers. Furthermore, the competition encouraged the exploration of diverse interaction methods tailored for specific groups, including the elderly, children, and individuals with disabilities.

Continuously Promoting Technology Standardization

Technological innovation cannot thrive without the support and guidance of standards. In the process of driving technological breakthroughs, OPPO consistently adheres to a "dual-wheel drive" approach combining technology and user needs. Upholding the philosophy of "open innovation and win-win cooperation", we continuously conduct forward-looking standard technology research in fields such as terminal security, privacy protection, display, imaging, fast charging, and AI.

We are deeply integrated into the global standard governance ecosystem. To date, we have joined over 60 international standardization organizations, forums, and alliances, including the International Telecommunication Union (ITU), the 3rd Generation Partnership Project (3GPP), and the Institute of Electrical and Electronics Engineers (IEEE). We hold leadership positions in core organizations, actively participate in standard formulation and topic research, and continuously contribute technical solutions to the industry.

In 2025, OPPO led and participated in the compilation of 153 technical standards, including 9 international standards. By the end of the reporting period, OPPO had cumulatively led and participated in the formulation of 607 technical standards (including international, national, industry, and group standards) and submitted over 16,700 3GPP international standard proposals. These solid standard achievements boost industrial innovation and sustainable development in the digital era.



Protecting Intellectual Property Rights

OPPO continues to deepen its focus on core technology fields such as 5G/6G, video codecs, Wi-Fi, fast charging, AI, and imaging. We consistently transform innovation achievements into high-value patent assets, promoting the commercial implementation of frontier technologies. By the end of 2025, OPPO had completed patent layouts in over 40 countries and regions worldwide. Our cumulative patent applications exceeded 118,000, with over 66,000 granted patents globally, among which invention patent applications accounted for a remarkable 92%.

We have built a mature intellectual property (IP) management system, continuously improving IP management regulations and dispute resolution processes. Additionally, we have established an intelligent IP management platform that utilizes AI tools to assist in patent retrieval and application, as well as litigation risk warning. This allows us to constantly optimize data management methods and comprehensively enhance IP management efficiency.

We promote the construction of the IP ecosystem through diversified paths: For the first time, we joined a streaming media patent pool as a licensor, leveraging OPPO VVC patents to bring a better experience to hundreds of millions of video users globally. We licensed cellular communication patents to leading domestic and international automakers, aiding the development of connected and intelligent vehicles. Our independently developed flash charging technology has been applied to over 18 million cars worldwide. As a licensee, we have obtained authorization from video patent pools and reached bilateral licensing agreements with multiple patent holders.

Furthermore, OPPO actively participates in the construction of global IP governance rules. We submit policy recommendations to major jurisdictions to promote the establishment of a balanced and inclusive IP legal system, helping to create a fair, just, and non-discriminatory global business environment.

Awards and Recognitions

- 01 OPPO was listed in the Top 10 of the "2025 China Enterprise Patent Innovation Top 100" and ranked 4th in the number of invention patents granted.
- 02 According to the 2024 PCT application rankings released by the World Intellectual Property Organization (WIPO), OPPO ranked 14th globally.
- 03 According to the global 5G standard essential patent (SEP) strength report released in January 2025 by the patent data analytics platform LexisNexis® IPlytics, OPPO ranked 8th globally in overall strength.
- 04 3 patents won the 25th China Patent Excellence Award in 2025.

* For more information, please visit: <https://ipr.oppo.com/>

Advancing Digital Inclusion with Technology

Upholding our brand mission of "Technology for Mankind, Kindness for the World", OPPO is committed to being a companion and guardian for our users, benefiting society through technology for good. The company continues to deeply integrate the concept of "digital inclusion" into the ColorOS operating system. Through systematic accessibility optimizations and the forward-looking application of AI technology, we promote the popularization of information accessibility, helping users with diverse abilities access the digital world equally and smoothly.

Barrier-Free Information Sharing

Relying on the ColorOS operating system, OPPO has built an accessibility feature system that covers the needs of users with visual impairments, hearing impairments, motor impairments, and the elderly. We are dedicated to bridging the digital divide through technological innovation, ensuring that everyone can enjoy the convenience of smart technology equally and with ease.

We have long been committed to advancing the accessibility adaptation and labeling of core applications and modules within the ColorOS system, comprehensively covering high-frequency usage scenarios such as communication, social networking, utilities, and entertainment. In November 2025, to further eliminate barriers faced by visually impaired users when using smart devices, we launched a special research project on accessibility experience for visually impaired users to gain a deep understanding of their real needs and core pain points. Based on the research findings, our technical team carried out accessibility feature adaptation and optimization for over 30 core system applications, including the home screen, settings, calendar, weather, and app market. We identified and fixed a total of 409 accessibility defects, effectively enhancing the interaction experience and operational convenience for visually impaired users.

Accessibility design of the ColorOS system

Assistance Type

Core Features

Visual Assistance



Screen reading: Supports TalkBack, Select-to-Speak, image description, and Text-to-Speech, helping visually impaired users obtain screen information through auditory feedback.

Visual enhancement: Provides content magnification, color correction, color inversion, and high-contrast text to assist users with color vision deficiencies in identifying screen content more clearly.

Hearing Assistance



Hearing compensation: Supports mono audio and volume balance to optimize the listening experience for users with varying degrees of hearing loss.

Visual alternatives: Provides speech-to-text transcription and flash alerts for incoming calls, helping hearing-impaired users perceive sound information visually.

Interaction and Intelligent Assistance



Control methods: Offers switch access (adapted for users with motor impairments), motion gestures (such as answering calls by raising the phone to the ear), and accessibility shortcuts to simplify operation paths.

Simple mode: Provides a simplified mode that lowers the usage threshold for elderly users through desktop optimization and voice guidance.

Note: Support for the above features may vary depending on the region, device model, and system version. Please refer to the actual product for details.

Safeguarding the Elder Generation

OPPO actively responds to the national strategy for addressing population aging, leveraging digital technology to help the elderly bridge the "digital divide" and regarding age-appropriate services as a vital component of our social responsibility. The company continuously advances innovation in age-appropriate smartphone features, having established a comprehensive layout centered on "basic function adaptation + family-oriented scenario services". For example, through basic features such as Simple Mode and the Care Edition of its voice assistant, OPPO makes smartphones more accessible and easier to use for older users. Furthermore, we have evolved to launch the "Family Guardian" service (an iterative upgrade of the "Family Space" feature), constructing a closed-loop care system that combines "remote assistance from children + safety guardianship for the elderly". This extends digital services from individual experiences to family emotional connections, making technology a warm bridge for intergenerational communication.

In 2025, OPPO introduced a cross-brand Family Guardian solution, breaking down the barriers between smart terminal ecosystems. This solution allows users from other brands to remotely assist and manage their elders' OPPO, OnePlus, and realme devices by downloading the "Heytap Family Guardian" app. Currently, this feature has been adapted for vivo, Honor, and Apple devices, realizing cross-brand support. This eliminates the service gap caused by device differences, tangibly enhancing the convenience and sense of security for the elderly.

"Family Guardian": Five core features comprehensively safeguarding the digital life of the elderly

	Core Features	Guardian Value
App Usage Management	Supports children in remotely viewing screen time and app details on their elders' devices, and managing them.	Helps the elderly cultivate healthy digital habits and prevent device addiction.
Location Management	Provides real-time location viewing and rapid positioning in emergencies.	Enhances safety for the elderly when traveling
Health Data Management	Integrates with OPPO health wearables to synchronize heart rate, step count, and sleep data.	Remotely monitor the elders' health status and respond promptly.
Remote Assistance Management	Supports remote control for the elder's phone screen to assist with app installation, setting adjustments, and troubleshooting.	Making "teaching the elder's how to use phones" much simpler.
Security Event Management	Real-time identification of scam calls, messages, and malicious apps, pushing warning notifications to the Guardian.	Safeguards the property and information security of the elderly.

Note: Support for the above features may vary depending on the brand and device models in different regions. Please refer to the actual product for details.

Escorting the Healthy Growth of Minors

In the digital era, creating a safe online environment for minors has become a shared concern across all sectors of society, and OPPO actively responds to the calls for advancing the construction of minor modes. Through continuous technological innovation and ecosystem collaboration, we have built a full-link protection system covering smart terminals, application ecosystems, and network environments, using the power of technology to build a clear and secure digital environment for the minors.

In the ColorOS 15.0.1 version (released in April 2025), OPPO strictly followed the requirements of the *Guidelines for the Construction of Minor Mode in Mobile Internet* and rolled out major upgrades to the "Family Guardian" module, launching a revamped Minor Mode. The upgrading focuses on app management and time management, and has realized adaptation and linkage with over 20 mainstream apps. Once activated, the system will automatically identify and block inappropriate content.

By the end of 2025, 60 device models had gained support for Minor Mode through system updates. Adaptation for more models is ongoing to continuously expand the scope of protection, allowing more minor users to enjoy a safe and controllable digital life experience.

Core features of Minor Mode

Screen time management	Screen time management: Parents can set total screen time, per-app time limits, and downtime periods to reasonably arrange their children's study and entertainment schedules.
Content rating and filtering	By integrating with third-party apps, the system automatically switches to an age-appropriate content pool in Minor Mode. It blocks inappropriate information such as violence and vulgarity, while prioritizing high-quality educational and science popularization content.
App installation control	Supports parental management of app download and installation behaviors, preventing teenagers from exposure to unknown risks.
Eye care reminder	When the device has been in continuous use for 30 minutes, the system automatically triggers a rest reminder to guide users to step away from the screen and relax their eyes, helping them develop healthy device usage habits.
Multi-device cloud sync	Supports synchronization of control rules across multiple devices (smartphones, tablets, etc.) under the same OPPO account for convenient unified management.
Strict anti-evasion contro	In Minor Mode, risky features such as "Developer Options" and "Factory Reset" are blocked by default, effectively preventing minors from bypassing protections through technical means.

Note: The Minor Mode is currently only available on OPPO/OnePlus models sold in mainland China. Overseas models do not currently support this feature due to differences in regional policies and services. Please refer to your actual device for specific details.

Empowering Healthy Lifestyle with Technology

OPPO has long been deeply engaged in the cross-border integration of intelligent technology and healthcare. Through smartphones, wearable devices, and big data technology, we make health services more accessible and inclusive, empowering proactive health management for all people with technology.

On March 20, 2025, the OPPO Fitness Health Laboratory (Binhaiwan) was officially put into use. As OPPO's largest global sports health research base, the laboratory has a test area of 4,840 square meters, focusing on key areas such as sports, cardiovascular health, sleep health, and lifestyle management. It has more than 20 sub-laboratories, covering specialized research directions such as human exercise physiology, environmental simulation, body composition, and energy metabolism, and has more than 100 professional research and development testing capabilities. In the future, the laboratory will promote the technological innovation and upgrading of health through continuous independent research and development, endowing the company's software and hardware products with more professional health functions and user experience.



Advancing Cognitive Health Research

Safeguarding the cognitive health of middle-aged and older adults is essential to healthy aging and reflects OPPO's commitment to social responsibility.

PKU Medicine-OPPO Intelligent Health Collaborative Innovation Laboratory launched the research and development of cognitive health products in 2023. Focusing on the core scenarios of digital cognitive assessment and cognitive training, the lab is committed to developing professional, accessible and affordable innovative products. While meeting the demand for low-cost screening at the grassroots level, it works to improve public awareness of cognitive-related diseases, increase detection rates and consultation rates, and guard public cognitive health through technology.

- Since November 2023, we have launched a large-scale cognitive health study, inviting users to participate in digital cognition and assessment. Based on real and long-term user health data, we explore cognitive health assessment and early intervention models suitable for Chinese people. By the end of 2025, this study had attracted more than 120,000 users to participate, and a standard data set for cognitive impairment screening with more than 1,000 cases and covering multi-dimensional populations had been established based on clinical gold standard data, providing important data support for precise research on cognitive health.
- In September 2024, OPPO launched cognitive training mini-games on the its smartphone's minus-one screen², transforming professional brain health training into easy and fun daily interactions, helping users exercise their memory, attention, and reaction skills in fragmented time. By the end of 2025, the cumulative number of visits to this feature had exceeded 8.48 million.

Based on the research results, we will continue to optimize product functions and service content, launch more targeted cognitive training, health reminders, and popular science content, help users of different age groups improve their cognitive health level, and promote the improvement of national health literacy with the power of technology.

² The cognitive training mini-games is currently only available on OPPO/OnePlus models sold in mainland China.

Supporting Weight Management

OPPO Health Laboratory began technical pre-research in the field of fat burning and weight management in early 2023, and achieved product implementation in 2025: OPPO Watch X2 upgraded the professional running mode algorithm and added a dynamic fat burning consumption monitoring function. Leveraging the "8-channel heart rate sensor" and "60-Second Checkup 2.0", it helps users scientifically grasp the fat-burning rhythm during daily exercises like running and aerobics, reshaping a healthy physique³.

Relying on smart wearable products, health algorithms, and big data capabilities, we are committed to transforming professional health solutions into intelligent services for daily use. In 2025, we continued to deepen industry-university-research collaborative innovation, boosting the development of national health with technological innovation:

- In June, OPPO signed a strategic cooperation agreement with Beijing Sport University and Dongguan Binhaiwan New Area to jointly build the "Beijing Sport University-OPPO-Dongguan Binhaiwan Sports Health Joint Laboratory". The three parties will focus on "Technology + Sports," aiming to overcome technical challenges in the field of fat burning functions within the next three years. Through non-drug intervention methods integrating sports and medicine, they will provide scientific and effective solutions for proactive health.
- In the same month, the Greater Bay Area Weight Management and Loss Alliance was officially established. Relying on its continuous deep cultivation and technical accumulation in the field of smart health, OPPO was elected as the vice chairman unit. The alliance will explore the integration model of "Exercise is Medicine" through interdisciplinary collaboration, helping to solve the public health problem of overweight and obesity.

³ The weight management features are currently only available on OPPO/OnePlus models sold in mainland China.

⁴ The "Seamless Hypertension Risk Assessment" is currently only available on OPPO/OnePlus models sold in mainland China.

Promoting Blood Pressure Health

With economic development, population aging, and lifestyle changes, hypertension has become a major public health issue. Due to its high concealment and lack of obvious early symptoms, many patients fail to detect it in time, only getting diagnosed when complications arise, thus missing the best intervention window. Focusing on this practical need, OPPO empowers smart wearable products with innovative technology to create convenient and precise blood pressure monitoring solutions, helping users achieve early detection and intervention of blood pressure risks, and safeguarding public blood pressure health with technology.

In February 2025, OPPO officially launched the "Seamless Hypertension Risk Assessment"⁴ function. Relying on its self-developed AI blood pressure grading algorithm, it provides users with a low-threshold, continuous blood pressure risk monitoring method. Users only need to wear the watch in full smart mode for at least 4 hours a day for 7 consecutive days, and the watch will automatically generate a personalized hypertension risk report, visually presenting blood pressure fluctuation trends to achieve "seamless monitoring and precise warning". Its core value lies in helping users discover hidden dangers in time when there are no clear symptoms, seizing the early window for risk reversal through lifestyle intervention. Currently, this function has been implemented on multiple products such as OPPO Watch X2 and Watch X2 mini.

This function was jointly developed by OPPO, Fuwai Hospital of the Chinese Academy of Medical Sciences, and Omron. With the participation of 14,000 users, algorithm verification was completed based on over 8 million hours of wearable monitoring data and 20 million blood pressure data points, providing strong medical empirical support for the accuracy and reliability of the function. By the end of 2025, this study had cumulatively attracted over 250,000 users to participate, providing timely blood pressure risk warnings to more than 40,000 users.

AI Health Management

OPPO deeply integrates AI technological innovation with public health needs. Relying on our self-developed Sense[®] sports health algorithms, multi-dimensional intelligent sensing, and an all-scenario terminal ecosystem, we have created the OPPO AI Health Assistant. This establishes a proactive health management system covering the entire process of "monitoring - analysis - warning - intervention - improvement", driving health services toward inclusivity, convenience, and personalization.

Leveraging its capability to integrate and analyze multimodal health data, the AI Health Assistant is dedicated to providing users with comprehensive health management support. Through deep correlative analysis of real-time vital signs from wearable devices (such as heart rate, blood oxygen, and exercise data) and medical reports, it achieves intelligent symptom self-checks and automated health record management. With rigorous algorithmic models, it transforms smart devices into professional "personal health digital assistants," aiding users in making more scientific health decisions.

In the future, OPPO will further promote the integrated innovation of AI technology and health products. We will provide users with more scientific and personalized health management solutions through smart terminals, empowering national health with technological innovation and contributing to sustainable social development.

Environmental Protection

Addressing climate change and promoting a green, low-carbon transition are important missions and responsibilities entrusted to enterprises in this era. Facing increasingly severe climate crises and environmental challenges, we actively respond to the United Nations Sustainable Development Goals. We deeply integrate the concept of green development into the entire process of technological innovation, product R&D, production operations, and supply chain collaboration. By practicing responsible production concepts through pragmatic environmental actions and advocating for green consumption, we contribute, as a technology enterprise, to global green, low-carbon, and sustainable development.

Topics Addressed

Climate Change and Energy
Circular Economy and Green Products
Water Resource Management
Pollution Prevention and Control
Waste Management
Biodiversity Conservation

Contributions to the Sustainable Development Goals (SDGs)



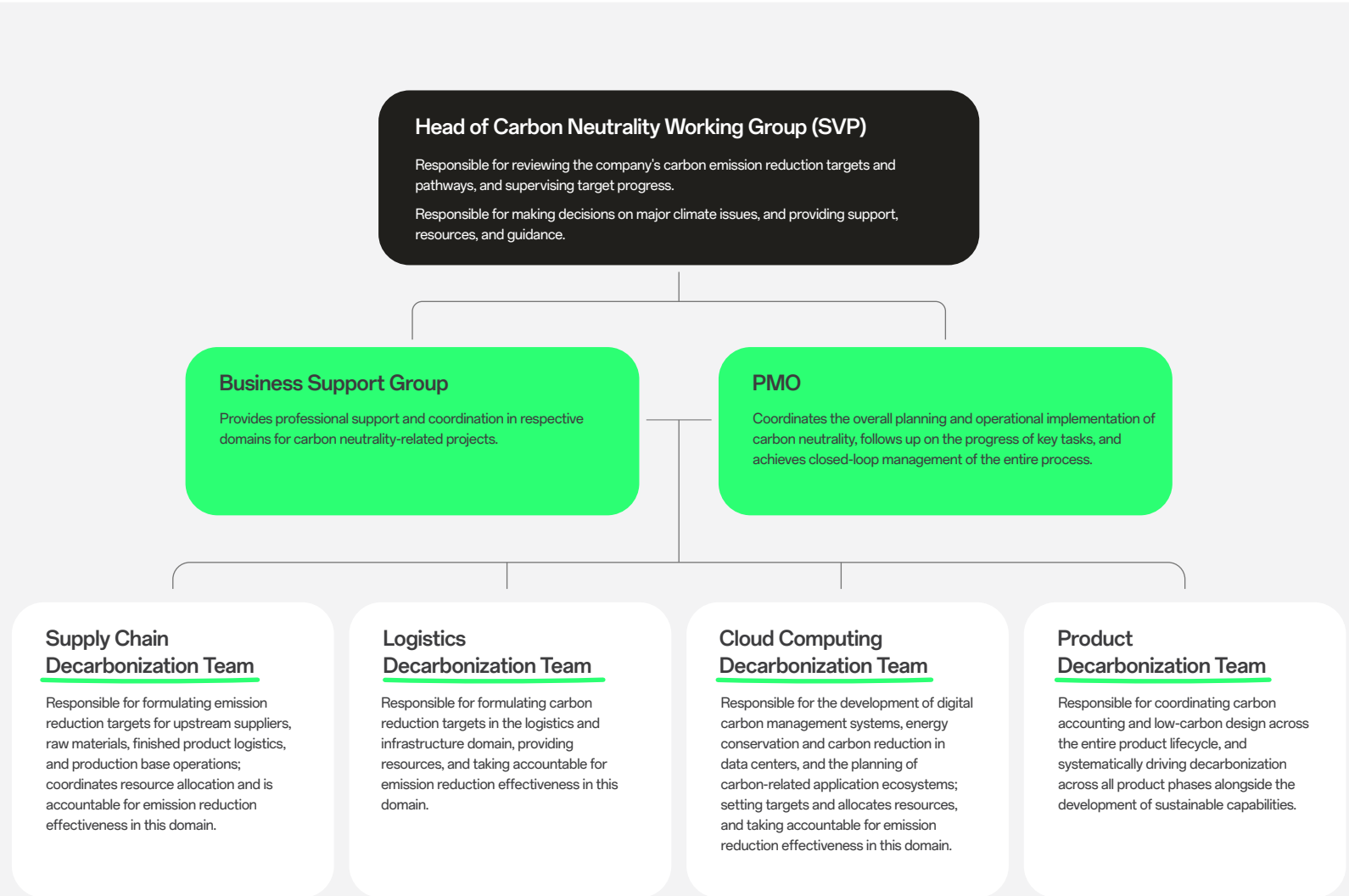
Addressing Climate Change

Global warming poses a critical challenge to humanity at large. OPPO proactively practices the requirements of global climate governance, actively responds to the climate goals of the *Paris Agreement* and China's "30-60" goals (peaking carbon emissions by 2030 and achieving carbon neutrality by 2060), formulates scientific and rigorous low-carbon targets, and promotes the green and sustainable development of the economy and society with practical actions.

Climate Governance Structure

OPPO attaches great importance to the governance of climate change issues and integrates climate action into the company's long-term development strategy. To this end, we have constructed a top-down, multi-level collaborative climate governance structure—establishing a Carbon Neutrality Working Group led by the Senior Vice President to coordinate overall efforts. This group covers core business areas such as R&D, supply chain, administration, and internet services, forming multiple special carbon reduction teams to create a promotion mechanism with clear rights and responsibilities and efficient coordination.

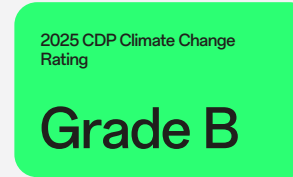
The working group has established a regular meeting mechanism. Through bi-monthly or quarterly meetings, it comprehensively tracks and reviews the progress of carbon reduction actions and target achievement across various business sectors, promptly identifies and rectifies problems, and ensures that various emission reduction measures are steadily advanced and implemented in an orderly manner. Meanwhile, the working group continuously reports work results and key performance indicators to senior management, ensuring scientific and precise governance decisions, forming an efficient closed-loop action management mechanism, and providing a solid guarantee for achieving OPPO's low-carbon goals.



OPPO's Climate Governance Framework

Climate Change Risks and Opportunities

OPPO integrates climate-related risks into its enterprise risk management processes and regularly organizes the identification and evaluation of climate-related risks and opportunities. In 2025, we identified 8 significant climate change risks and opportunities, focusing on green products, green manufacturing and operations, and sustainable supply chains, while defining specific response measures. Furthermore, we took part in the CDP's annual Climate Change Questionnaire and disclosed climate risks, emissions data, and decarbonization initiatives under an international standardized disclosure framework. We secured a B score in CDP Climate Change 2025, demonstrating robust environmental disclosure transparency and mature climate risk governance across the company.



Assessment of Climate Change Opportunities and Response Strategies

Opportunities	Description	Countermeasures
Energy Sources	Employing renewable energy can facilitate the transition of corporate energy use structures, reducing long-term operational costs.	<ul style="list-style-type: none"> Accelerate the green transformation of the energy structure, and increase the proportion of clean energy consumption by deploying photovoltaic power generation and purchasing green electricity.
Energy Efficiency	Introducing new energy-saving technologies and high-efficiency equipment will help the company achieve green, efficient, and low-carbon development.	<ul style="list-style-type: none"> Continuously deepen energy-saving technological transformations in various industrial parks, and steadily advance the construction of low-carbon data centers and green parks.
Products and Services	Promoting green product design and R&D can effectively adapt to evolving consumer preferences, aiding the company in penetrating new markets.	<ul style="list-style-type: none"> Practice the ecological design concept throughout the product lifecycle, and create more green and low-carbon products that meet consumer expectations.

Assessment of Climate Change Risks and Response Strategies

Physical Risks

Risks	Description	Countermeasures
Acute Physical Risks	Frequent extreme weather events including extreme heat, heavy rainfall, typhoons and droughts globally may disrupt the company's production sites, logistics hubs, upstream supplier facilities and overseas operations, potentially triggering production shutdowns, shipment delays and supply chain volatility and undermining business stability.	<ul style="list-style-type: none"> Put in place an early warning system for extreme weather, refine emergency response plans for production bases and logistics hubs, and enhance emergency response capabilities. Optimize supply chain layout and regional capacity allocation, adopt diversified sourcing strategies and appropriately boost safety stock of critical components to strengthen supply chain resilience. Upgrade disaster prevention infrastructure at manufacturing sites and run regular emergency drills to protect personnel, assets and ongoing production.
Chronic Physical Risks	Rising chronic climate trends including global warming, sea-level rise, and regional water scarcity, may adversely affect the layout planning of production bases, the stable acquisition of production water, and long-term operational continuity. This subsequently increases long-term operational and resource security risks.	<ul style="list-style-type: none"> Continuously monitor the changing trends of chronic risks, fully consider long-term climate impacts during the site selection of production bases and the planning of new projects, and adopt science-based site planning to boost long-term operational adaptability.

Transition Risks

Risks	Description	Countermeasures
Policy and Legal/Market	Markets and clients especially in the EU impose stricter rules on our climate governance and disclosure, driving up operational and compliance costs. Non-compliance may lead to limited market access and falling market share.	<ul style="list-style-type: none"> Set low-carbon targets, standardize carbon management and disclosure, and boost climate governance capacity. Advance the transformation of energy use structure and speed up clean energy deployment. Develop eco-friendly low-carbon products consistently to satisfy market and client demands.
Technology	To support low-carbon transition and sustain competitiveness, the company must boost R&D spending on low-carbon products, green materials and energy-saving tech, lifting its R&D and operating costs. Poor R&D planning or unproven tech may trigger inconsistent quality, higher costs and weaker market standing.	<ul style="list-style-type: none"> Promote the R&D of green and low-carbon products. Establish a technical review mechanism to conduct feasibility studies and risk assessments on eco-materials, energy-saving solutions, and new processes, optimize R&D decisions, and boost the cost-effectiveness of technical investment.
Market and Reputation	Growing consumer sustainability awareness lifts preference for low-carbon, energy-saving, recyclable goods. Gaps between product eco-performance and green marketing claims may erode consumer confidence, brand reputation and competitiveness.	<ul style="list-style-type: none"> Provide consumers with high-efficiency, high-durability, easy-to-repair, and recyclable products. Develop and refine a formal responsible product take-back system and promote sustainable consumption among consumers. Standardize green marketing and environmental disclosure rigorously to guarantee truthful and accurate information.

Low-Carbon Development Goals and Progress

Based on a comprehensive review of global business carbon inventory data and management status, OPPO has formulated mid-to-long-term carbon reduction goals and an action roadmap: "Achieve peak carbon emissions from our own operations by 2024, and achieve carbon neutrality across our own operations by 2050." We continue to invest resources in key areas such as operational decarbonization, strategic planning, product innovation, and energy transition, promoting the orderly and efficient implementation of carbon reduction across company operations and the value chain.

Operational Carbon Emissions

In compliance with the *ISO 14064-1:2018 Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals* issued by the International Organization for Standardization (ISO), and the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), we conducted a greenhouse gas (GHG) inventory for OPPO's global operational emissions under the operational control approach. The inventory covers domestic and overseas manufacturing bases, warehouses, office buildings and data centers, and has been verified by an independent third party. In 2025, the total GHG emissions from OPPO's own operations amounted to 281,248.19 tCO₂e, representing a 1.22% year-over-year reduction. Among this, total Scope 1 emissions were 12,801.67 tonnes, and total Scope 2 (market-based) emissions were 268,446.52 tonnes.

OPPO's operational greenhouse gas emissions (Unit: tCO₂e)

Indicator	2023	2024	2025
Scope 1	9,335.61	11,720.15	12,801.67
Scope 2 (Market-Based)	284,857.25	272,994.43	268,446.52
Total Emissions	294,192.86	284,714.58	281,248.19

Scope 3 carbon emissions

In 2025, we focused on 11 key emission categories related to our business and systematically conducted a comprehensive accounting and inventory of Scope 3 (upstream and downstream value chain) carbon emissions. We engaged an independent third-party to provide assurance for the carbon inventory data, ensuring its authenticity, accuracy, and completeness. According to statistical accounting, the total Scope 3 greenhouse gas emissions for OPPO in 2025 amounted to 6,510,930.43 tonnes, representing a 2.57% decrease compared with 2024. Among this, total downstream emissions were 1,521,707.15 tonnes, and total upstream emissions were 4,989,223.28 tonnes.

OPPO's Scope 3 greenhouse gas emissions (Unit: tCO₂e)

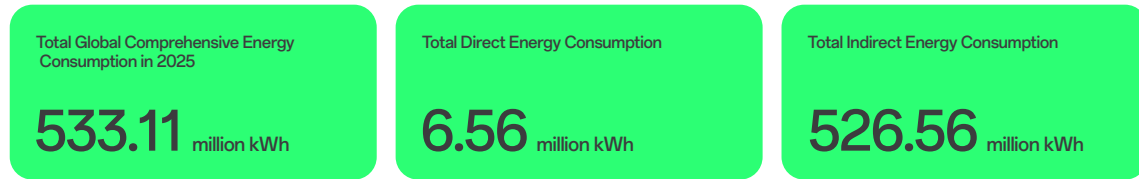
Indicator	2023	2024	2025
Scope 3	7,367,419.60	6,682,974.52	6,510,930.43

Energy Management

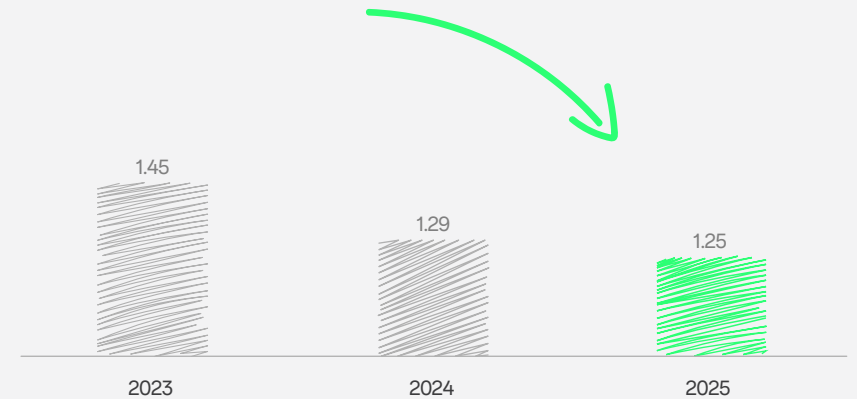
OPPO adheres to the ISO 50001:2018 international standard to establish and continuously improve its energy management system. We have formulated internal policies such as the *Energy Management Manual* and the *Supply Chain Energy Management Regulations*, providing institutional support for energy conservation, emission reduction, and the enhancement of energy management. Currently, OPPO's domestic manufacturing bases (Dongguan and Chongqing factories) have both obtained ISO 50001 Energy Management System certification.

We set energy-saving targets based on the company's actual energy consumption patterns. Through energy audits, data monitoring, and analysis, we identify energy-saving potential and actively promote the application of new energy-saving technologies, processes, equipment, and materials to continuously advance energy conservation and consumption reduction. Meanwhile, we regularly conduct energy-saving publicity and training to enhance the energy conservation awareness of all employees.

In 2025, OPPO's total global comprehensive energy consumption⁵ was 533.11 million kWh, a year-on-year decrease of 4.53 million kWh. Among this, the total direct energy consumption was 6.56 million kWh, and the total indirect energy consumption was 526.56 million kWh.



We continue to advance energy conservation and emission reduction efforts across various industrial parks and data centers. In 2025, the Dongguan manufacturing base completed the high-efficiency chiller plant construction project for Building F2, achieving an annual electricity saving of 2.09 million kWh, corresponding to a carbon emission reduction of 1,109.55 tonnes, which effectively improved the energy efficiency of the park's cooling system. The OPPO AndesBrain (Binhaiwan Bay) IDC reduced its average annual Power Usage Effectiveness (PUE)⁶ to 1.25 through in-depth optimization of electromechanical systems, a decrease of approximately 2.8% compared to 2024. Our data centers achieved annual electricity savings of 20.26 million kWh and carbon emission reductions of 10,747.76 tonnes, effectively reducing operational carbon intensity.



PUE value (annual average) of OPPO AndesBrain (Binhaiwan Bay) IDC

⁵ Total comprehensive energy consumption is calculated based on the consumption of various energy sources and the relevant conversion methods specified in the *General Principles for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)*.

⁶ PUE (Power Usage Effectiveness) is a core indicator for evaluating data center energy efficiency. A value closer to 1 represents a higher level of energy efficiency.

Renewable Energy Usage

Electricity is the primary form of energy consumption in the company's production and operations. OPPO is actively expanding the scale of renewable energy application and continuously promoting the transformation of its energy structure through measures such as constructing distributed photovoltaic (PV) systems and purchasing green electricity. In 2025, the volume of renewable electricity used by OPPO's manufacturing bases and operational sites reached 116.00 million kWh, a year-on-year increase of 67.69%, achieving a cumulative carbon emission reduction of 70,714.81 tonnes⁷.

Renewable electricity consumption

Indicator	2024	2025
Independently generated renewable electricity (10,000 kWh)	700.08	1,179.20
Externally purchased renewable electricity (10,000 kWh)	6,217.49	10,421.00
Total Renewable Electricity (10,000 kWh)	6,917.57	11,600.20
Renewable electricity share	13%	22%

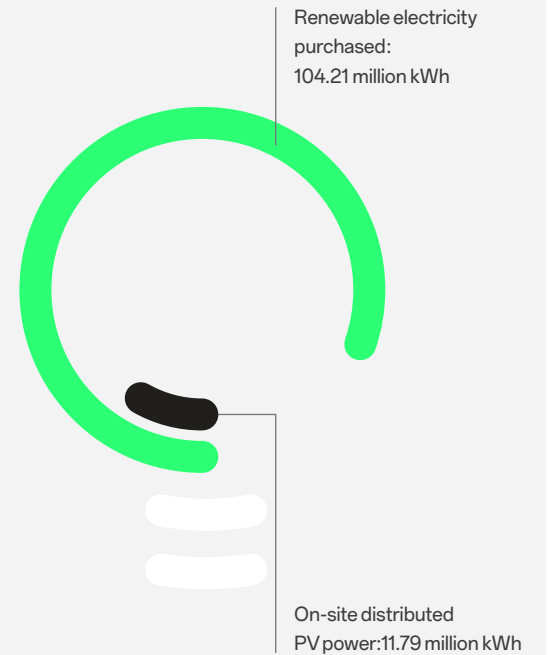


On-site Distributed PV Systems

OPPO is actively deploying distributed photovoltaic (PV) power generation projects to steadily advance the green energy transition and reduce reliance on traditional fossil fuels in operational processes. Currently, the distributed PV power stations in the Dongguan and Chongqing industrial parks have achieved stable power generation, effectively supporting green production and operations within the parks. In 2025, the distributed PV power station at the Dongguan Binhaiwan Park was officially commissioned, further improving the company's clean energy supply system. During the reporting period, the distributed PV power stations at OPPO's parks generated a total of approximately 11.79 million kWh.

Renewable Electricity Procurement

By continuously purchasing green electricity, OPPO is steadily increasing the proportion of clean energy used and reducing carbon emissions from its operations. In 2025, OPPO's various industrial parks and data centers procured and utilized a total of 104.21 million kWh of renewable electricity.



⁷ Calculations are performed using the 2023 national average electricity carbon emission factor (excluding non-fossil energy electricity from market-based transactions) of 0.6096 kgCO₂/kWh.

Practicing Green Operations

OPPO remains firmly committed to green and low-carbon development. We integrate environmental protection into all aspects of corporate operations and product manufacturing, and strictly comply with relevant environmental laws and regulations. Having established a sound environmental management system, we continue to strengthen environmental management capabilities, boost resource efficiency, cut pollutant emissions and protect the ecosystem. We strive to create a new landscape featuring harmonious and inclusive sustainable development.

Environmental Management

A sound management mechanism underpins environmental governance. OPPO has established a scientific environmental management system that conforms to the ISO 14001:2015 international standard and continually enhanced its environmental management performance. In accordance with relevant environmental laws and regulations, OPPO has developed and updated rules including the *Solid Waste Management Regulations*, *Air Pollution Prevention and Control Regulations*, and *Wastewater Management Regulations*, ensuring strict enforcement of environmental protection measures. The Environmental, Health, and Safety (EHS) Management Committee provides guidance, supervision and assessment on environmental risk management, promotes continuous improvement to the environmental management system, raises employee's environmental consciousness, and improves overall environmental performance. In 2025, 100% of OPPO's global manufacturing bases were certified to ISO 14001 certification, with 100% coverage of environmental training for new employees.

We have developed a scientific and effective process for environmental aspect identification and risk assessment. This process helps identify and evaluate factors that bring actual or potential significant environmental impacts resulting from our operations. We manage significant environmental aspects by setting up management indicators and implementing monitoring measures. All departments conduct annual identification of relevant aspects, and we continuously assess and monitor the effectiveness of risk control measures. To embed the philosophy of green operations and mitigate environmental risks, OPPO has established environmental objectives for major industrial parks covering energy, pollutant and waste management, and rolled out various practical initiatives to minimize the environmental impact of production and business operations. No environmental violations occurred during the year.

We continue to promote the development green industrial parks. Notably, OPPO (Chongqing) Intelligent Technology Co., Ltd. was certified as a national-level "Green Factory" in 2022. By optimizing energy and resource utilization, promoting cleaner production, and strengthening whole-process control of pollutants, we continuously enhance our green manufacturing capacity, and contribute to the low-carbon transition and sound sustainable development of regional industries.

ISO 14001-Certified Manufacturing Sites

100 %

New Employee Environmental Training Coverage

100 %

Environmental Violations & Irregularities (2025)

0



OPPO Chongqing Manufacturing Base

Water Resource Management

OPPO strictly adheres to local laws and regulations for water treatment in its operational locations, continuously improves water resource efficiency during operations, and implements sustainable water resource management. Regarding water consumption, our water supply is primarily sourced from municipal water systems for daily office and domestic use, resulting in a low reliance on surface water resources for business operations.

To reduce water consumption, we have set water conservation targets, actively introduced new technologies and equipment, and carried out water-saving initiatives to improve the efficient and refined management of water resources. Meanwhile, we are actively exploring water recycling applications. For instance, reclaimed water from on-site sewage treatment plants is used for landscape irrigation, and wastewater reuse facilities have been installed in laboratories, greatly lifting the water recycling rate. In 2025, total water usage across OPPO's global manufacturing bases stood at approximately 2.56 million tonnes, and the volume of recycled wastewater reached 76,552 tonnes⁸.

2025 Total Water Use of Global Manufacturing Sites

256 million tonnes

2025 Wastewater Recycle & Reuse Volume

76,552 tonnes

Pollution Prevention and Control

OPPO strictly complies with applicable laws, regulations and relevant standards, including the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*. We have formulated internal management systems such as the *Wastewater Management Regulations*, the *Waste Gas Pollution Prevention and Control Management Regulations*, and the *Contingency Plan for Environmental Emergencies*. We conduct preliminary EHS change reviews prior to the introduction of chemicals and equipment, preventing any equipment that may cause severe pollution or safety hazards from being put into production. Additionally, we regularly conduct hazardous chemical spill drills to ensure timely containment when pollution occurs and reduce related incidents.

⁸ Mainly derived from wastewater recycling and reuse initiatives at the manufacturing bases in Dongguan and India.

⁹ The data scope covers OPPO's manufacturing bases located in Dongguan (China), India, and Indonesia.

¹⁰ (SO_x) mainly originate from generator exhaust at our facilities.

¹¹ Volatile Organic Compounds (VOCs) mainly originate from organized exhaust generated during dispensing, curing and other processes in production workshops.

The company's products are primarily assembled, with no process wastewater generated. Domestic sewage mainly comes from wastewater in office restrooms, employee cafeterias, and dormitories, which is centrally discharged to the municipal sewage network. We have set domestic sewage discharge targets to ensure compliance with local statutory standards. For new, reconstructed, or expanded projects that directly or indirectly discharge pollutants into water bodies, we conduct environmental impact assessments as required by law and construct supporting water pollution prevention facilities to meet the requirements of the ecological and environmental access list. Furthermore, we annually engage qualified environmental testing bodies to monitor our wastewater discharge, ensuring that all wastewater parameters comply with national and local discharge standards.

The company's waste gas comprises industrial exhaust from production activities (including organic fumes generated during reflow soldering, adhesive dispensing and curing, as well as generator exhaust) and cooking fumes from staff cafeterias. All waste gas undergoes treatment before being discharged at high elevations through exhaust ducts. We strictly comply with national and local atmospheric emission standards and technical codes, and have set relevant emission targets to advance waste gas pollution prevention work. We implement full-process air pollution control, covering source management, in-process supervision and end-of-pipe treatment. By prioritizing low-emission equipment and eco-friendly materials, and installing gas collection units and purification systems, we effectively reduce atmospheric pollution.

Our major on-site noise sources include operating power equipment such as air conditioning units and air compressors. Noise control is mainly achieved through equipment upgrading, process optimization and noise source isolation. To ensure domestic sewage, waste gas and plant boundary noise fully comply with applicable discharge standards, we regularly commission external professional testing bodies to conduct environmental monitoring of pollution sources. In 2025, OPPO maintained a 100% pollutant emission compliance rate, with zero non-compliant discharge incidents.

Air pollutant emissions of OPPO global manufacturing bases in 2025 (tonnes)⁹

Indicator	2025
Nitrogen oxides (NO _x) ¹⁰	0.194
Sulfur Oxides (SO _x)	0.005
Volatile Organic Compounds (VOC) ¹¹	0.103

Waste Management

OPPO adheres to the solid waste management principles of reduction, harmless treatment and resource recovery. We keep improving solid waste management practices, and have issued the *OPPO Solid Waste Management Regulations*. A leading group for solid waste pollution prevention and control has also been set up to guide, supervise and oversee decision-making on related work. Our waste is classified into general waste and hazardous waste. General waste is collected and disposed of by contracted professional recyclers, while hazardous waste is handed over to qualified third-party organizations for compliant treatment. Through effective management and disposal of solid waste, we prevent and control environmental pollution from solid waste.

Waste discharge volume from OPPO global manufacturing bases (tonnes)

Indicator	2025
Hazardous waste	150.89
Non-hazardous waste	46,737.55
Recyclable solid waste ¹²	21,134.98

¹²Recyclable solid waste includes waste cardboard, plastics, wood and metals generated during OPPO's daily operations.

Biodiversity Conservation

OPPO actively carries out diverse biodiversity conservation practices to reduce impacts on the ecological environment surrounding our operational areas, continuously exploring a sustainable path where enterprises and nature coexist in harmony. We integrate biodiversity conservation into the site selection assessment for construction projects, avoiding ecologically sensitive areas whenever possible, and conducting environmental impact assessments in accordance with local laws and regulations. Currently, all OPPO manufacturing bases are located in industrial zones approved by local governments and are not adjacent to or situated within biodiversity-sensitive areas. Furthermore, we minimize the impact of production activities on the surrounding ecological environment by regularly monitoring the compliant discharge of wastewater and waste gas, and ensuring the compliant disposal of solid waste.

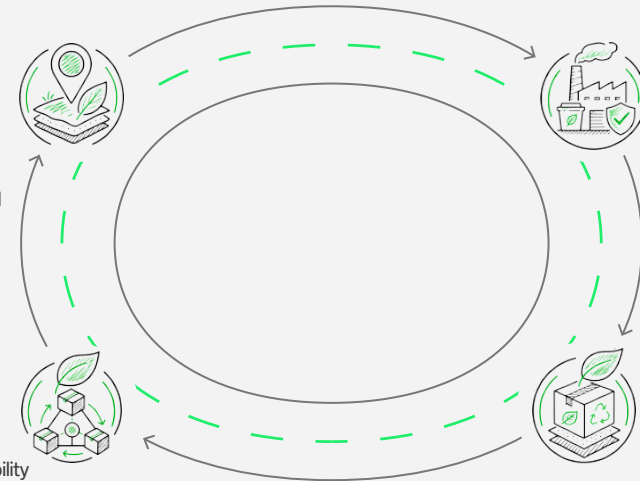
Meanwhile, we continue to deepen product eco-design and sustainable supply chain management. By promoting green materials (such as FSC-certified packaging, renewable and recyclable materials), enhancing product recyclability, and strengthening suppliers' environmental responsibilities, we further reduce the impact of value chain activities on biological habitats and ecosystems.

Environmentally Conscious Site Selection

- Avoid ecologically sensitive areas
- Carry out Environmental Impact Assessment (EIA)

Supply Chain Collaboration

- Strengthen suppliers' environmental responsibility
- Minimize adverse impacts on ecosystems



Compliant Operation

- Monitor wastewater and air emissions
- Standardize solid waste management

Green Product Design

- Promote the use of eco-friendly materials
- Enhance product recyclability

Creating Green Products

Guided by the circular economy principles of "reduction, reuse, and resource recovery," we integrate key attributes including design simplicity, eco-friendly materials, product durability, and end-of-life recyclability into product full lifecycle management. We strive to minimize the negative environmental impact of our products, develop green products, and contribute to the development of the circular economy.

Product Full Lifecycle Environmental Impact Assessment

Adhering to the concept of green and low-carbon development, we conduct product life cycle assessments (LCA) for mobile phones. This allows us to comprehensively identify the environmental footprint of products across stages including raw material procurement, manufacturing, logistics, consumer use, and end-of-life recycling, providing a scientific basis for product eco-design and low-carbon optimization. In 2025, we completed environmental impact assessments for 23 product models.

Sustainable Packaging

OPPO advocates for sustainable packaging design concepts. We adhere to the principles of lightweight, compact, harmless, and easily recyclable packaging. While meeting basic functions such as product protection and labeling, we continuously optimize packaging design to create sustainable packaging.

Lighter Packaging



We continuously promote packaging lightweighting and significantly reduce paper consumption through the design of electronic manuals: we transition some product guidance information to digital formats to reduce the use of paper materials at the source; meanwhile, under the premise of complying with regulatory requirements, we further reduce printing paper usage by streamlining content and optimizing layouts. Taking the Chinese market as an example, the *Quick Start Guide* for mobile phones and tablets has been streamlined from 8 pages to 4 pages, reducing paper usage by 50% and effectively lowering resource consumption and environmental impact in the packaging process.

More Environmentally Friendly Materials



Raw materials compliant with environmental standards

OPPO strictly restricts the use of materials that may cause environmental pollution or pose hazards to human health. We manage materials based on applicable environmental laws and regulations in our operational locations (including but not limited to RoHS, REACH, POPs, etc.), ensuring the environmental compliance of product components and packaging materials at the source.

Use of eco-friendly inks

We adopt renewable soy-based inks or mineral-oil-free inks to replace petroleum-based inks, reducing fossil fuel consumption and facilitating the recycling of packaging materials. Currently, 100% of OPPO smartphone packages are printed using soy-based inks, and we are gradually extending this eco-friendly initiative to smart wearables, tablets, and other product categories.

Use of recycled materials

We actively promote the use of recycled materials in product packaging. In 2025, grey board made from recycled waste paper was adopted for all OPPO product packaging. For smartphone packaging, recycled paper accounts for approximately 43% of the total weight of the packaging. During the reporting period, recycled packaging materials accounted for 24.4% of the total weight of packaging materials.

Plastic reduction in packaging

We promote the use of paper-plastic materials made from plant fibers and waste paper to replace traditional plastics in packaging materials. For instance, starting from the European market, paper-plastic materials account for about 14% the smartphones package. Meanwhile, we are accelerating the research and development of PHA bio-based plastics, committed to gradually replacing petroleum-based plastics in packaging in the future, and continuously deepening our plastic reduction actions.

Product Durability

OPPO is dedicated to providing users with more durable products. We extend product lifecycles through collaborative software and hardware innovation, improve product usage efficiency and energy performance, reduce resource consumption, and practice green, low-carbon, and sustainable development concepts through long-lasting durability.

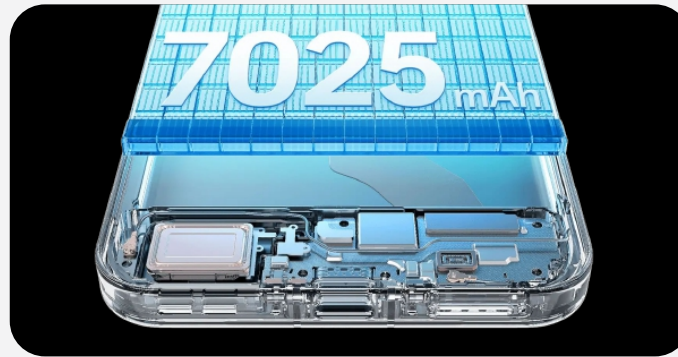
Durable hardware design

During the product design phase, we prioritize high-strength and durable materials and optimize internal structures and reinforcement designs to enhance overall device reliability and service life from the source. Meanwhile, all products must undergo rigorous environmental reliability testing prior to shipment, simulating extreme conditions such as high and low temperatures, humidity, and drops, to comprehensively verify stable performance in complex usage scenarios, ensuring the products resist damage during long-term operation and maintain persistent, reliable performance. In 2025, 24 newly launched products passed IP6X (dust tight), IP68 (protection against continuous immersion), and IP69 (protection against high-temperature, high-pressure water jets) ingress protection certifications.



Innovative battery technology

Battery health directly impacts the overall performance and lifespan of the phone. Relying on VOOC super flash charging technology to significantly shorten charging times, combined with our self-developed Battery Health Engine, we safeguard charging and discharging safety through underlying algorithms and battery chemical systems, intelligently extending battery lifespan. We have built an integrated battery durability solution combining fast charging, long lifespan and intelligent management, achieving an efficient balance between performance and user experience. In 2025, the OPPO Find X9 series debuted the self-developed Glacier Battery, pushing the limits of battery durability. Equipped with OPPO's proprietary spherical silicon-carbon anode material and silicon anode longevity algorithm, the battery enables accurate battery health monitoring and intelligent charge-discharge regulation, supporting reliable performance for up to five years.



Smooth operating system

ColorOS features a built-in hyper-computing platform with a complete set of system-level technical solutions customized to enhance system smoothness and stability, effectively improving product stability and durability. We continuously iterate and upgrade ColorOS, providing a persistently smooth system experience and long-term convenient system update services to further enhance product durability across the full lifecycle.



Product Repairability

By enhancing product repairability, OPPO effectively extends product lifecycles and reduces the generation of electronic waste, actively contributing to the circular economy and low-carbon development. During the product design phase, we utilize standard fasteners (such as screws, clips, adhesive tapes, and pull-tabs) to facilitate device disassembly and component replacement, thereby improving product repairability from the source. In 2025, 26 of our products achieved a Class B repairability rating on the EU Energy Label.

During the product in-use phase, we have established a convenient after-sales service network. Relying on official offline service centers, we provide users with original spare parts and professional repairs. Meanwhile, we continuously enhance our online service capabilities by offering diverse service methods such as online fault diagnosis, remote technical guidance, and convenient mail-in repair services, allowing users to enjoy efficient and reliable repair support without leaving their homes. Furthermore, we publicly release detailed product repair manuals to provide standardized support for third-party repair services, helping to extend product service life.

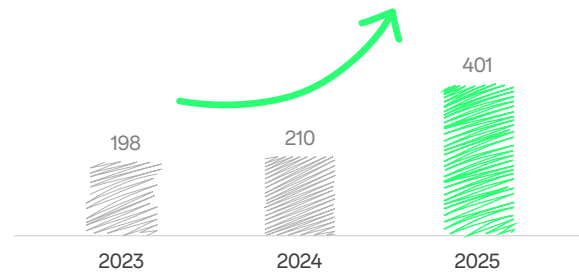
To further safeguard the user experience and ensure longer product usage, OPPO has also launched a series of comprehensive protection services, including Screen Damage Protection, Battery Protection, Extended Warranty, and OPPO Care+. These services cover diverse scenarios such as accidental damage, hardware degradation, and ultra-long warranties. Through this robust protection system, we reduce user costs and extend the overall lifespan of our products.

Product Recycling Management

OPPO actively fulfills its Extended Producer Responsibility (EPR) obligations, encouraging users to participate in e-waste recycling programs to alleviate environmental burdens and promote the development of a circular economy.

Through both online and offline recycling channels, we provide users with comprehensive recycling services covering old device valuation, professional quality inspection, and user data wiping. In Europe, we have signed agreements with Producer Responsibility Organizations (PROs) within EU member states (such as Green Dot and the European Recycling Platform) to advance the recycling and processing of waste electronic products, batteries, and packaging materials.

In 2025, the total weight of products OPPO placed on the market reached 35,300 tonnes. During the same period, the weight of old devices recycled through various channels in the Chinese and European markets exceeded 1,187 tonnes. By promoting the recycling, dismantling, reuse, or safe disposal of waste electronic products, we have effectively reduced the environmental pollution caused by e-waste.



Total weight of electronic products recycled through trade-in channels in China (tonnes)

Note: The recycled electronic products are not limited to OPPO-branded devices.

Formulation of Industry Environmental Standards

Leveraging its R&D expertise and green practices, OPPO actively participates in the formulation of environmental standards for smart terminals and peripheral products, contributing to the improvement of the industry's green regulatory framework. By the end of 2025, OPPO had participated in the formulation of a total of 12 industry and group standards related to product environmental protection, covering core areas such as low-carbon product evaluation, green design, and circular recycling. Representative industry standards include:

- YD/T 6629-2025 *Technical Specification for Low-carbon Product Evaluation - Mobile Communication Handsets*
- YD/T 6628-2025 *Greenhouse Gases - Quantitative Methods and Requirements for Carbon Footprint of Products - Mobile Telecommunication Handsets*
- YD/T 4321-2023 *Green Design Product Evaluation Technical Specification - Mobile Communication Terminals*

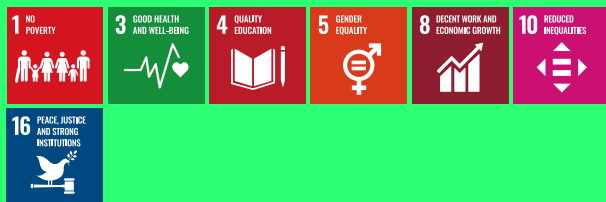
Caring for Employees

Employees are the enduring driving force behind OPPO's long-term development. We remain committed to standing side by side with our employees and sharing benefits, striving to provide a safe, harmonious, equal, and open work environment to achieve mutual progress and win-win developments for the company and employees. We continuously improve human resource management, streamline talent development paths, refine comprehensive welfare schemes, effectively safeguard the legitimate rights and interests of our employees, and constantly enhance their sense of belonging and well-being.

Topics Addressed

- Employee Rights and Interests Protection
- Employee Benefits and Care
- Occupational Health and Safety
- Employee Training and Development

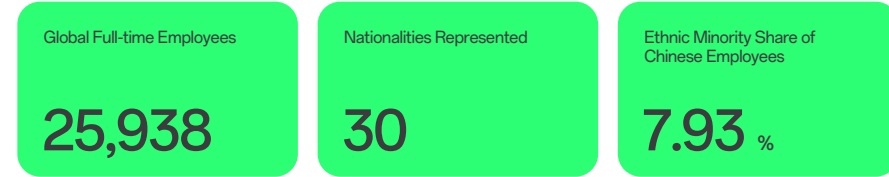
Contributions to the Sustainable Development Goals (SDGs)



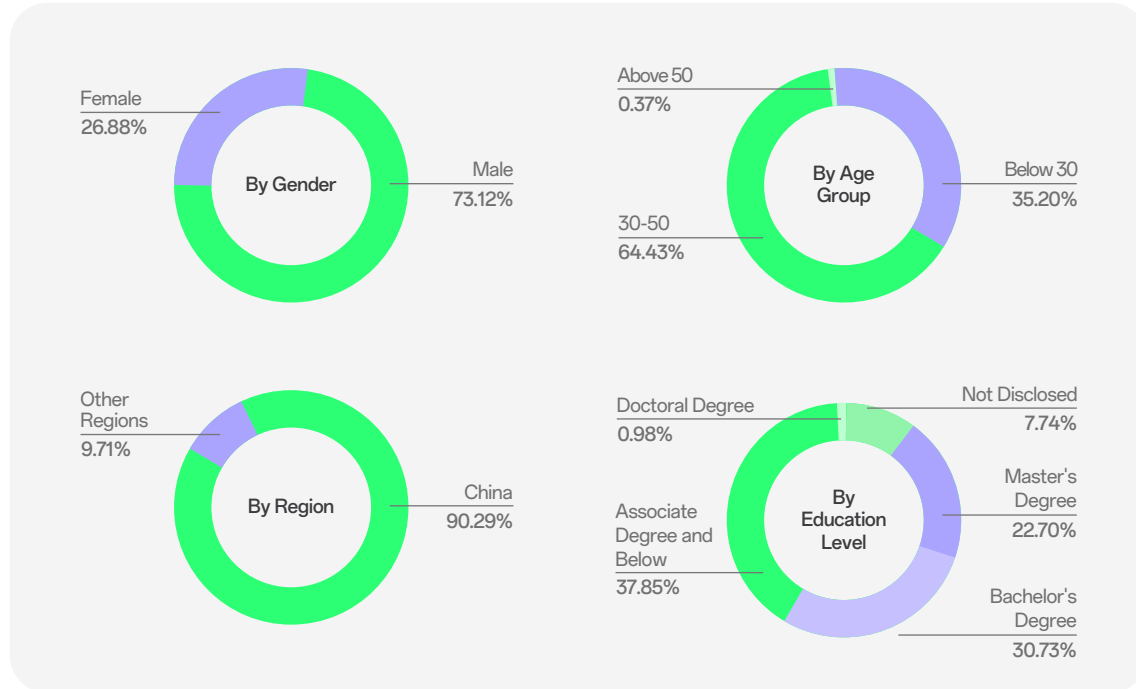
Protecting Employee Rights and Interests

OPPO adheres to a people-oriented approach, respects individual differences, and empowers global talent to fully unleash their potential in an open, equal, and respectful environment. We stimulate innovation through diverse cultures and safeguard employee rights with fair mechanisms, achieving the mutual growth of individual value and organizational goals. As of December 31, 2025, OPPO had 25,938 full-time employees globally, hailing from 30 countries around the world. Among our Chinese employees, ethnic minorities account for 7.93% of the workforce, while representing 3.88% of middle and senior management positions.

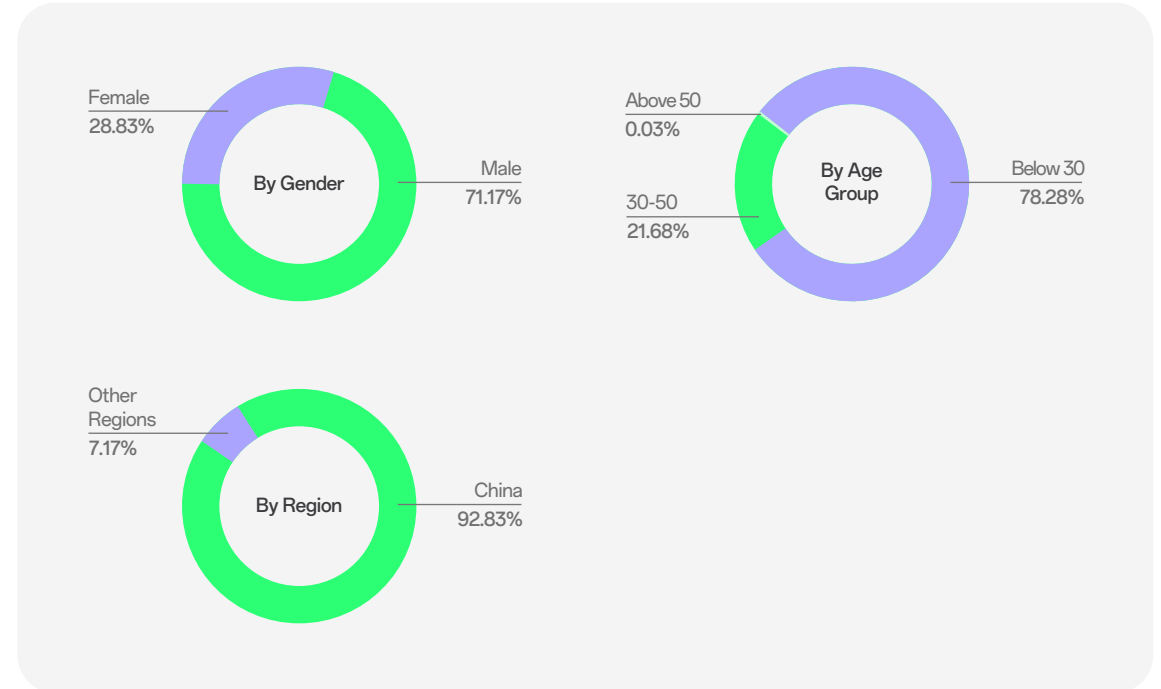
We are continuously advancing the construction of a diverse, equitable, and inclusive (DEI) talent system. In our overseas operations, we actively promote localized talent management and foster local employment by hiring local talent. By the end of the reporting period, we had a total of 2,518 employees in overseas regions, with local employees accounting for 98.97% of this workforce.



Distribution of global full-time employees



Distribution of newly recruited employees



Labor Rights and Interests

OPPO strictly complies with the labor laws and regulations of the locations where we operate. Referencing international standards including the *Universal Declaration of Human Rights* and ILO Conventions, we continuously refine our human resources management system to cover the entire employee lifecycle, including recruitment, training, utilization, and retention. Meanwhile, we have established a self-assessment mechanism for labor compliance risks. By regularly and comprehensively identifying and assessing labor and human rights risks in the employment process, we continuously promote risk prevention, control, and improvement, effectively safeguarding the legitimate rights and interests of our employees.

We firmly oppose the employment of child labor and any form of involuntary or forced labor. During the recruitment and onboarding phases, we prevent employment risks at the source through measures such as identity verification, age checks, and confirmation of employment eligibility. Furthermore, we incorporate requirements prohibiting child labor and forced labor into our supply chain management, requiring suppliers to adhere to OPPO's labor and human rights policies through contractual constraints, supervision, and audits. During the reporting period, we conducted a total of 8 internal and external audits involving employment compliance and labor rights at our self-owned manufacturing bases, and no instances of child labor or forced labor were found. For full details on labor and human rights management among suppliers, please refer to the section "Building a Sustainable Supply Chain Together" of this report.

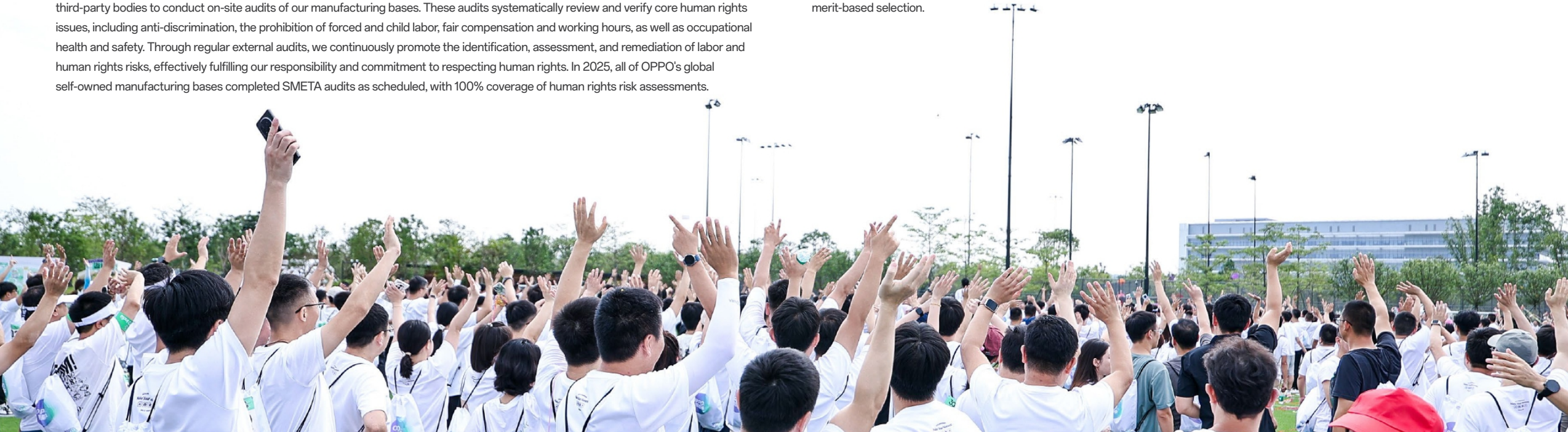
Additionally, in accordance with the SEDEX Members Ethical Trade Audit (SMETA) standards, we annually commission qualified third-party bodies to conduct on-site audits of our manufacturing bases. These audits systematically review and verify core human rights issues, including anti-discrimination, the prohibition of forced and child labor, fair compensation and working hours, as well as occupational health and safety. Through regular external audits, we continuously promote the identification, assessment, and remediation of labor and human rights risks, effectively fulfilling our responsibility and commitment to respecting human rights. In 2025, all of OPPO's global self-owned manufacturing bases completed SMETA audits as scheduled, with 100% coverage of human rights risk assessments.

Fair Employment

We are committed to building a fair and impartial recruitment environment. By establishing transparent recruitment processes and a strict interviewer management system, we create a solid framework to attract outstanding talent worldwide.

In practice, we base selection primarily on job competencies and firmly reject any form of employment discrimination. Relying on the TDS Recruitment Management System, we enable end-to-end online tracking for external hiring, internal recruitment, employee referrals and competitions for management positions. This covers steps including recruitment information review, resume screening, interview assessment, and employment approval, ensuring full transparency in recruitment and standardized, efficient selection.

We have formulated the *OPPO Interviewer Management Regulations*, which clarify interviewer qualification requirements, codes of conduct, performance evaluations, and accountability mechanisms. Interviewers must pass the "Basic Interviewer Competency Certification" administered by the Talent Supply Department before taking up their posts. Meanwhile, we conduct interview satisfaction surveys to collect candidate feedback on the fairness and professionalism of the interview process, using this as an important basis for interviewer assessment, rewards and punishments, and recruitment process optimization. In 2025, we onboarded 599 newly certified interviewers. We achieved zero discrimination complaints in the recruitment process throughout the year, with an overall interview satisfaction score of 4.54 (out of 5). A total of 6,028 new employees were recruited during the year, including 4,290 males and 1,738 females. The entire process of recruitment and hiring strictly follows anti-discrimination principles, adhering to equal opportunity and merit-based selection.

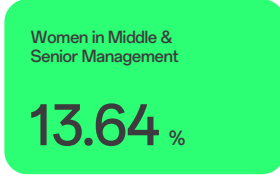


Rights and Interests of Female Employees

OPPO attaches great importance to safeguarding the rights and interests of female employees, actively responding to their practical needs in career development, and building a comprehensive support system covering compensation, leave and care. We adhere to the principle of equal pay for equal work, establish a fair and transparent compensation system, and strictly guarantee female employees' statutory leave rights—including marriage leave, maternity leave, parental leave, and breastfeeding break—in accordance with the law. Meanwhile, during significant life moments such as marriage and childbirth, we provide exclusive care and benefits to female employees, showing the human side of our company.

To help female employees better balance family and work, we have equipped standardized mother-and-baby rooms at our facilities in Dongguan, Chongqing and other sites, and continue to optimize employee care facilities. During the reporting period, the OPPO Dongguan Binhaiwan Park has introduced professional childcare service institutions to further provide parenting support for employees.

As of the end of the reporting period, female employees accounted for 26.88% of the company's total workforce, while women in middle and senior management positions accounted for 13.64%. During the reporting period, a total of 439 female employees legally enjoyed maternity leave benefits, and no violations involving gender discrimination occurred throughout the year.



Special training on "Labor Protection and Management for Female Employees"

OPPO organized a special training session on "Labor Protection and Management for Female Employees" on August 21, 2025, involving 30 HR compliance contacts and HR Business Partners (HRBPs) from various business modules. The training focused on the protection of female employees' rights, employment standards, and the prevention of workplace sexual harassment. Through case study discussions on these topics, we strengthened compliance awareness and risk prevention capabilities, effectively safeguarding the legitimate rights and interests of female employees and fostering an equal and harmonious workplace environment.

Furthermore, OPPO has incorporated anti-discrimination and anti-harassment requirements into the *Code of Business Conduct*, making them mandatory content for new employee onboarding training and requiring employees to study and comply with them. During the reporting period, the training achieved 100% coverage for new employees.

Equal Communication

OPPO advocates a communication culture of equality, respect, and openness. We actively listen to our employees' voices, ensuring all appeals are addressed promptly and properly. We have formulated the *Compliance Guidelines for Democratic Procedures* to guarantee employees' full participation and equal consultation in decisions affecting their vital interests. We also provide diverse and unobstructed channels for communication and reporting, including the internal open exchange platform "HiO" (allowing anonymous feedback and reports), dedicated reporting email addresses, organizational climate surveys, and employee symposiums. We encourage employees to speak up and offer suggestions, and we firmly oppose any form of retaliation against whistleblowers.

In November 2025, we conducted an anonymous organizational climate satisfaction survey among all employees to extensively gather feedback and support continuous management optimization. The survey collected a total of 13,882 valid responses, yielding an employee satisfaction score of 5.20 (out of 6). The result demonstrates employees' overall recognition and positive evaluation of the company's organizational climate.



Safeguarding Employee Health and Safety

OPPO is committed to providing a safe and healthy work environment for our employees. We strictly comply with local laws and regulations, including the *Work Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases*. We have established a comprehensive occupational health and safety management system across our global manufacturing bases, conducting routine identification and evaluation of occupational health and safety risks as well as internal and external audits annually to ensure the continuous and effective operation of the management system. During the reporting period, OPPO's manufacturing bases in Dongguan, Chongqing, India, and Indonesia all successfully passed the ISO 45001 surveillance audits and recertification audits, with 100% of our manufacturing bases certified to ISO 45001.



We have established an Environment, Health, and Safety (EHS) Management Committee covering our global manufacturing bases. Led by senior executives who hold core roles, the committee clarifies responsibilities and work allocation at all levels. It oversees the advancement of environmental management, occupational health, work safety, emergency management and EHS culture construction, ensuring all domestic and overseas production and business operations are carried out in a safe, eco-friendly and well-regulated manner.

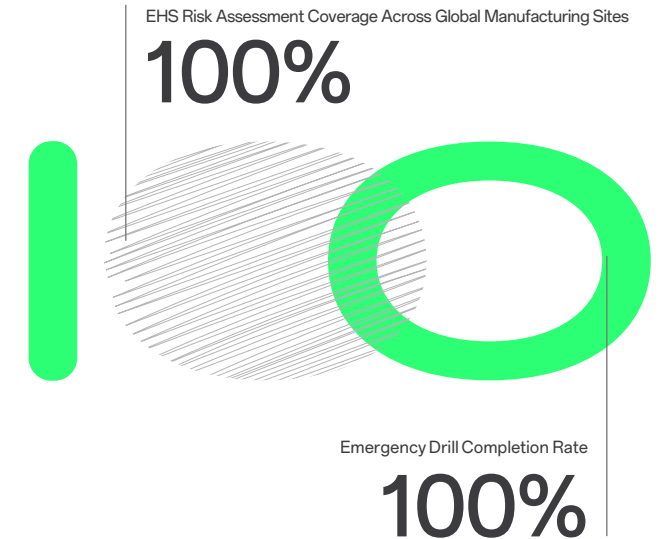
Safeguarding Occupational Safety

We have established a set of safety policies, including the *Safety Specifications for Hazardous Operations*, the *Safety Management Rules for Hazardous Chemicals* and the *Emergency Response Plan for Work Safety Incidents*, to standardize and formalize safety management and safeguard employees' occupational health and safety.

We conduct regular activities including annual hazard identification and risk assessment, annual full-scale EHS risk screening and monthly joint safety inspections to promptly identify and mitigate on-site safety risks. Corresponding safety management plans are formulated and implemented to create a healthy and secure working environment for our employees. During the reporting period, we conducted a total of 27 comprehensive health and safety risk assessments, with 100% EHS risk assessment coverage across all global manufacturing bases.

In 2025, we focused on key safety areas such as hazardous operations, electrical safety, and chemical management, carrying out in-depth special improvement actions to continuously enhance our safety management capabilities. Regarding electrical safety, to effectively reduce fire risks, we performed preventive upgrades on key electrical cabinets within our industrial parks by installing automatic fire-extinguishing stickers. During the reporting period, over 2,000 electrical cabinets have been retrofitted at our Dongguan and Chongqing parks, further strengthening inherent safety.

To enhance employees' emergency response and risk disposal capabilities, we formulate an annual emergency drill plan. Based on the actual conditions of our industry parks, we conduct targeted emergency drills covering diverse scenarios: fire evacuation, earthquake evacuation, flood accidents, equipment injuries, elevator entrapment, and electric shock. As of the end of the reporting period, all parks have achieved 100% completion of their emergency drill plans, and no major safety accidents occurred.



Safeguarding Occupational Health

We strictly adhere to laws and regulations relating to occupational health, have formulated the *Management System for the Prevention and Control of Occupational Diseases*, and implement the required preventive measures, ensuring that our workplaces meet occupational health standards and protecting employees from occupational hazards. Our key occupational health protection initiatives include:

- Conducting pre-assessments of occupational disease hazards in accordance with the law during engineering construction or the adoption of new technologies, processes, or equipment, to identify and control potential risks at the source;
- Regularly identifying occupational hazards at work posts and conducting risk assessments, dynamically updating the risk list, and implementing effective prevention and control measures;
- Periodically commissioning third-party institutions to monitor and evaluate occupational disease hazard factors in the workplace, such as noise and organic gases, to ensure compliance with national standards;
- Setting up warning signs and protective notices for job roles confirmed to have hazard factors, providing necessary personal protective equipment (PPE), and arranging regular occupational health screenings for employees across pre-employment, on-the-job and post-separation phases;
- Establishing medical clinics within our industrial parks, staffed with professional medical personnel, to provide employees with basic medical services and medication supplies;
- Equipping major office areas with Automated External Defibrillators (AEDs), pulse oximeters, and first aid kits for timely emergency rescue.

In 2025, we commissioned a professional third-party organization to conduct comprehensive testing on post with occupational hazards. The results confirmed all positions met relevant standards. During the reporting period, OPPO recorded zero occupational disease cases among employees.



Focusing on Mental Health

We continuously pay attention to employees' mental health through our Employee Assistance Program (EAP). Leveraging the "Jieyou Psychology" service platform, we provide diversified psychological support services for employees, including free psychological counseling, psychological assessments, mental health courses, and stress relief. Throughout the year, the platform recorded 25,671 visits and provided professional psychological counseling to 1,960 individuals in total. Furthermore, we carry out mental health advocacy through initiatives such as publishing engaging psychological comics and distributing "Vitality Recharge Welfare Kits", helping employees pay close attention to mental health and enhance their psychological resilience.

Beyond core health protections including psychological counseling services, commercial insurance, and annual physical examinations, we support employees' physical and mental well-being through daily attentive services and varied health initiatives. In 2025, we fully integrated the service access points for physical examination management, "Jieyou Psychology", and commercial insurance to launch the "O Health", a one-stop health application, making it more convenient for employees to access various health services.

Psychological Counseling Sessions Provided

1,960

Annual Platform Visits

25,671

Training, Education, and Awareness Promotion

We comprehensively utilize various forms such as online learning platforms, centralized training, on-site practical drills, skills competitions, and case studies to conduct safety training and awareness promotion. This continuously strengthens employees' awareness of occupational health and safety and enhances their ability to fulfill safety responsibilities in their respective roles.

In 2025, we organized over 700 occupational health and safety training and advocacy sessions, covering multiple areas including fire safety, chemical safety, equipment safety, construction safety, traffic safety, and the standardized use of personal protective equipment (PPE), with a cumulative training attendance exceeding 100,000 person-times. For new employee safety training, we strictly implement the three-tier safety education (company, department and on-site levels) for all new hires. This ensures employees fully understand the health and safety risks related to equipment and production processes, and we strictly enforce the certification requirement for key positions. Safety training achieved 100% coverage among new employees throughout the year.

New Employee Safety Training Coverage

100 %

Health & Safety Training Participation

100,000+

2025 Workplace Safety Month Activities



Fun Interactive Activities during Workplace Safety Month

In June 2025, under the theme "Everyone Talks About Safety, Everyone Knows Emergency Response—Identify Safety Hazards Around You", we launched Workplace Safety Month activities in our industrial parks in Dongguan, Chongqing, and other locations. Through various formats such as safety knowledge presentations, emergency skills training, and hazard identification, we greatly motivated employees to actively participate in and safeguard workplace safety. The activities attracted over 10,000 participants, effectively embedding safety awareness deeply among our workforce.

First Aid Training and Knowledge Dissemination



In 2025, we continued to advance first aid training and awareness campaigns, dedicated to enhancing employees' abilities in self-rescue and mutual rescue. During the reporting period, we conducted a total of 11 offline first aid training sessions, covering themes such as first aid instruction, parent-child study experiences, and health and wellness. Simultaneously, we launched the "CPR and Proper AED Usage Tutorial" on the "O Health" platform, installed first aid instruction signs in office areas, and distributed practical supplies like first aid kits to employees. With over 4,000 participants throughout the year, these initiatives effectively improved employees' safety awareness and further strengthened the workplace safety.

"OPPO Youth Wellness Club" safeguard employee health



In 2025, the OPPO Dongguan industrial park hosted two sessions of the "OPPO Youth Wellness Club". These events were designed to provide employees with comprehensive and practical wellness activities, health screenings, and mental health knowledge. By sharing traditional Chinese and Western medicine wellness concepts and methods, we encouraged employees to pay more attention to their health. The initiative attracted over 1,000 participants in total.

Scientific weight loss for a healthier, "Lighter" you



Being overweight or obese increases various health risks, including cardiovascular diseases and increased strain on joints. In June 2025, the OPPO Dongguan industrial park partnered with experts from multiple hospitals and health checkup institutions in Dongguan to launch a "Healthy Weight Management" campaign. Using a hybrid approach of offline activities and online live streaming, the event provided employees with scientific and safe guidance on weight management and loss through interactive games, health monitoring, expert lectures, and one-on-one consultations. These initiatives encouraged employees to take a more active role in managing their health, attracting over 700 participants across both online and offline channels.

Promoting Talent Development

OPPO attaches great importance to talent development and provides a broad platform for employees' career growth. We have put in place a well-structured, tiered training system that covers all employees, alongside clear career paths and incentive mechanisms, to continuously unlock employees' potential and creativity.

Talent Development Paths

OPPO has established a dual-channel career development system with parallel professional and managerial tracks. This approach removes the barriers of a single promotion track, providing precise and diversified development paths for employees with different strengths and aspirations. To uphold fair and impartial promotions, we adopt a competency-driven qualification management system that gives clear guidance on capability improvement. The system clearly defines the competency model for each position, details the qualification and promotion standards for all job levels, and specifies competency tiers, performance expectations, and professionalism standards. This allows employees to clearly understand their growth direction and the standards they need to meet for promotion, guiding them to improve their capabilities in a targeted manner to achieve their career development goals.

Furthermore, we promote internal recruitment to facilitate healthy internal mobility, allowing employees to deliver maximum value in suitable roles and realize personal development. In 2025, a total of 147 employees secured new positions or promotions through internal recruitment, which greatly boosted vitality across the workforce.

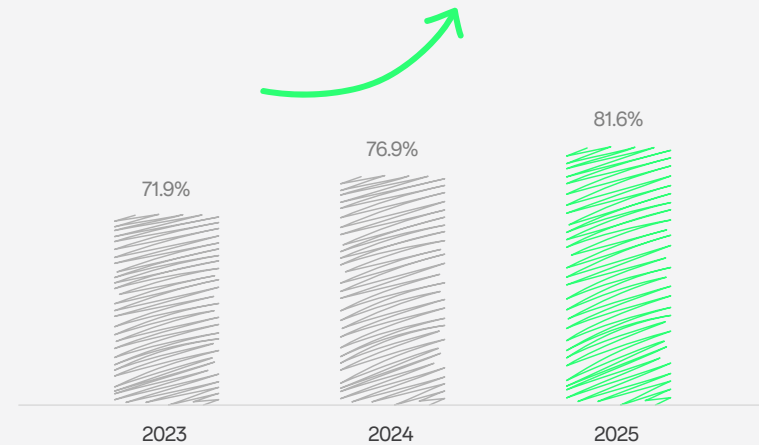
Internal Promotions & Reassignments (2025)

147

Performance and Incentives

OPPO has established and continuously enhanced its performance evaluation system to ensure fairness and impartiality in talent assessment. We conduct employee performance reviews twice a year, comprehensively measuring employees' job performance and growth potential through multi-dimensional, full-process assessments. Managers guide employees in setting individual performance goals that align with the company's strategic objectives. Through process coaching and performance interviews, they help employees clarify their development directions. Additionally, by leveraging resources such as our internal learning platform, we support employee growth and capability enhancement, achieving a win-win situation for both individuals and the organization. In 2025, the proportion of employees who regularly received performance and career development reviews was 81.6%.

We have established a performance-driven incentive system, using performance review results as a key basis for employee promotions, salary adjustments, and bonus distribution. Meanwhile, we have built a comprehensive recognition system to honor teams and individuals with outstanding performance and remarkable contributions. This continuously fosters employees' innovation and work engagement.



Percentage of employees receiving regular performance and career development reviews

Diversified Training Support

Adhering to the philosophy of empowering employee growth, OPPO has put in place a comprehensive, multi-tiered talent development system. Supporting policies for skill improvement are also rolled out to help employees simultaneously improve their job competencies and professional competence.

We have established a dedicated talent development institution, the "OPPO Academy", responsible for building a global learning and growth platform to comprehensively enhance employee capabilities and drive the company's sustainable development through robust talent reserves. Serving as the digital foundation of OPPO's talent training and development system, the "HiO" learning platform integrates multiple functions, including a course center, project-based training, certification management, live teaching, event zones, a knowledge base, a knowledge community, and interactive Q&A. It enables employees to conduct flexible, self-directed online learning, effectively promoting global knowledge sharing and experience exchange. In 2025, 1,616 new online courses were launched on HiO, bringing the total course volume to 13,253, covering the development needs of various roles across different fields.

Throughout this year, we steadily and systematically advanced talent development plans tailored to different businesses, hierarchical levels, and regions, continuously improving employees' professional competence and expertise. The total annual investment in training exceeded RMB 15.5 million, with more than 523,500 employee training attendances, recording a 100% employee training coverage rate, and an average of 21 training hours per employee.

Average Training Hours per Employee

21

Total Annual Investment in Training

15.5 million+

Employee Training Coverage

100 %

OPPO's training system

Training type	Participants	Training programme
New hire training	Interns	"OPPO Internship Program"
	Campus hires	"New Employee Orientation for Graduates (Phase I, II, III)"
	Experienced hires	"Dream Maker Program"
Professional training	Project managers	"Project Management Training Camp"
		"Program Manager Training Camp"
		"Portfolio Manager Night School"
	Consumer insights managers	"Project Management for All"
		"CI Capability Enhancement Training Camp"
		"The Climbers"
Sales managers	"The Hero"	
	"Product XIAO ZAO"	
	"Product Engine Club"	
Management training	Leadership pipeline	"Talent Lab"
	Junior managers	"OPPO Pioneer"
	Middle management	"OPPO Explorer"
	Senior management	"OPPO Leadership"

Sales Management Trainee Program



To strengthen domestic and overseas sales talent reserves and sustain robust business growth, OPPO has established the "Sales Management Trainee Program." Through systematic training and rotational practice, the program accelerates trainees' growth and helps them adapt to their roles efficiently.

The program spans a 32-month cycle and comprises four progressive training phases: Experience Consultant Training, Store Manager Training, Business Training, and Functional Training. Each phase is supported by an exclusive learning roadmap that precisely aligns knowledge and skills courses with rotational job requirements, enabling trainees to quickly build role competency. In addition, trainees are paired with dedicated mentors throughout the rotation period, who provide holistic guidance on professional skill improvement and corporate value alignment.

Project Management Youth Training Camp and PMP Certification



The "Project Management Youth Training Camp" is a specialized talent development initiative designed by OPPO for newly appointed and reserve project managers. Guided by a professional competency model for specific roles, the program adopts a training-and-practice combined approach to help employees systematically improve their project management knowledge and skills. Furthermore, we are simultaneously advancing employee PMP certification training. By leveraging a professional certification system to empower talent capability enhancement, we continue to build a high-quality pipeline of project management professionals. As of the end of the reporting period, a cumulative total of 346 OPPO employees have obtained the PMP (Project Management Professional) international certification.

Strengthening Employee Care

At OPPO, we firmly regard our employees as the company's most valuable assets and trusted partners on our journey forward. We are committed to building a competitive compensation and benefits system to enhance employees' sense of belonging and well-being.

Compensation and Benefits

We formulate and implement industry-competitive compensation packages to attract, motivate, and retain talents. Aligning with the company's development strategy and job values, we have constructed a diversified compensation structure comprising fixed salary, performance-based pay and special incentives. We also offer short-term incentive plans (such as year-end bonuses and project awards) and long-term incentive plans (such as equity incentives) to drive mutual growth and sustainable shared success between employees and the company.

We adhere to the principle of equal pay for equal work. Employee remuneration is determined purely by job value, performance contribution, professional qualifications, and years of service, ensuring equal pay for male and female employees for identical roles, responsibilities and performance. Furthermore, we conduct annual pay reviews and industry benchmarking to ensure our remuneration framework is fair and reasonable. We strictly enforce compensation protection policies, ensuring that all employee salaries exceed local minimum wage standards.

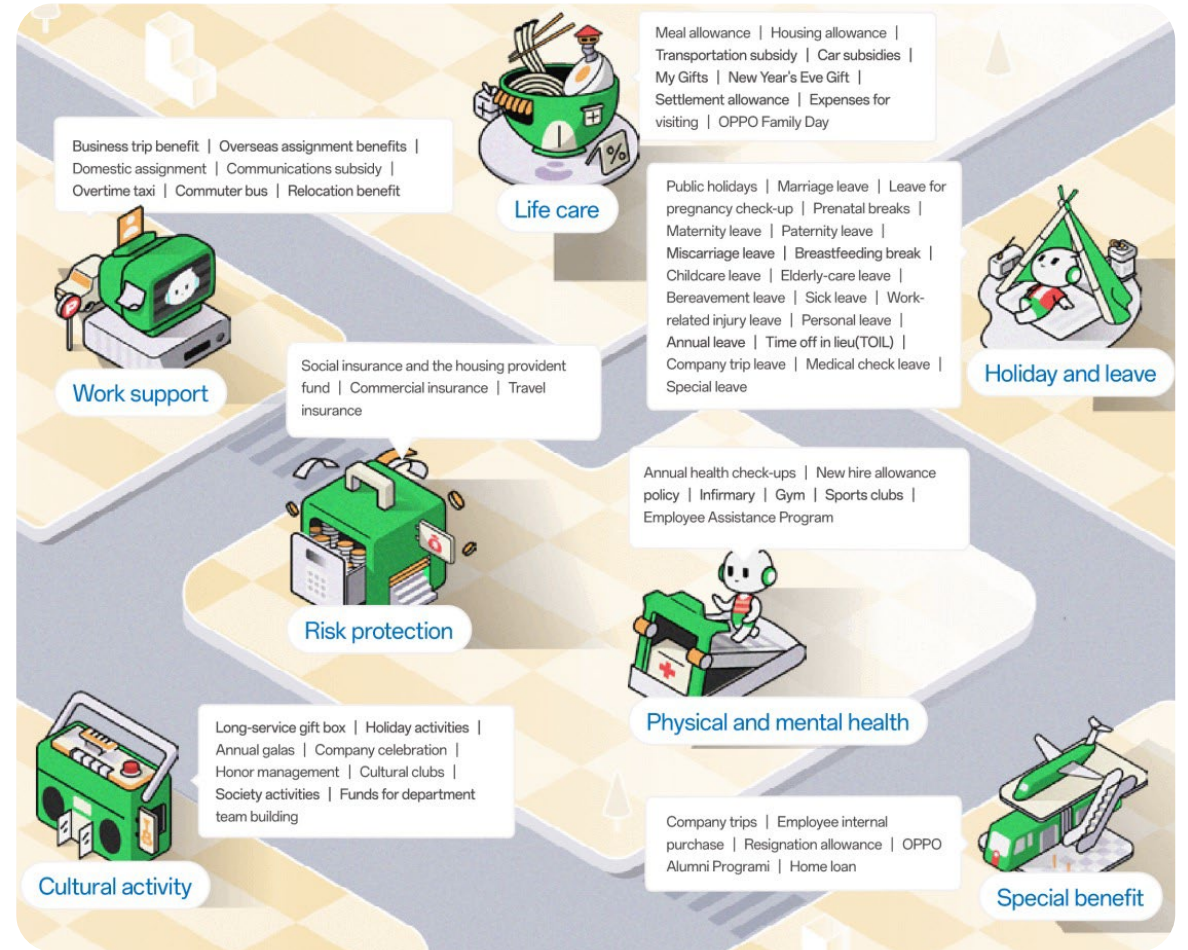
We consistently focus on employee health and well-being, and have established a comprehensive and people-oriented benefits system. While strictly abiding by applicable laws and regulations to guarantee employees' statutory rights to rest, leave and social insurance, we keep expanding our exclusive benefits portfolio, which covers commercial insurance, housing loans, the "OPPO Alumni Program", and resignation allowance. These measures comprehensively elevate employee welfare protection. As of the end of the reporting period, 100% of employees were covered by medical insurance, fully safeguarding their medical needs.

In 2025, we continued to implement the employee parental leave policy. Throughout the year, a total of 3,456 employees took parental leave, including 2,434 male employees and 1,022 female employees. The return-to-work rate stood at 90.96% for male employees and 83.37% for female employees, while their retention rates reached 98.51% and 97.42% respectively. The policy has effectively safeguarded employees' career stability during parental leave.

Employee parental leave statistics

	Male	Female	Total
2023	2,632	1,012	3,644
2024	2,471	1,005	3,476
2025	2,434	1,022	3,456

OPPO employee benefits and care system



Note: Due to regional differences, relevant benefit policies may vary. Please refer to the actual implementation in your local area for specific details.

Employee Life Support

We full support employees in their daily lives by upgrading workplace facilities, delivering thoughtful services and organizing cultural and recreational activities to enhance their sense of belonging and well-being.

Optimizing Workplace Facilities

We continuously invest resources to improve employees' working and living environments. The OPPO campus is equipped with supporting facilities and recreational venues such as employee cafeterias, dormitories, clinics, free gyms, and basketball courts, dedicated to creating a comfortable and convenient space for work and life. Notably, the employee cafeterias fully respect the dietary habits of different ethnic groups and regions, offering a rich variety of meal options to effectively meet the dining needs of employees from diverse cultural backgrounds.

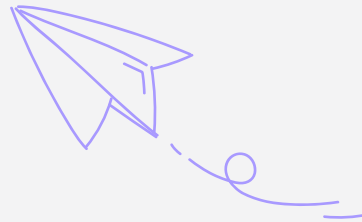
In 2025, the "Binhaiwan OPPO Employee Activity Center" officially opened. As a core facility of the "Engineer's Paradise" at the OPPO Dongguan Binhaiwan Park, the center is equipped with comprehensive indoor and outdoor sports facilities. The outdoor area, covering approximately 13,000 square meters, features tennis courts, football fields, and softball fields. The indoor venue spans about 6,000 square meters and includes diverse sports spaces such as badminton courts, basketball courts, tennis courts, and pickleball courts. These facilities fully satisfy employees' varied sports needs and provide strong support for their physical and mental health.



Balancing Work and Life

We offer a variety of leave options, including additional paid annual leave, travel leave, and special leave, to help employees better balance work and life. Among these, the additional paid annual leave is a welfare benefit of 1 to 4 days granted based on an employee's total working experience, on top of the statutory paid annual leave. Unused quotas can be carried forward according to regulations, fully accommodating both personal needs and work arrangements.

Furthermore, we implement a flexible working hours system for monthly-salaried employees. This allows employees to clock in flexibly within 30 minutes before or after the scheduled start time, with the clock-out time adjusted accordingly to ensure a total effective working duration of 8 hours per day (excluding lunch break). This effectively addresses practical challenges such as commuting and family care, enhancing work flexibility and well-being. During the reporting period, the proportion of employees enjoying the flexible working hours policy reached 66%.



Enriching Employees' Cultural and Recreational Life

We place great emphasis on cultivating employees' cultural and recreational life. By building a diversified platform for cultural and recreational activities, we have established various employee interest clubs, including football, badminton, dance, and music. We also regularly organize a wide range of employee activities to enrich their leisure time and foster harmonious interpersonal relationships within the workplace.

Rich and colorful cultural and recreational activities



Ecosystem Engagement

As critical engines of societal progress, technology enterprises bear the important mission of giving back to society and benefiting humanity. As a global technology leader, OPPO steadfastly believes that fostering an open and collaborative ecosystem where industries coexist is the cornerstone of sustainable development. We will continue collaborating with global partners to build a sustainable ecosystem of symbiosis and shared success. Guided by the principle of harnessing technology for good, we remain committed to giving back to society, sharing the fruits of economic development with communities worldwide.

Topics Addressed

Sustainable Supply Chain
Community Engagement and Contribution

Contributions to the Sustainable Development Goals (SDGs)



Co-Building a Sustainable Supply Chain

As key drivers of social progress, tech enterprises shoulder the mission to give back to society and benefit humanity. As a global tech leader, OPPO firmly holds that an open, collaborative industrial ecosystem underpins sustainable development. We will keep partnering with global allies to build a mutually beneficial, win-win sustainable ecosystem. Upholding the principle of tech for good, we stay dedicated to social welfare and sharing development gains with communities across the globe.

Supplier Code of Conduct

OPPO highly values suppliers' performance in labor rights, environmental protection, business ethics, and compliance, and is committed to promoting consistent social and environmental responsibility standards across its global supply chain. We have established the *OPPO Suppliers Code of Conduct* (hereinafter referred to as the "Code"), which sets out our requirements and expectations for suppliers' business operations. The Code encompasses 18 key areas, including laws and regulations, ethics and human rights, employment relationships, child labor and young workers, working hours, remuneration and benefits, anti-discrimination, humane treatment, freedom of association and collective bargaining, health and safety, environment, conflict minerals, trade security, information security, business integrity, violations and reporting, etc. We embed relevant clauses in contracts and require suppliers to sign commitment letters to ensure full recognition and implementation of the Code. In 2025, 100% of our suppliers committed to and signed the Code.

OPPO maintains a zero-tolerance policy towards CSR red-line violations, including child labor, forced labor, corruption and bribery, and fraudulent auditing practices. We drive suppliers to effectively fulfill their social responsibility commitments through monitoring audits and capacity building. Furthermore, we maintain open reporting channels, encouraging both internal and external parties to report any violations of the Code via our dedicated email address (SupplyChainCompliance@OPPO.com). All reports are followed up, investigated, and handled by designated personnel.

Report email
SupplyChainCompliance@OPPO.com

Supplier Qualification and Risk Assessment

We integrate the requirements of the Code into the entire process of new supplier onboarding and daily management. By combining internal and external assessments, we identify suppliers' environmental and social risks and implement tiered control based on the assessment results. During the reporting period, the coverage rate of environmental and social risk assessments for suppliers reached 100%.

During the potential supplier registration and review phase, we require suppliers to submit a Social Responsibility Commitment Letter and a self-assessment report. We also conduct a pre-assessment on social responsibility risks to deliver early risk alerts for potential partnerships.



In the new supplier qualification phase, we verify suppliers' management systems covering quality, information security, CSR and other areas. Only suppliers that pass the review are approved as qualified. Notably, CSR holds veto power: suppliers rated as "High Risk" will be rejected for cooperation.



For existing suppliers, we conduct annual CSR risk assessments. Corresponding control measures are deployed based on their risk levels (High / Medium / Low), to ensure ongoing compliance with the Code.



CSR review gates are built into the Supplier Relationship Management (SRM) system. The system automatically blocks cooperation for suppliers without completed reviews or identified as high-risk. This tech-enabled risk control mechanism pushes suppliers to rectify issues and make continuous improvements.



Supplier Risk Management Plan

Low-Risk Suppliers

- Required to sign a Social Responsibility Commitment Letter and submit a due diligence report.

Medium and High-Risk Suppliers

- Required to undergo third-party social responsibility audits.
- New suppliers confirmed as high-risk via validated risk assessment will be rejected. Existing suppliers with a high-risk rating will be barred from new project participation

Supplier Audit and Oversight

We have established a supplier CSR audit framework centered on supplier self-compliance verification, supplemented by supervisory audits. We take social responsibility audit reports submitted by suppliers as the key basis for annual risk assessments, and determine the CSR audit frequency and approaches for suppliers based on their risk rating. To enhance the reliability of risk assessments, we formulate an annual supplier supervisory audit plan and commission independent third-party bodies to conduct on-site audits. Covering labor rights, health and safety, environmental protection, business ethics, and management systems, the audits deliver a comprehensive and systematic evaluation of suppliers' CSR performance. In 2025, the on-site audit coverage rate for OPPO's key suppliers reached 100%.

In this year's supplier supervisory audits, three suppliers (including two Tier-1 suppliers and one Tier-2 supplier) were rated "non-compliant" due to significant potential negative social impacts. As of the end of the reporting period, all three suppliers had completed rectifications within the required timeframe, with the entire process tracked and verified by the OPPO Supply Chain CSR team.

Furthermore, we continue to leverage public information from external platforms such as the Institute of Public and Environmental Affairs (IPE) and Tianyancha to identify environmental and social risks across upstream and downstream supply chain partners, thereby strengthening supplier management and compliance supervision. In 2025, we successfully passed third-party verification and obtained the conformity statement for ISO 20400 Sustainable Procurement.

Indicator	2025
Percentage of new suppliers screened using CSR standards	100
Percentage of new suppliers completing the CSR self-assessment questionnaire	100
Number of non-compliant suppliers in the CSR audits	3
Number of non-compliant suppliers that completed corrective improvements within the required period	3
Number of non-compliant suppliers with suspended cooperation after assessment	0

¹³ The data is provided by the supplier, and OPPO has not conducted on-site verification of its accuracy.

Supplier CSR Capacity Building

OPPO places great emphasis on supplier capacity building. We actively guide suppliers to continuously improve their sustainability performance, empowering their high-quality development through business exchanges, training, and coaching, and working hand in hand with partners to create diverse value.

We have developed online courses related to supply chain CSR management on the HiO learning platform and designated them as mandatory courses for CEG procurement teams. This ensures that procurement staff master the CSR management requirements throughout the supplier lifecycle and enhance their ability to communicate and collaborate with suppliers on CSR matters. In 2025, a total of 256 procurement employees completed the course, achieving a training coverage rate of approximately 87%.

We hold annual supplier conferences to enhance communication and information alignment. We also provide ad-hoc specialized training for suppliers on topics such as environment, labor, and human rights to help suppliers boost their sustainability capabilities. During the year, we issued four special CSR newsletters. Focusing on standard working hour management, cultural diversity respect, summer employment compliance and audit fraud prevention, the publications raised compliance awareness among both internal procurement staff and external suppliers.

On July 1, 2025, OPPO held the Partner Quality Conference. Three suppliers were presented with the "Compliance Management Excellence Award" in recognition of their remarkable performance in information security and social responsibility. Such positive incentives encourage supply chain partners to continuously improve their CSR management.

Supply chain collaborative practices for emission reduction

The supply chain is critical for enterprises to deliver environmental commitments and achieve carbon neutrality. In 2025, OPPO rolled out a supplier carbon management pilot in partnership with five key suppliers. The project aims to establish a systematic supply chain carbon management mechanism, enhance suppliers' carbon management capabilities, explore practical and replicable decarbonization solutions, and gather experience for future large-scale carbon reduction rollouts.

Through collaborative efforts, we finalized 52 energy conservation and emission reduction action plans, covering energy structure optimization, high-efficiency equipment upgrading and production process improvement. These initiatives are expected to cut carbon emissions by 813,346 tonnes¹³ (of which 5,051 tonnes attributable to OPPO). We monitor project progress via bi-monthly meetings and on-site visits, and offer professional technical support. As of the end of the reporting period, 32 of planned measures have been successfully implemented.



Conflict Minerals Management

OPPO undertakes the responsibility of responsible sourcing, and actively responds to the Responsible Minerals Initiative (RMI) call to action. We do not participate in or support mining activities violating human rights within Conflict-Affected and High-Risk Areas (CAHRA), ensuring that our supply chain management aligns with both CSR principles and RMI operational frameworks, and that our products and packaging are free from conflict minerals that benefit armed groups implicated in humanitarian atrocities.

OPPO has established the *Regulations on Conflict Minerals*, which stipulates governance principles, due diligence processes, and escalation procedures to standardize conflict minerals management and collaborate with suppliers in building a humane and ethical value chain. The *OPPO Supplier Code of Conduct* explicitly outlines conflict minerals management principles, requiring suppliers to engage in responsible mineral sourcing.

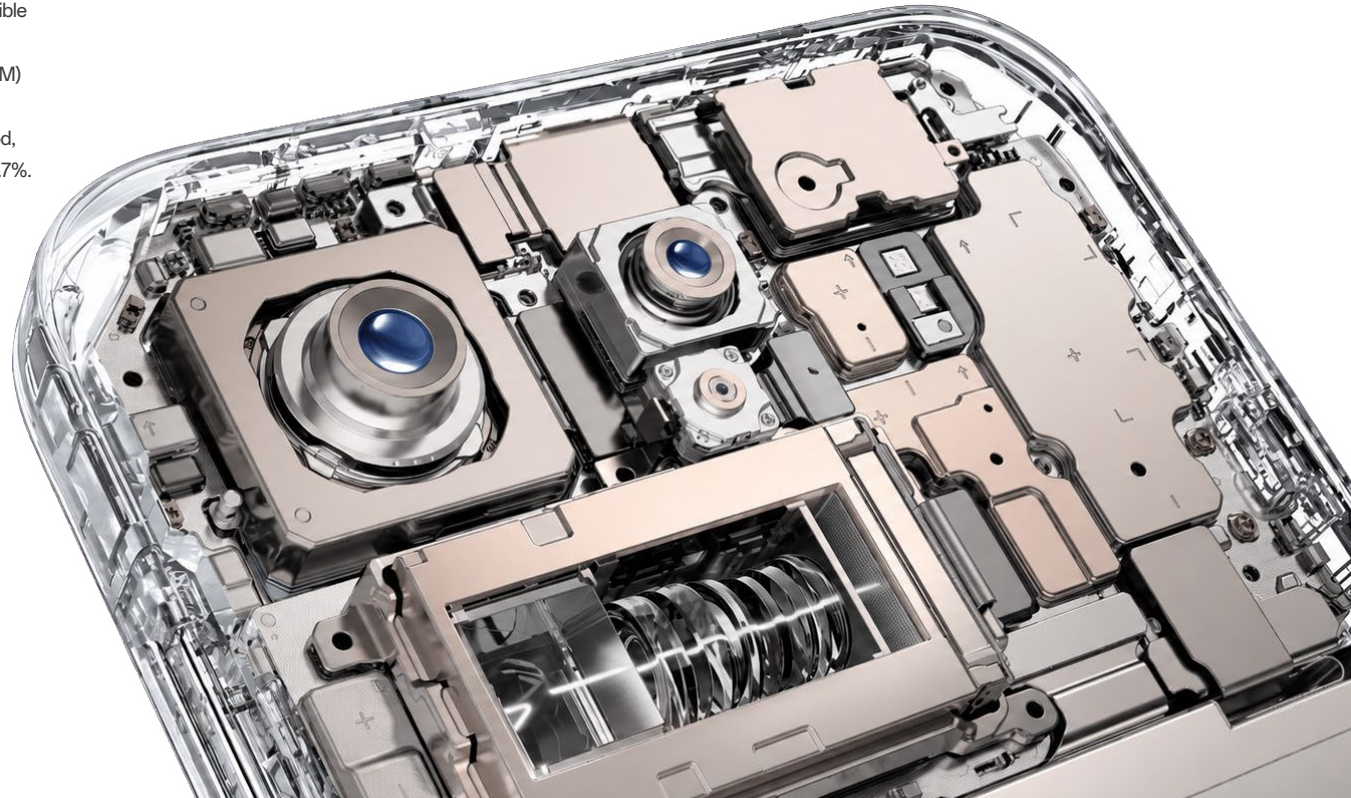
For all prospective suppliers under partnership consideration, we require suppliers to sign a non-conflict minerals commitment letter or publicly disclose their conflict mineral statements. This process mutually affirms compliance principles governing material provenance, supplemented by periodic Conflict Minerals Due Diligence investigations across our supplier network. We utilize and require our suppliers to fill out the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) provided by the Responsible Business Alliance (RBA) platform in order for us to identify traceability of minerals used in the supply chain. In 2025, OPPO conducted comprehensive Conflict Minerals Due Diligence investigations for all active suppliers within the Supplier Relationship Management (SRM) system. It drove suppliers to map upstream smelters and refineries, verify mineral provenance through structured protocols, and foster collaborative engagement across supply chain tiers to jointly implement Responsible Minerals Management. During the reporting period, 100% of OPPO's suppliers were committed to conflict-free minerals, and the annual conflict minerals survey response rate stood at 82.7%.

Supplier Commitment to
Conflict-Free Minerals

100 %

Conflict Mineral Survey
Response Rate (2025)

82.7 %



Co-Building a Harmonious and Beautiful Community

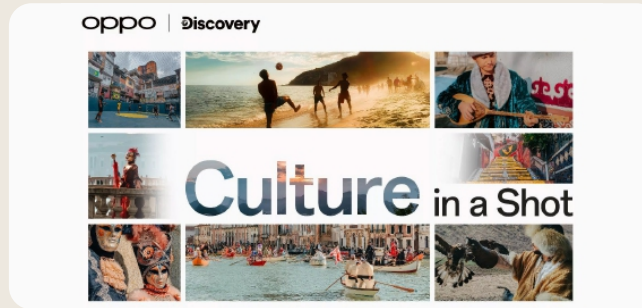
Driven by its "Technology for Mankind, Kindness of the World" mission, OPPO is actively contributing to community development and social responsibility initiatives worldwide, covering areas such as environmental protection, education, and cultural preservation. In 2025, OPPO worked with a wide range of partners on programs designed to build happier and more inclusive communities. During the reporting period, OPPO's external public welfare donation expenditure exceeded RMB 37 million.

OPPO partners with UNESCO to promote educational equity and digital inclusion



OPPO adheres to the principle of inclusive technology, empowering educational equity and digital inclusion for teenagers worldwide through digital capabilities. In 2025, OPPO fulfilled its commitment to the United Nations Educational, Scientific and Cultural Organization (UNESCO) by successfully donating 1,000 tablets to five countries in Asia and Africa, including Thailand, the Republic of the Congo, Kenya, Namibia, and Côte d'Ivoire. This action supports the development of information technology education for teenagers in Asia and Africa, enhancing the quality and equity of regional digital education.

OPPO joins hands with Discovery to witness iconic global cultural celebrations



As a global technology company, OPPO is committed to promoting cultural diversity protection and cross-cultural understanding. For two consecutive years, we have partnered with the Discovery Channel to launch the "Culture in a Shot" global cultural journey. In 2025, themed "Celebrate the Moment," the project focused on global cultural inheritors and stories of various festival celebrations, vividly showcasing and widely disseminating diverse and brilliant global cultures through the power of imagery. Starting from the Venice Carnival in Italy, this cultural journey successively approached characteristic festivals in 15 countries, including the Nauryz holiday in Kazakhstan and football celebrations in Brazil. Through professional photographic works, we precisely captured the unique vitality and appeal of each culture. Additionally, OPPO encouraged global users to record and share diverse cultures through their lenses, injecting new vitality and connotation into global culture while preserving traditions.

OPPO partners with UNESCO to build a community integrating art and technology



In July 2025, OPPO collaborated with UNESCO to launch the "Make Your Moment Resilient" post-disaster recovery plan in Acapulco, Mexico. After the local community suffered destruction from Hurricane Otis and subsequent natural disasters, OPPO engaged with the local community artist group. By leveraging innovative imaging tools and digital expression forms, OPPO empowered local artists and community members facing adversity, helping to revitalize the city's precious artistic heritage and rebuild the community's cultural resilience.

OPPO promotes marine ecological protection to create a green and livable environment



Protecting marine ecosystems is of great significance for maintaining biodiversity and achieving carbon neutrality. In November 2025, OPPO joined hands with over 200 employees and executives, along with Thai singer, actor, and OPPO brand ambassador Tor Thanapob Leeratanakachorn, to carry out the "Go Green" environmental campaign at Sirindhorn International Environmental Park in Thailand. By planting mangroves and releasing aquatic species, the initiative helped restore the coastal ecosystem. This event not only reaffirmed OPPO's commitment to environmental protection but also demonstrated to local communities the important value of protecting marine ecology and natural resources for sustainable development.

OPPO builds smart classrooms to empower inclusive education through technology



OPPO is dedicated to ensuring that everyone can equally enjoy the convenience brought by technology. To this end, in 2025, OPPO collaborated with the Government of Uttar Pradesh in India and the Umeed NGO to advance the construction of smart classrooms in 44 primary schools across the state. These classrooms were equipped with digital devices such as computers and smart TVs, along with customized curricula. Additionally, training was provided to over 80 teachers to promote the integration of technology into teaching practices. These smart classrooms will provide a digital learning environment for nearly 5,000 students. By organically combining academic subjects with practical life skills, the project helps cultivate the comprehensive literacy students need in the digital age, further driving the upgrade of local educational infrastructure and the improvement of teaching capabilities.

OPPO's project empowering women-owned MSMEs concludes successfully, providing development support for female entrepreneurs



In March 2025, the seven-month "Power Up The Woman MSMEs" project, jointly initiated by OPPO Indonesia, Mastercard, and the Yayasan Cinta Anak Bangsa (YACAB) Foundation, concluded in Jakarta, Indonesia. The closing ceremony aimed to celebrate the successful completion of financial and digital literacy training by 524 women owners of micro, small, and medium enterprises (MSMEs), and to present special awards to eight female entrepreneurs who demonstrated outstanding performance in business development. By providing financial knowledge, access to financing, and digital tools, the project helped female entrepreneurs enhance their operational capabilities and expand their business scales. This, in turn, created more job opportunities and promoted the long-term sustainability of the local economy.

OPPO implements multiple sports public welfare projects to provide comprehensive support for local communities and sports talent



Since 2022, OPPO has established an official partnership with the Union of European Football Associations (UEFA). Meanwhile, in 2025, OPPO launched sports charity projects in multiple countries worldwide, dedicated to supporting local communities and the development of sports talent.

In Granollers, Spain, OPPO jointly launched a corporate social responsibility campaign named "New Generation" with global brand ambassador Lamine Yamal. The initiative included donating sports and tech equipment, inviting local young players to co-create an inspiration mural, and inviting young athletes to watch UEFA Champions League matches on-site.

In Egypt, OPPO partnered with The Maker Football Incubator to successfully hold the second season of "The Maker x OPPO Dream League." The tournament spanned 7 provinces, 48 schools, and over 280 teams across Egypt, with more than 60,000 students participating to discover and cultivate future football talent.

In Mexico, OPPO collaborated with UNESCO to donate 480 footballs to 30 youth football schools in Chihuahua City, benefiting approximately 600 children and teenagers.

In Brazil, OPPO renovated football fields for local communities, donated 400 jerseys, 80 professional footballs, and living supply kits, benefiting around 400 local teenagers and promoting the standardized and professional development of community football and sports culture.



Appendixes

Key Performance Indicators

Indicator	Unit	2025	2024	2023		
Greenhouse Gases	Total Scope 1 and Scope 2 emissions (market-based)	tCO2e	281,248.19	284,714.58	294,192.86	
	Scope 1 emissions	tCO2e	12,801.67	11,720.15	9,335.61	
	Scope 2 emissions (market-based)	tCO2e	268,446.52	272,994.43	284,857.25	
	Scope 3 emissions	tCO2e	6,510,930.43	6,682,974.52	7,367,419.60	
Energy	Diesel oil	Tonnes	126.40	260.49	170.91	
	Gasoline	Tonnes	99.43	99.52	104.03	
	Natural gas	10,000 cubic meters	35.49	44.00	34.13	
	Liquefied petroleum gas (LPG)	Tonnes	2.05	/	/	
	Purchased heat	Gigajoules (GJ)	2,750.60	2,750.60	1,298.65	
	Purchased electricity (non-renewable electricity)	10,000 kWh	40,979.11	45,864.49	48,060.24	
	Total renewable energy electricity	10,000 kWh	11,600.20	6,917.57	2,041.86	
	Independently generated renewable electricity	10,000 kWh	1,179.20	700.08	/	
	Externally purchased renewable electricity	10,000 kWh	10,421.00	6,217.49	2,041.86	
	Renewable electricity share	%	22	13	4	
	Total comprehensive energy consumption	10,000 kWh	53,311.47	53,764.84	48,792.82	
Total direct energy consumption	10,000 kWh	655.79	906.42	696.53		
Total indirect energy consumption	10,000 kWh	52,655.67	52,858.42	48,096.29		
Comprehensive energy consumption intensity	10,000 kWh/m ²	0.02	0.02	0.02		
Water resources and wastewater	Total water consumption ¹⁴	Tonnes	2,564,962	2,453,383	2,342,754	
	Volume of recycled and reused wastewater	Tonnes	76,552	76,165	37,350	
	Total discharge of water pollutants ¹⁵	Tonnes	722.41	441.22	/	
Waste	Total hazardous waste	Tonnes	150.89	182.60	154.00	
	Total non-hazardous waste	Tonnes	46,737.55	/	/	
	Recyclable solid waste	Tonnes	21,134.98	25,770.76	25,892	
Employment	Total headcount ¹⁶	Persons	25,938	27,183	29,119	
	By Gender	Male	Persons	18,965	20,030	21,856
		Female	Persons	6,973	7,153	7,263

¹⁴ The statistical scope covers tap water consumption (from municipal supply) at OPPO's four self-owned global manufacturing bases.

¹⁵ The statistical scope covers pollutants in domestic sewage discharged from OPPO's four company-owned manufacturing sites, including Chemical Oxygen Demand (COD) and ammonia nitrogen. The methodology for calculating total water pollutant emissions was optimized in 2025: Biochemical Oxygen Demand (BOD) was formally incorporated into the accounting scope. As a result, this year's data is not directly comparable with previous years due to the change in scope.

¹⁶ The statistical scope covers the total number of full-time employees globally as of December 31, 2025.

Indicator		Unit	2025	2024	2023		
	By Age Group	Below 30 (exclusive)	Persons	9,131	10,846	12,911	
		30-50	Persons	16,711	16,237	16,119	
		Above 50 (exclusive))	Persons	96	100	89	
	By Region	China	Persons	23,420	23,260	/	
		Other Regions	Persons	2,518	3,923	/	
	By Management Level	Management (M-level)	Persons	838	825	/	
		Non-Management	Persons	25,100	26,358	/	
	Number of ethnic minority employees among Chinese nationals		Persons	1,856	1,832	1,990	
	Total number of employees with disabilities ¹⁷		Persons	32	/	/	
	Total number of new employees		Persons	6,028	7,985	4,333	
Health and Safety ¹⁸	Incidents of child labor and forced labor during the reporting period		Cases	0	0	0	
	Incidents of discrimination during the reporting period		Cases	0	0	0	
	Number of work-related fatalities		Persons	0	0	0	
	Number of confirmed cases of occupational disease		Persons	0	0	0	
	Number of recordable work-related injuries ¹⁹		Cases	43	28	21	
	Lost workdays due to work-related injuries ²⁰		Days	1,437	1,015.5	479	
	ISO 45001-Certified Manufacturing Sites		%	100	80	80	
	Training and Development	Employee training coverage rate		%	100	100	100
		Total employee training hours		Hours	543,408	572,624	795,816
		Average training hours per employee		Hours	21	21	27.3
Total annual training investment		RMB10,000	1,550+	1,404+	1,543+		
Proportion of employees receiving regular performance and career development reviews		%	81.6	76.9	71.9		
By Gender		Male	%	73.3	74.4	75	
		Female	%	26.7	25.6	25	
By Management Level	Management (M-level))	%	3.9	3.8	/		
	Non-Management	%	96.1	96.2	/		
Sustainable Supply Chain	Percentage of suppliers committed to and signed the <i>OPPO Supplier Code of Conduct</i>		%	100	100	100	
	Coverage rate of supplier environmental and social risk assessments		%	100	100	100	
	Response rate of supplier conflict minerals surveys		%	82.70	78.02	78.00	
Products and Services	Recall incidents involving product health and safety issues		Cases	0	0	0	
	Verified customer privacy-related complaints or data breach cases		Cases	0	0	0	

¹⁷ The statistical scope covers the total number of employees with disabilities employed as of December 31, 2025.

¹⁸ The data presented under this indicator covers OPPO's China region.




¹⁹ Recordable work-related injury statistics are compiled in accordance with national criteria for work-related injury recognition, based on the date of official recognition. In 2025, a total of 43 work-related injury incidents were recorded, comprising 13 job operation-related incidents and 30 non-operational accidental injuries. Non-operational accidental injuries primarily occurred during employee commutes, business travel, and company-organized cultural and sports activities. Among these, 6 injuries occurred in 2024 but were officially recognized in early 2025.











²⁰ The statistics cover work-related injury incidents verified by local human resources and social security authorities, along with the corresponding number of work-related injury leave days (including weekends and statutory holidays).

GRI Standards Index















Part I: General Disclosure Item

GRI 2: General Disclosures

















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Part II: Specific Disclosure

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Independent Assurance Report

Bureau Veritas Certification



INDEPENDENT ASSURANCE STATEMENT

Assurance Objectives

Bureau Veritas Certification (Beijing) Co., Ltd. ("Bureau Veritas") has been engaged by Guangdong OPPO Mobile Telecommunications Corp., Ltd. ("OPPO") to conduct an independent assurance of its 2025 Sustainability Report. This assurance statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of OPPO. Our sole duty is to conduct review and independent verification on the accuracy and reliability of the information herein, together with the relevant systems and processes adopted for information collection and analysis.

Scope of Assurance

OPPO requested Bureau Veritas to verify the accuracy and reliability of the following:
Data and information included in the 2025 Sustainability Report for the report period from 2025-01-01 to 2025-12-31.

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

- Activities outside the defined assurance period;
- Position statements (expressions of opinion, belief, aim or future intention by OPPO) and statements of future commitment;
- Financial data and information that has been audited by a third party.

Level of Assurance: reasonable assurance level

Assurance Standard

- The Global Sustainability Standards Board (GSSB) - GRI Standards;
- The International Sustainability Standards Board (ISSB) - IFRS Sustainability Disclosure Standards;
- The International Auditing and Assurance Standards Board (IAASB) - International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.


Methodology

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

- Interviews with relevant personnel of OPPO;
- Review of documentary evidence produced by OPPO;
- Evaluation of information against the Global Reporting Initiative (GRI) principles of materiality, accuracy, completeness, balance, clarity and comparability;
- Review of performance data, tracing and checking the sample data according to the sampling principle;
- Review of OPPO's data and information systems for collection, aggregation and analysis.

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Bureau Veritas Certification



Our work was conducted against Bureau Veritas' standard procedures and guidelines for external assurance of non-financial reports, based on current best practice in independent assurance. The work was planned, carried out and concluded based on reasonable, rather than absolute assurance, as determined by Bureau Veritas.

Assurance Conclusion

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in the scope of our assurance are accurate, reliable and free from material mistake or misstatement;
- The information is presented in a clear, understandable and accessible manner;
- The information of the report provides a fair and balanced representation of related sustainability management activities during the reporting period;
- OPPO has established appropriate systems for the collection, aggregation and analysis of relevant information. The performance data for the period 2023-2025 has been disclosed and is comparable.

Accuracy

The information and data disclosed in the report are objective and reliable. OPPO has established appropriate systems for the collection and processing of quantitative data on organizational governance, environmental and social management. Based on our on-site assurance procedures, the evidence provided by OPPO is reliable, and the report is prepared in an objective manner.

Materiality

OPPO has identified and disclosed material ESG issues and related information in accordance with the Global Sustainability Standards Board (GSSB) - GRI Standards, and the International Sustainability Standards Board (ISSB) - IFRS Sustainability Disclosure Standards.

Completeness

OPPO's report focused on information security and privacy protection, technological innovation and inclusiveness, product quality and safety, and other aspects. It disclosed data and information concerning product responsibility, social responsibility, environmental responsibility, and employee responsibility, all of which are of concern to the Company's stakeholders, and the disclosed content is relatively complete. The disclosed is of relative completeness.

Statement of Independence, Impartiality and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental and occupational health and safety, social responsibility with more than 190 years history in providing independent assurance services. Members of the assurance team have no interests or conflicts of relationship with OPPO. We have conducted this assurance independently and impartially. Bureau Veritas has implemented a code of ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.



Fanny Zou
Director of Greater China Region
Bureau Veritas Certification (Beijing) Co., Ltd.
2026/05/15



Huijie Huang
Assurance Team Leader
Bureau Veritas Certification (Beijing) Co., Ltd.
2026/04/20-21

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Reader Feedback

Dear Readers,

Thank you for taking the time to read OPPO's 2025 Sustainability Report. We welcome your feedback and comments, which will guide us in our continuous sustainability improvement journey.



E-mail
CSR@oppo.com

Please tell us what you think of the report (tick ✓ in boxes).

Evaluation Item	Highly agree	Agree	Neither agree or disagree	Disagree	Highly disagree
Did you get the information you needed?					
Do you think this report is easy to read and well designed?					
Will you stay tuned for OPPO's future sustainability reports?					

Other Information

Which part of the report are you most interested in? (Please specify)

Do you have any suggestions for our future sustainability reports? (Please specify)

Your contact details (optional and confidential. OPPO strictly protects your personal information and will not use it for any business purposes.)

Name:

Tel:

E-mail:

oppo