

The OPPO logo is displayed in a dark green, lowercase, sans-serif font. It is positioned in the upper left quadrant of the page, set against a light gray, rounded rectangular background. The overall design features abstract, overlapping geometric shapes in shades of green and gray, creating a modern and dynamic feel.

oppo

2022

Annual Compliance Report

Guangdong OPPO Mobile
Telecommunications Corp., Ltd.
December 2022

Foreword



Yuanqing ZENG
OPPO SVP, COO

In 2022, as the pandemic continued and geopolitical conflicts intensified, the global business environment was full of uncertainty. Faced with various challenges, OPPO has maintained stable operations and ensured investment in long-term capabilities.

OPPO maintains a long-standing commitment to compliance. Our "Benfen" values require that we maintain healthy, long-term operations by responding to ever-changing external environment with the highest standards of compliance. Focusing on compliance management and risk control measures, we hereby release this annual compliance report to present the full picture of OPPO's compliance efforts.

OPPO has set up the Compliance and Risk Management Committee to coordinate the company's compliance and risk control operations. Further, it has established a comprehensive compliance system for top compliance areas such as data privacy compliance, export and sanctions compliance, antitrust compliance, trade secret compliance, anti-bribery compliance and product regulatory compliance. OPPO insists on a Zero-Tolerance Principle to any major compliance violation as the bottom-line requirement for all business activities. Compliance requirements have been incorporated into the Key Performance Indicator of all business units, and the compliance department has the one-vote veto on the business. Process control ensures that a previous mistake shall not recur and all business units should take the major role in compliance control.

In 2022, we continue to promote the comprehensive implementation of compliance work, adhering to both the important urgent matters and the long-term fundamental matters.

With the improvement of the overall compliance awareness, the cooperation between the business units and the compliance department has become more efficient. The external compliance insights and forward-looking risk warnings could directly reach the management and related business units. In key regions and business units, we trained and certified seven outstanding compliance officers, further addressing their roles as the first responsible person in compliance. With the risk-oriented principle in mind, control measures targeted at priority risks in key compliance areas have been set up. We have also further urged compliance implementation through several projects such as Trade Secret Vertical Integration Compliance Project, Children's Accounts Data Protection Compliance Project and Export Control Classification Evaluation Compliance Project, to protect consumers' rights and interests.

With the gradually matured compliance control and operation, some compliance audits in high-risk business processes have been implemented. These audits are intended to test the effectiveness of control measures and continuously optimize their efficiency. To further protect the rights and interests of our consumers, and make OPPO's compliance more transparent, we launched a legal and compliance official webpage directly available to public and global regulatory authorities this year. The webpage also serves as a global reporting channel to receive social supervision and suggestions.

Foreword

The Data Subject Rights Request Platform is also one of this year's most important initiatives. Through the platform, we can receive and process data rights requests from global consumers more efficiently. We are handling the requests 15-20 times more efficiently than in previous years.

We also focused on global risk management by developing compliance platforms in key regions which improved the efficiency of information transmission and decision-making. At the same time, through the labor and contract management compliance project, we are building a more solid defense line for our worldwide business.

Aiming to match the advanced compliance standards and guidelines, the OPPO's compliance system has included the fundamental elements, and is fully implemented and optimized in a closed loop based on business needs. However, we still strive for perfection to meet the expectations of consumers and the public at large. In the coming year, OPPO compliance will focus on the following aspects:

First, providing proactive forward-looking compliance insights in a timely manner. Provide feedback and quick response to external changes, reveal the underlying logic behind regulatory policies and compliance requirements of various countries, gradually acquire strategic, industrial and historical thinking, and timely convey the potential risk information to business units. Compliance requirements should be effectively implemented into business operations and provide more forward-looking protection for consumers.

Second, improving efficiency and professional competence. By leveraging the company's ongoing digital transformation project - the Phoenix Project - and applying industry's best practices as the benchmark, we should integrate compliance requirements into the IT system of the main business stream. By using the certainty of IT system, we could avoid the uncertainty of process obedience, which further escorts the entire business process and ensures business efficiency. In addition, we are updating our compliance approval process to improve our approval logic and filing efficiency. This update will help to solidify the experience, knowledge and improve the efficiency and professional competence.

Third, improving the execution capability and meet business and consumers' needs. We are comprehensively sorting out the responsibilities and rights, and further improving compliance review and decision-making mechanisms. Compliance is the base for excellent business operation. We need to understand our consumers' needs to ensure the implementation of strategies and support business development.

Compliance requires both the courage to Say No and the capability to Say How, so that value could be generated. Making a metaphor, compliance to our business is like timings to hit the brake: a racing driver could step on the brake at perfect timings during a race to pass sharp corners with beautiful drifts and reach the destination quickly. Compliance needs to play such an escort role well. It enables the business to be both foresighted and down-to-earth at the same time.

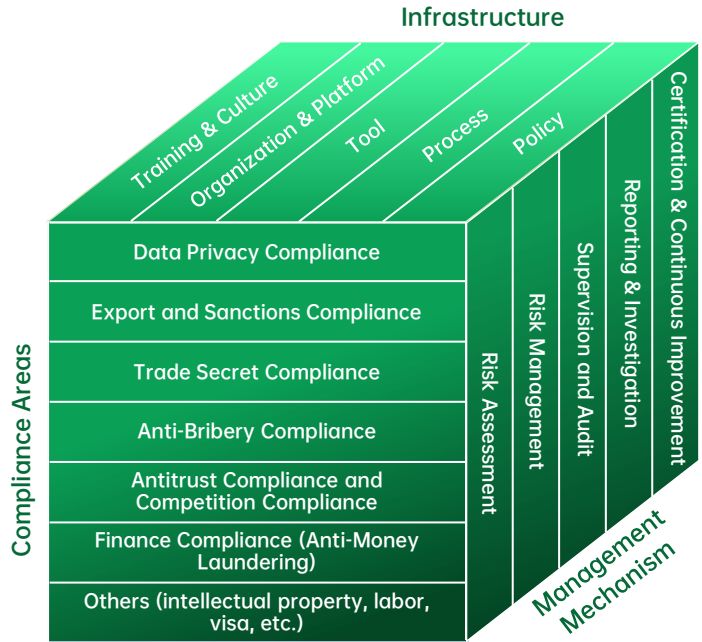
This report outlines OPPO's work and achievements since the establishment of the OPPO's compliance operation system. Please allow me to invite all OPPO consumers, business partners, regulators and other relevant government authorities to review this report, so as to enhance your understanding of OPPO's compliance work, and jointly explore the best practices of compliance management.

Introduction to OPPO's Compliance Management

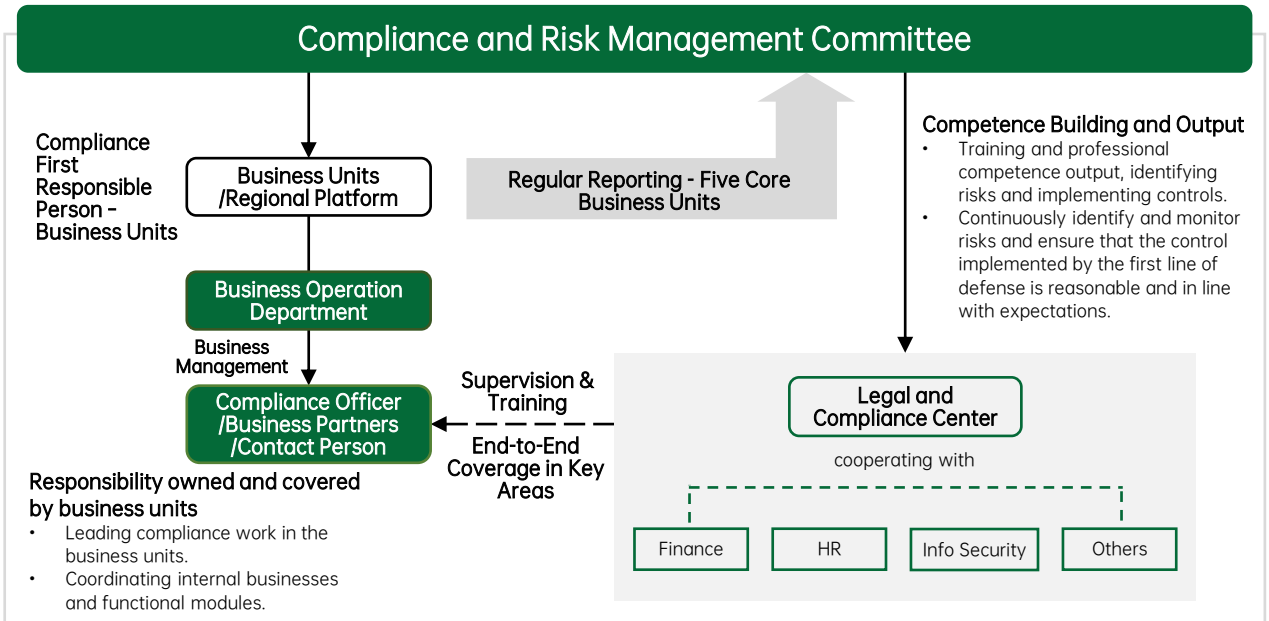
OPPO's Compliance System

 Building a compliance system that accords with business characteristics and consumers' needs.

In line with the compliance standards and best practices in the industry, OPPO builds a compliance system that accords with its business characteristics and consumers' needs. OPPO focuses on key compliance areas and gradually realizes the professional compliance operation, promoting comprehensive and effective implementation of compliance.



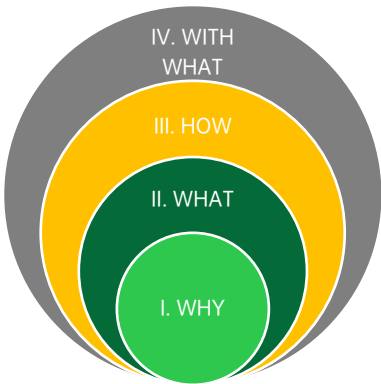
OPPO's Compliance Organization and Platform



Introduction to OPPO's Compliance Management

Compliance Management Policy Framework

OPPO establishes a four-level policy framework and follows the following principles: ① Risk-oriented ② Practical and effective ③ Easy to understand



I. Principles

WHY: why build the compliance system?
Level I document: based on regulatory requirements, it presents OPPO's compliance commitments, values and basic compliance requirements.



II. Management Policies

WHAT: what are the specific compliance requirements?
Level II document: the basic compliance requirements within the company, which defines what to do to achieve compliance.



III. Manuals and Guidelines

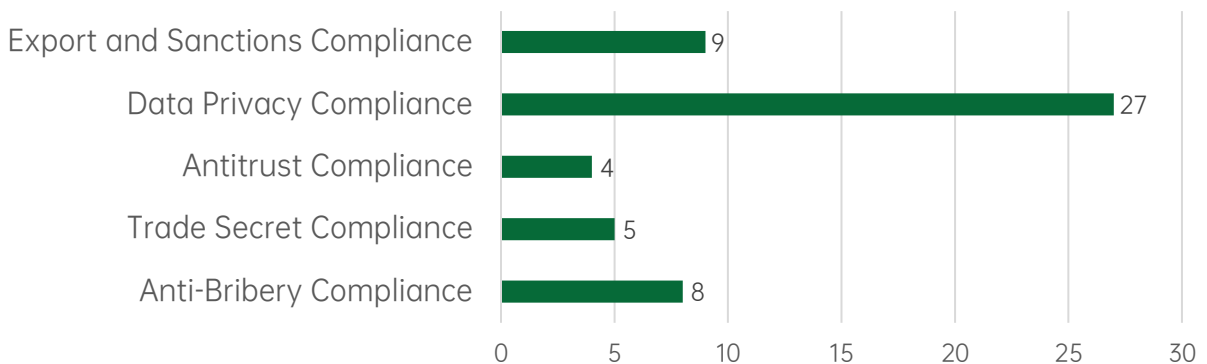
HOW: how to implement compliance requirements into the business scenarios?
Level III document: based on different business scenarios, it identifies the specific compliance requirements, which ensures compliance implementation.



IV. Operating Instructions

WITH WHAT: what tools and methods are used to implement compliance requirements?
Level IV documents: daily compliance tools necessary to achieve compliance targets.

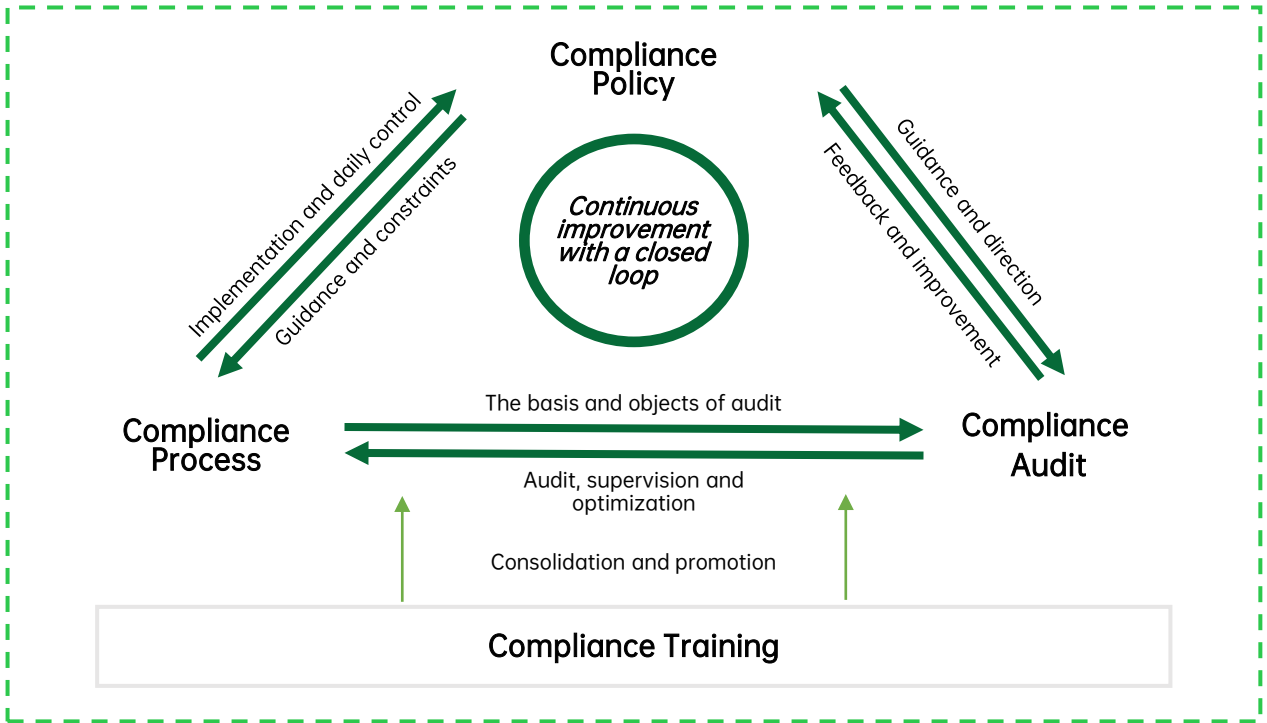
By 2022, OPPO has issued **53** relevant management policies and business guidelines in various compliance areas, so as to implement business compliance control measures and provide business rules and guidelines.



Number of compliance policies established in various compliance areas

Introduction to OPPO's Compliance Management

Closed loop Optimization of the Compliance System



In accordance with applicable laws and regulations and in combination with business scenarios, OPPO provides guidance through policies and guidelines, formulates compliance control measures and implements them into business activities and processes, so as to realize compliance management and supervision of various business cycles. At the same time, the effectiveness of the compliance system is verified through compliance audits to form closed loop management and continuous improvement and optimization.

In 2022, focusing on high-risk areas, **8** compliance audits were carried out for key business cycles/regions, and the business processes were improved.

100%
reviewed and handled by compliance department.

Established an open channel for compliance advice and reports.

Since the channel was made public online in October 2022, a total of 84 compliance inquiries or complaints have been handled and closed.

Advice and Reports

To process your request, the information you submitted may be transmitted to our China headquarters for further processing. The information you provide will be handled by our compliance team and will be kept strictly confidential.

[Contact us >](#)

Introduction to OPPO's Compliance Management

Compliance Culture and Awareness Enhancement



OPPO Business Ethics and Compliance (Our Advocacy and Prohibition)

OPPO attaches great importance to and continuously improves employees' compliance awareness. We have formulated the OPPO's Code of Conduct and Compliance Red Line to ensure the obedience of compliance. We maintain active communications and cooperation with partners, regulators and other stakeholders to enhance mutual understanding and trust.

Code of Business Conduct

OPPO has issued the Code of Business Conduct, which stipulates the code of conduct and ethical standards that all employees of the company must abide by when conducting business, covering the basic principles and requirements of internal interactions as well as interactions with external partners and the public. It is the company's commitment to comply with laws, regulations and business ethics.

- 100%** 100% of key employees have completed the assessment and have signed the letter of commitment.
- 100+** Communicated to more than 100 domestic and foreign distributors as well as other business partners.

Compliance Red Line

OPPO has issued the Compliance Red Line, which defines the bottom line that employees should adhere to when conducting business globally. It aims to guide OPPO, its subsidiaries and branches directly or indirectly controlled and all employees to understand and abide by laws and regulations in our global operations.

- 100%** 100% of key employees have completed the training of Compliance Red Line.
- Zero Tolerance** OPPO has zero tolerance to Compliance Red Line violation, and the responsible executives will be held accountable and punished if the Red Line is violated.

Code of Business Conduct	
Adherence to the Law	1
Anti-Corruption	2
Confidentiality	3
Intellectual Property	4
Anti-Money Laundering	5
Anti-Trust	6
Anti-Competitive Practices	7
Anti-Insider Trading	8
Anti-Embezzlement	9
Anti-Fraud	10
Anti-Abuse of Power	11
Anti-Abuse of Information	12
Anti-Abuse of Resources	13
Anti-Abuse of Assets	14
Anti-Abuse of Reputation	15
Anti-Abuse of Relationships	16
Anti-Abuse of Influence	17
Anti-Abuse of Authority	18
Anti-Abuse of Position	19
Anti-Abuse of Power	20
Anti-Abuse of Information	21
Anti-Abuse of Resources	22
Anti-Abuse of Assets	23
Anti-Abuse of Reputation	24
Anti-Abuse of Relationships	25
Anti-Abuse of Influence	26
Anti-Abuse of Authority	27
Anti-Abuse of Position	28
Anti-Abuse of Power	29
Anti-Abuse of Information	30
Anti-Abuse of Resources	31
Anti-Abuse of Assets	32
Anti-Abuse of Reputation	33
Anti-Abuse of Relationships	34
Anti-Abuse of Influence	35
Anti-Abuse of Authority	36
Anti-Abuse of Position	37
Anti-Abuse of Power	38
Anti-Abuse of Information	39
Anti-Abuse of Resources	40
Anti-Abuse of Assets	41
Anti-Abuse of Reputation	42
Anti-Abuse of Relationships	43
Anti-Abuse of Influence	44
Anti-Abuse of Authority	45
Anti-Abuse of Position	46
Anti-Abuse of Power	47
Anti-Abuse of Information	48
Anti-Abuse of Resources	49
Anti-Abuse of Assets	50
Anti-Abuse of Reputation	51
Anti-Abuse of Relationships	52
Anti-Abuse of Influence	53
Anti-Abuse of Authority	54
Anti-Abuse of Position	55
Anti-Abuse of Power	56
Anti-Abuse of Information	57
Anti-Abuse of Resources	58
Anti-Abuse of Assets	59
Anti-Abuse of Reputation	60
Anti-Abuse of Relationships	61
Anti-Abuse of Influence	62
Anti-Abuse of Authority	63
Anti-Abuse of Position	64
Anti-Abuse of Power	65
Anti-Abuse of Information	66
Anti-Abuse of Resources	67
Anti-Abuse of Assets	68
Anti-Abuse of Reputation	69
Anti-Abuse of Relationships	70
Anti-Abuse of Influence	71
Anti-Abuse of Authority	72
Anti-Abuse of Position	73
Anti-Abuse of Power	74
Anti-Abuse of Information	75
Anti-Abuse of Resources	76
Anti-Abuse of Assets	77
Anti-Abuse of Reputation	78
Anti-Abuse of Relationships	79
Anti-Abuse of Influence	80
Anti-Abuse of Authority	81
Anti-Abuse of Position	82
Anti-Abuse of Power	83
Anti-Abuse of Information	84
Anti-Abuse of Resources	85
Anti-Abuse of Assets	86
Anti-Abuse of Reputation	87
Anti-Abuse of Relationships	88
Anti-Abuse of Influence	89
Anti-Abuse of Authority	90
Anti-Abuse of Position	91
Anti-Abuse of Power	92
Anti-Abuse of Information	93
Anti-Abuse of Resources	94
Anti-Abuse of Assets	95
Anti-Abuse of Reputation	96
Anti-Abuse of Relationships	97
Anti-Abuse of Influence	98
Anti-Abuse of Authority	99
Anti-Abuse of Position	100

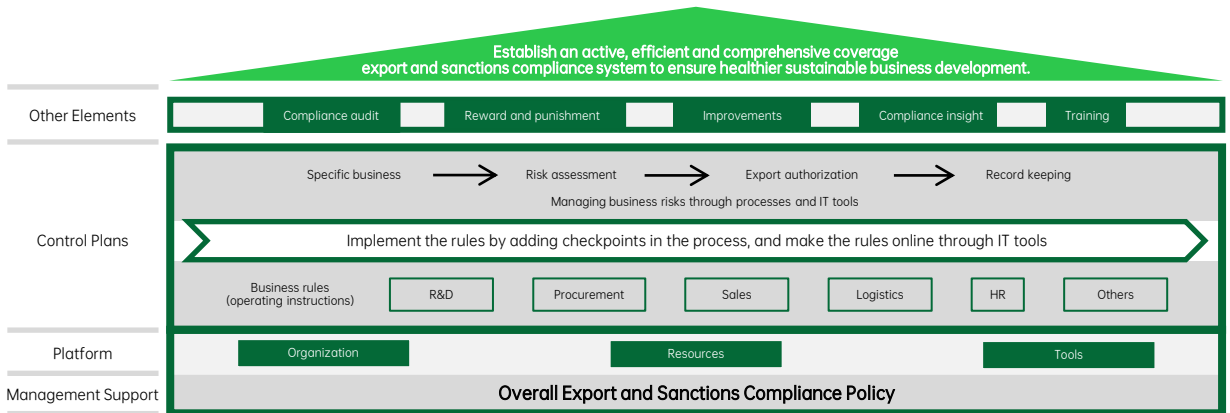
Universal Compliance Red Line	Compliance Red Lines in Production and Procurement Activities
<ol style="list-style-type: none"> Offering of property (cash or cash equivalent) or any other means to bribe any person of the public sector or private enterprise, in order to seek a business opportunity or competitive advantage is prohibited. Obtaining technical, operational, financial and other confidential information from competitors or partners by improper means such as theft, espionage, fraud or bribery is prohibited. Carrying, storing or using confidential information of former employees is prohibited, and unauthorized sharing of confidential information obtained from partners is prohibited. Reaching agreements or concerted actions with competitors on pricing strategies of commodities, production or sales volumes of commodities, segmentation of customer material procurement markets, restrictions on purchase/development of new technologies/equipment, boycott of suppliers, etc. through industry associations, industry alliances or other means is prohibited. The sale, export, re-export, transfer or other transfer of Company's hardware, software and technology for the design, development, production, use or storage of nuclear, biological, chemical weapons, missiles or other military items is prohibited, nor shall Company's hardware, software or technology be used in any activities or facilities related to such weapons. OPPO "Ten Deaths" for Data and Privacy Protection shall be strictly adhered to in the Company's business activities such as research and development, production and marketing. It is prohibited to forge seals or signatures or sign false contracts or evade laws and regulations by fabricating or concealing facts, forging materials or engage in other fraudulent practices. It is prohibited to engage in any business activities explicitly prohibited by mandatory laws. 	<ol style="list-style-type: none"> It is prohibited to produce or purchase production materials that fail to meet the national standards or quality requirements. It is prohibited to discharge, dump or dispose of radioactive wastes, wastes containing pathogens of infectious diseases, toxic or other hazardous substances. <p>Compliance Red Lines in Sales and Marketing Activities</p> <ol style="list-style-type: none"> The direct or indirect sale, export, re-export, transfer or other means of divulgence of Company's hardware, software and technology to embargoed countries or regions are prohibited. It is prohibited to sell counterfeit or substandard products, licensed goods without franchise license or products that fail to meet national standards, trade standards or quality requirements. It is prohibited to adopt improper means of marketing such as deliberate and intentional distortion, promotion of false narratives, and defamation campaigns against competitors. <p>The list of "embargoed countries or regions" is maintained by the Trade Compliance Team of the Legal & Compliance Center.</p> <p>Compliance Red Lines in R&D Activities</p> <ol style="list-style-type: none"> It is prohibited to implant any malicious code, malicious software, backdoor, manufacture or spread that in the development, delivery or service of the product. It is prohibited to attack, damage or use the communication network of the Operator or the enterprise if network to engage in any activities that endanger national security, public interests or the lawful rights and interests of others.

OPPO's Compliance Management and Top Compliance Areas

Export and Sanctions Compliance

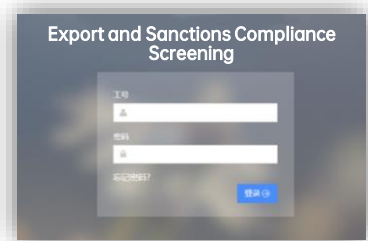
OPPO strictly abides by laws and regulations of export control and economic sanctions applicable to the countries or regions where it conducts business. The company firmly believes that strict compliance with applicable export control and economic sanctions laws and regulations reflects the company's competitiveness, which will ensure healthier sustainable business development. This is the embodiment of the company's "Benfen" culture and the responsibility to our consumers and business partners.

Control Framework



Achievements

- Through IT tools and in combination with specific business characteristics and risk adaptation control measures, OPPO has effectively prevented and controlled risks:
- Product or technology jurisdiction and export classification evaluation
 - Collection of export control information of purchased products
 - Business partner due diligence
 - End-user / End-use compliance commitment



300,000+ Export and Sanctions compliance control measures are embedded in all aspects of business sections, including customer management, contracts, finance, etc. Over 300,000 compliance reviews were conducted manually or automatically throughout the year.

Audit and Supervision



- Conducted in-depth compliance audit for high-risk areas.
- **7** risks have been identified and mitigated.
- **12** recommendations have been implemented.

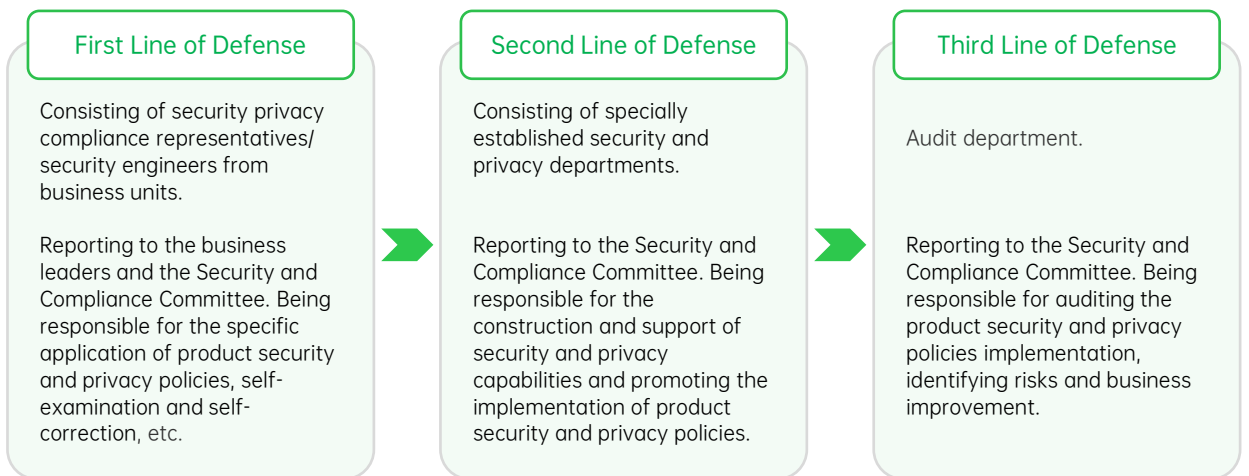
OPPO's Compliance Management and Top Compliance Areas

Data Privacy Compliance

OPPO attaches great importance to the protection of consumers' personal data and privacy, and strictly complies with global applicable privacy protection laws and regulations. Guided by the concept of "Complying from the perspective of consumers, rather than being forced to execute because of legal restraint", OPPO integrates this concept into product design and embeds privacy protection requirements in each step of personal data processing life cycle, to ensure safe and reliable products and services.

Framework

- OPPO has established **Security and Compliance Committee** as the highest management organization of product and service security, with several sub-committees such as **Data and Privacy Compliance Sub-Committee**, **Internet Service Security Sub-Committee** and **Privacy Protection Sub-Committee**. OPPO ensures the effective implementation of data security and privacy protection requirements through efficient operation of the "three lines of defense" coordination mechanism.
- Among them, the **Data and Privacy Compliance Committee** is responsible for setting up and improving the cybersecurity and privacy compliance management system. It defines the compliance roadmap, drafts and interprets compliance standards, supervising and auditing the implementation of standards.



Achievements

1. Obtained multiple security and privacy certifications, including:

- TrustArc
- ePrivacy
- ISO/IEC 27001:2013, ISO/IEC 27701:2019, ISO/IEC 27018:2014, ISO/IEC 29151:2017
- PCI-DSS
- TLC Information Security Certification (Level V)
- CSA Star Certification



OPPO's Compliance Management and Top Compliance Areas

Data Privacy Compliance

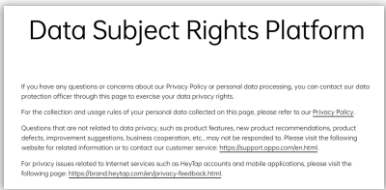
Achievements

2. Carried out compliance projects and supervised implementation, including but not limited to:

- **Carrying out multiple compliance rectification projects.** We identified the difference between product practices and regulations from product and operation aspects and ensured product and business compliance. Over 50 products/services have been upgraded in accordance with the latest compliance requirements.
- **Carrying out the "Children's Accounts Data Compliance Project".** We actively responded to the requirements of "Personal Information Protection Law of the People's Republic of China" and started to design compliance process for children's accounts. We implemented the requirements of child protection in terms of parental consent, parental management, and age-appropriate design. Over 30 products/services have been connected to children's accounts or upgraded for children.
- **Carrying out process optimization projects.** We optimized the Privacy Impact Assessment (PIA) process and Data Protection Impact Assessment (DPIA) process and improved the application process of "information sharing/outgoing authorization".
- **Carrying out the project "Overseas Privacy Compliance Localization".** We established data privacy policy system and actively ensured the localization of data privacy compliance of overseas companies/factories.
- **Carrying out six compliance audits.** For key businesses and regions, we carried out six compliance audits and ensured closed loop optimization.

3. Safeguarded consumers' rights and interests, built and maintained DSR Platform:

- OPPO set up a DSR (Data Subject Rights) Request Platform (<https://www.oppo.com/en/privacy-feedback/>), receiving requests from global consumers and responding in time through SOP (Standard Operating Procedure) within the statutory deadlines.
- In the year 2022, we carried out the efficiency improvement project of DSR, which significantly improved the response efficiency by about 15-20 times.
- Up to end of 2022, we have actively processed over 200,000 requests exercised by global consumers on the DSR platform.



4. Conducted legal research, provided insights of legislation trends, and met compliance requirements:

- We have completed legal researches such as researches on cybersecurity laws in key countries and obligations of internet platforms, interpretation of the Measures for Data Export Security Assessment, etc. We also upgraded our compliance requirements accordingly.

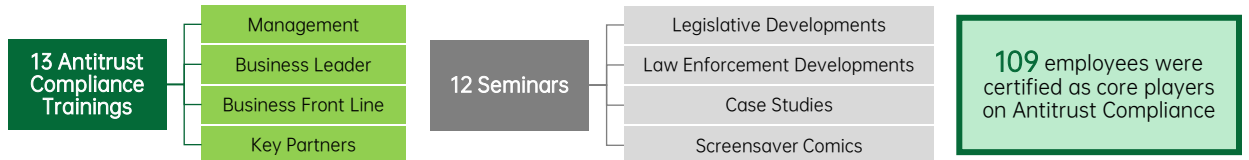
5. Participated in the draft of external standards and contributed our thoughts to the industry:

- We actively participated in the drafts of privacy protection standards, shared the experience and achievements of personal information protection, and collaboratively improved the competence in the industry. Our standard research team and compliance team have worked together in drafting more than 40 national standards, industrial standards and group standards in 2022.

OPPO's Compliance Management and Top Compliance Areas

Antitrust Compliance

Antitrust risks could threaten our healthy and long-term development, which is contrary to OPPO's values. When conducting business activities, we are responsible for operating business in accordance with high ethical standards and legal requirements. We are obliged to maintain a healthy competitive environment.



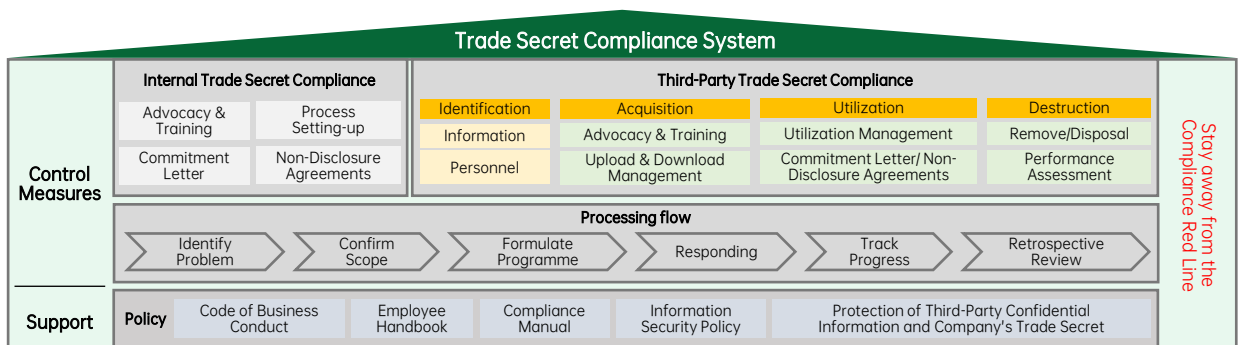
We carried out internal compliance optimization in key business areas and regions every year to ensure compliance of business operation.

In terms of pushing the compliance operation of key partners, we provided templates to assist them to conduct unscheduled self-audit, and provided toolkits for antitrust compliance risk prevention, to jointly realize the healthy brand development.



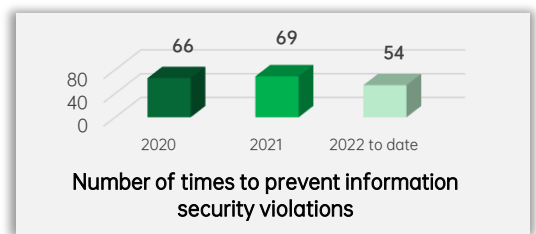
Trade Secret Compliance

We attach importance to the protection of our own trade secrets, and we also respected the trade secrets from third parties. We generate high-value trade secrets in R&D, marketing and other activities. We also attach importance to trade secret compliance in the process of recruiting external candidates, conducting research on competing products, and R&D cooperation.



54 2022 to date, we have successfully prevented 54 information security violations.

Compliance with the laws and principles of business ethics has always been a part of OPPO's "Benfen" values and the bedrock of our commercial operations. We have been actively strengthening and improving our own trade secret compliance construction.



OPPO's Compliance Management and Top Compliance Areas

Anti-Bribery Compliance

Zero Tolerance OPPO has "Zero Tolerance" towards any form of bribery. We always commit to the principles of **fairness, integrity and transparency**, and take effective anti-bribery compliance control measures worldwide.

The anti-bribery compliance system complies with the legal requirements and code of ethics. It is also committed to reducing risks and negative impact on business. Apart from being the code of conduct for all employees, the compliance culture should also be integrated into our daily operation.

<p>Design</p> <ul style="list-style-type: none"> Adopt reasonable processes when designing and implementing policies Consider continuous update when designing policies 	<p>Comprehensive</p> <ul style="list-style-type: none"> Reflect the risk scope including changes in legal and regulatory environment comprehensively and provide solutions Conduct continuous risk assessment of key areas
<p>Accessibility</p> <ul style="list-style-type: none"> Clearly communicate to all employees Ensure intelligibility when promoting the policy 	<p>Audit</p> <ul style="list-style-type: none"> Employees designated to review and audit should have sufficient professional competence Understand behaviors that need attention or vigilance

In accordance with ISO37001:2016 international standards, OPPO has established an anti-bribery management system, and has set up control processes for key risk scenarios, including compliance control processes for gifts and entertainment, procurement and finance.

All gifts and entertainment exceeding RMB 600 per capita shall get pre-approval from the compliance department.

Comprehensively Support Business Compliance and Fundamental Construction

<p>Daily Business Compliance</p> <p>Daily compliance and transaction support on demand</p>	<p>Basic Compliance</p> <p>Labor compliance, fiscal and investment compliance, and personal behavior compliance</p>
---	--

Fully accountable for product regulatory compliance	Public Order and Good Morals	National/Government Laws and Administrative Regulations	Upstream and Downstream Partners Requirements	Industry Association/Organization Industry Standards
	Fairness and Justice Social Order Good Morals ...	Anti-Unfair Competition Compliance, Criminal Compliance, Intellectual Property Compliance (Patent, Trademark, Copyright, Domain Name), Consumer Rights Protection, Compliance Projects of Top Compliance Areas (Export and Sanctions Compliance, Data Privacy Compliance, etc.)	Requirements of large upstream suppliers; requirements of large downstream telecommunications operators	GUN license specification of Free Software Foundation; Internet Association's guidance to Internet against Anti-Unfair Competition, etc.

Focus on Key Compliance Areas
Export and Sanctions Compliance, Trade Secret Compliance, Data Privacy Compliance, Antitrust Compliance/Anti-Unfair Competition Compliance, Anti-Bribery Compliance

Silent Update Project	Google Project	Internet Compliance Insight Project
Internet Unfair Competition Project	Internet Criminal Compliance Project	Emergency Management Mechanism for Crisis Events Project



Transaction Capability COE
Rule Making and Transaction Quality Improvement

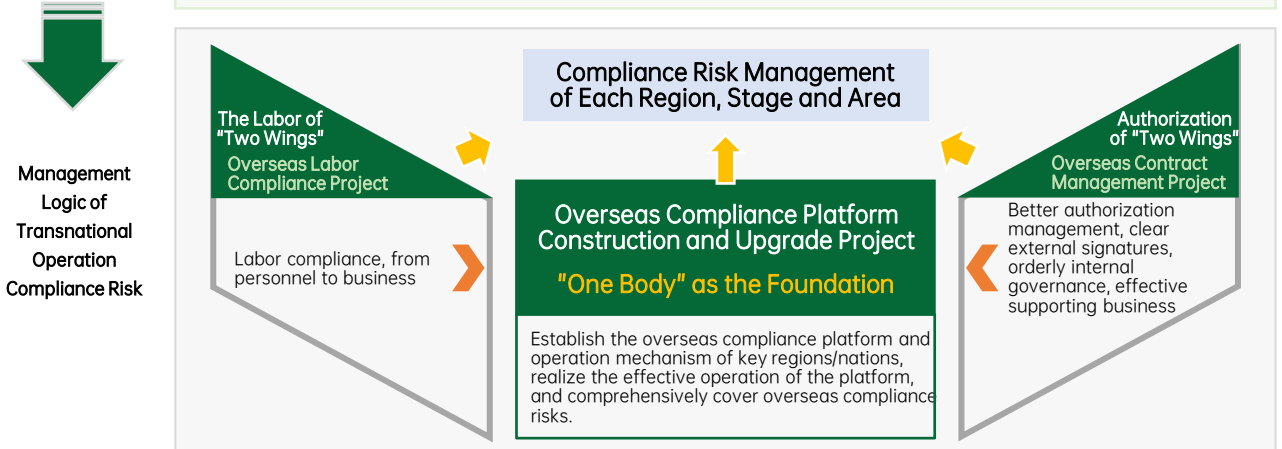
Transaction Services SSC
Operation, Internal Control and Efficiency Improvement

OPPO's Compliance Management and Top Compliance Areas

Overseas Compliance Construction in the Process of OPPO Internationalization

Through three overseas projects named "One Body and Two Wings", we levered the comprehensive coverage for overseas compliance risks.

	Enter Stage	Foothold Stage	Development Stage	Mature Stage	Exit Stage
Development Logic of Transnational Operation Compliance Risk	<ul style="list-style-type: none"> Foreign Investment Access Product Access Export and Sanctions Compliance Capital Compliance Corporate Governance Intellectual Property Compliance 	<ul style="list-style-type: none"> Distributor and Sales Channel Management Compliance Visa Compliance Supply Chain Compliance Data Privacy Compliance Tax compliance 	<ul style="list-style-type: none"> Distributor and Sales Channel Management Compliance Marketing Compliance Contract Execution Risk Data Privacy Compliance Tax Compliance 	<ul style="list-style-type: none"> Distributor and Sales Channel Management Compliance Financial and Tax Compliance Contract Execution Risk Data Privacy Compliance Marketing Compliance Customer Complaint Risk 	<ul style="list-style-type: none"> Financial and Tax Compliance Debt Disposal Liquidation Assets Disposal Capital Compliance
	Geopolitics and Labor Compliance Covering All Stages of Overseas Business				



- "One Body"**
 - Overseas Factory Compliance Platform**
We have built a compliance platform for overseas factories. Through the operation of the compliance platform, the establishment of the compliance system for overseas factories, and the implementation of the compliance training and training plan, the factory's compliance maturity has reached our expectation.
 - Overseas Regional Compliance and Risk Management Sub-Committee**
Relying on the Compliance and Risk Management Committee, we have set up Regional Compliance and Risk Management Sub-Committees in Europe, North America and India respectively, aiming to realize the centralized coverage on compliance risks of all regional businesses and protect the overseas business development.
- "Two Wings"**
 - Overseas Labor Compliance Project**
We continued to deepen overseas labor compliance, ensured the compliance of employees themselves, and laid a cognitive foundation for business compliance.
 - Overseas Contract Management Project**
By properly managing the signing of contractual documents with last-mile thinking, the front-end business has been optimized in reverse to ensure business compliance.

86% of major compliance incidents in the regions were solved.

The compliance platforms have been operating efficiently. In 2022, the overseas factory compliance platforms and the regional compliance sub-committees held **80+** regular meetings.

Note: Statistics up to December 31, 2022.

Contact Us

OPPO encourages every employee and business partner to report violations and welcomes suggestions on our compliance work. You can contact us in the following way:

- Providing feedback through the Page "Advice and Reports" of our official website: <https://www.oppo.com/en/legal/form/>

You can file compliance complaints, report compliance misconducts and provide compliance related suggestions through the above page. Inquiries that are not related to compliance may not be responded to. If you need after-sales service, please contact our customer service team or make a request through our official website. For other inquiries or suggestions, please contact us by carrier. The mailing address is NO.18 HaiBin Road, Wusha Village, Chang'an Town, DongGuan City, Guangdong Province, P.R. China. Please note that this page is only for compliance reporting/complaints, and we will not be able to serve any legal document to the company on your behalf.

The information you provide will be handled by our compliance team and will be kept strictly confidential. We will process your request in accordance with the applicable data protection laws and regulations. OPPO strictly prohibits direct or indirect retaliation against employees' reporting. In addition, our human resources department and audit department have set up reporting channels respectively, together with compliance department, formed a collaborative division of labor and communication mechanism, so as to ensure that the reports and complaints of employees and business partners can be efficiently handled by professional and appropriate teams.



Guangdong OPPO Mobile Telecommunications Corp., Ltd.

NO.18 HaiBin Road, Wusha Village, Chang'an Town, DongGuan City, Guangdong Province, P.R. China

+(86) 769-86076999

www.oppo.com/en/